

# गोंय विद्यापीठ

ताळगांव पठार

गोंय - ४०३ २०६

फोन : ०८३२ - ६५९९०४८ / ६५९९३०२

फॅक्स : +०९९-८३२-२४५९९८४ / २४५२८८९



## Goa University

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(Accredited by NAAC with Grade 'A')

Ref.: GU/Acad (General)/2016/150

Dated: 23.02.2016

### CIRCULAR

The Inter Complaints Committee (ICC) constituted by the University under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 is organizing a Gender Sensitization Programme on the Campus on 01<sup>st</sup> March, 2016 from 10.00 a.m. to 5.00 p.m. at the Auditorium of the Chemistry Department in the New Science Block. This Event is aimed at promoting gender-sensitivity and creating a gender-friendly climate, free from the perils of sexual harassments and gender-based discrimination.

The Hon'ble Governor of Goa and Chancellor of Goa University, Dr. (Smt.) Mridula Sinha is expected to inaugurate the programme, which will be duly graced by the University authorities.

In this regard, it is requested that each Department or Centre on the Campus depute around 10 students (with one Faculty Member, if possible) to attend the day-long Programme.

Likewise, Principals of Affiliated Colleges are requested to nominate two student participants and, if possible, delegate the Chairperson or Presiding Officer of the Internal Complaints Committee or a regular member of their teaching faculty.

This programme is aimed at active involvement from participants in the form of Mime, Skit and Poster competitions. All these competitions are open to the PG/Doctoral student on the Campus. **The Poster Competition is also open to the students from the Affiliated Colleges.**

The broad theme from all the competitive activities is : Educating the Youth on Gender-related Rights of Women as visualized under the Act 2013. A hand-out is attached to facilitate the planning and presentation of their chosen activity for competition by the participants.

A mime /Skit may have 8-10 participants and its duration should 3-8 minutes. The presentation should be informative, educative and have a positive message for all. **Any content disrespectful to women in particular or undermining human dignity in general is best avoided.**

A selection of Skits/Mimes will be held in the Department of Bio-technology at 3.00 p.m. on 29/02/2016.

The posters may be on normal-sized Chart paper. It may be in the form of a collage, painting, sketch or any other relevant creative mode of portrayal.

The contents of this circular may be brought to the notice of all concerned.

(Prof. V. P. Kamat)  
REGISTRAR

Enclosed: As above

To,

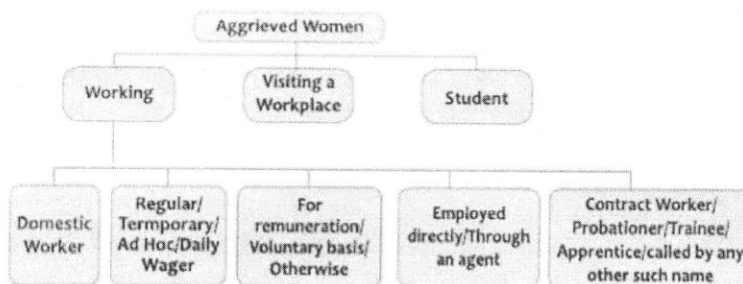
1. The Heads of University Teaching Departments/Centres
2. The Principals/Deans of Affiliated Colleges
3. P.S. to Vice-Chancellor
4. P.A. to R

Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act,  
2013

*"No woman shall be subjected to sexual harassment at any workplace."*

-Section 3(1) of the Sexual Harassment of Women at Workplace

1. Prevention, Prohibition & Redressal of sexual harassment of women is the obligation of every person in a position of responsibility at every workplace and institution because sexual harassment violates the fundamental rights of working women to equality and dignity at the workplace.
2. "Sexual Harassment" includes anyone or more of the following **unwelcome** acts or behavior (whether directly or by implication), namely:
  1. Physical contact or advances;
  2. A demand or request for sexual favours;
  3. Making sexually coloured remarks;
  4. Showing pornography;
  5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature, etc.
3. The following circumstances might also amount to sexual harassment:
  1. Implied or explicit promise of preferential treatment.
  2. Implied or explicit threat of detrimental treatment.
  3. Implied or explicit threat about present or future status (as a student or employee).
  4. Interference with your work or acts that intimidate or create an offensive or hostile work environment.
  5. Humiliating treatment that might affect your health or safety.
4. Who is considered an **Aggrieved Woman** under this Act? Any woman who is denied a safe & secure workplace environment can seek redressal under this act.
  - Irrespective of her age or employment/work status.
  - She could be working or visiting any workplace.
  - She could be in regular, temporary, adhoc, or daily wage employment
  - She could be engaged directly or through an agent including a contractor, with or without the knowledge of the principal employer.
  - She could be working for remuneration, or even on a voluntary basis.
  - She could be a co-worker, a contract worker, probationer, trainee, apprentice, student or called by any other such name.
  - She could be working in a dwelling place or house



