

No:- CPJ -CHS/ 2017-18/522

NOTICE

Dated: 16th Aug. 2017

Sub. : Commitment to Safe Environment for Women at Work Place.

As it may be aware that, a sense of security at the workplace improves women's participation in work, resulting in their economic empowerment and inclusive growth. We are committed to ensure Safe Environment for Women at Work Place.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 requires to investigate complaints regarding sexual harassment at workplace and for inquiring into the complaint in a time bound manner. In this regard, all faculty members, staff and students should know the following:

What amounts to Sexual Harassment?

- Subjecting a woman to unwelcome sexually determined behaviour (whether directly or by implication) by physical contact and advances, a demand or request for sexual favours, sexually coloured remarks, showing pornography, any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- Presence or occurrence of circumstances of implied or explicit promise of preferential treatment in employment; threat of detrimental treatment in employment; threat about present or future employment; interference with work; creating an intimidating or offensive or hostile work environment,; humiliating treatment likely to affect the lady employee's health or safety.

What is a Workplace?

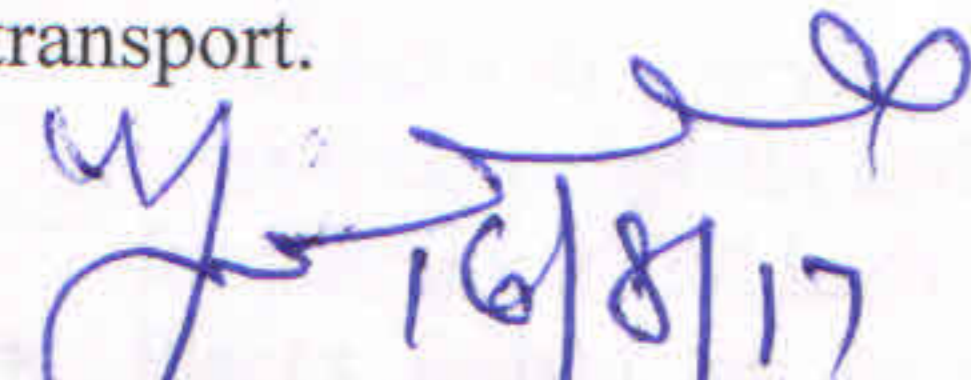
- Government bodies, private and public sector organizations, non-Governmental organizations, organizations carrying on commercial, vocational educational, entertainment, industrial, financial activities, hospitals and nursing homes; Educational institutes, sports institutions and stadiums used for training individuals.
- Places visited by employees during the course of employment or for reasons arising out of employment-including transportation provided by the employer for the purpose of commuting to and from the place of employment.
- A dwelling place or a house.
- An enterprise (owned by individuals or self employed workers) where the number of workers is less than ten.

Timelines

- A written complaint has to be filed by the aggrieved female employee within 3 months of the date of the incident.
- The inquiry has to be completed within 90 days.
- The inquiry report has to be issued within 10 days from the date of completion of inquiry.
- The employer is required to act on the recommendations of the committee within 60 days of receipt of inquiry report.
- Appeal against the decision of the committee is allowed within 90 days of the date of recommendations.

LEGAL PROVISIONS FOR CRIMES AGAINST WOMEN UNDER INDIAN PENAL CODE, 1860			
Sections IPC	Offence	Punishment	Bailable/ Non-Bailable
354	Assault or use of criminal force to woman with intent to outrage her modesty	Imprisonment for one year or may extend to five years, with fine	Cognizable and Non-Bailable
354A	Sexual Harassment of the nature of unwelcome physical contact and advances or a demand or request for sexual favours, showing pornography. Sexual harassment of the nature of making sexually coloured remark.	Imprisonment up to three years or fine, or both. Imprisonment up to one year or with fine, or with both	Cognizable and Non-Bailable

In view of above, all employees of CPJ College of Higher Studies & School of Law are requested to ensure safe environment for women employees & girl students in the college as well as in the college transport.


 (Prof. J.P. Mohla)
 Director, Academic

Copy to:

- 1 Director, Corporate Affairs
- 2 Principal School of Law
- 3 All Deans/ All Programme Coordinators/ All Class Coordinators/ All Faculty Members
- 4 Chief Admin Officer/ Sr. Admin Officer/ Registrar
- 5 EO-Academics
- 6 All Non Teaching Staff
- 7 Website In-Charge is requested to post the above notice on college website.
- 8 All Notice Boards.