5. What can be considered as **'Workplace'**?

*"any place visited by the employee arising out of or during the course of employment, including transportation provided by the employer for undertaking such a journey"*

- Anywhere on University campus: classroom, library, canteen, sports field, health centre and even the bus trip or your mode of travel to and from campus

- Any department, organization, undertaking, establishment, enterprise, institution, office, branch, unit which is established, owned, controlled or even partially funded by the University.
- Fieldtrips, competition or games venues, college picnics and even a hotel/restaurant attended in connection to work, conference or discussion.
- A dwelling place or house of University staff, faculty or student where the victim is not a family member in that dwelling place

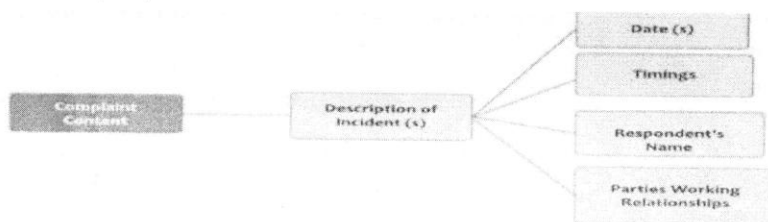
6. The impact of the unwelcome act of sexual nature on the aggrieved woman is what matters- not the intention of the one accused of the act/s of sexual harassment.

7. What is the **Internal Complaints Committee (ICC)**? Under Section 4 of the Act 2013, every employer has to constitute through a written order, an ICC that will conduct an inquiry into the complaints of sexual harassment, submit a report to the authorities and recommend action to be taken. The ICC will have the following members

A woman senior level employee as Presiding Officer, a minimum of 2 Members from amongst employees committed to the cause of women or who have knowledge and experience in social work or who have legal knowledge, and one Member from amongst NGO/associations committed to the cause of women or a person familiar with the issue of Sexual Harassment

8. If you have experienced sexual harassment, please note that a complaint should be made within 3 months from the incident or in repeated incidents, at least 3 months from the last incident. Complaints should be given to the ICC at Goa University. The ICC however has the discretion to entertain cases that are beyond the 3 month stipulation. The details why the complaint could not be made within 3 months should be set out in the complaint.

9. **Complaints** should be written BUT in cases where the aggrieved woman cannot make the complaint in writing she should be assisted in doing so by the Internal Complaints Committee. Anyone else may also hand in the written complaint on behalf of the aggrieved woman who may be unable to make a written complaint maybe due to physical or mental incapacity etc



10. During the pendency of an inquiry, the aggrieved woman might be given relief such as a transfer for her or the respondent to another workplace, leave upto 3 months, or any other as recommended by the ICC.

11. a the basis of conciliation.

For full text of the Act

[https://www.iith.ac.in/other\\_links/pdf/Sexual%20Harassment%20of%20Women%20at%20Workplace%20Act%202013.pdf](https://www.iith.ac.in/other_links/pdf/Sexual%20Harassment%20of%20Women%20at%20Workplace%20Act%202013.pdf)

**Internal Complaints Committee (Email ID: [cpshw@unigoa.ac.in](mailto:cpshw@unigoa.ac.in)) :**

Prof. Kiran Budkuley, Chairperson, Dept. of English, Goa University - 0832 - 6519285

Prof. Savita Kerkar, Member Secretary, Dept. of Biotechnology, Goa University - 0832 - 6519258

Dr. Shaila D'Souza, Member, Centre for Women's Studies, Goa University - 0832 - 6519294

Adv. Dr. Albertina Almeida, Member