

**VEER BAHADUR SINGH
PURVANCHAL UNIVERSITY
JAUNPUR, UTTAR PRADESH**



7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.

Safety and security

**Registrar
V.B.S. Purvanchal University
Jaunpur**



Safety and Security

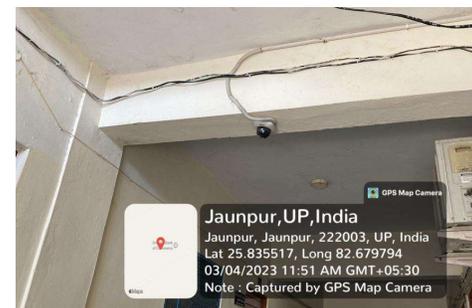
The security in the campus is monitored through CCTV and deployment of security guards throughout the campus. The University has three separate girl's hostels with female security guards in all of them. The University has a Women Cell that is dedicated to providing gender neutral and sexual harassment free environment to all women stakeholders and empowering them to strive for equal opportunities. An Internal Complaint Committee has been working as per the guidelines of 'Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act', 2013 and the 'UGC Regulations Act, 2015', and the corresponding handbook is available on the University website. There are display boards throughout the campus creating awareness about gender sensitivity and prevention of sexual harassment.

A special e-mail account "womencellvbspu@gmail.com" has been created for girls to report their grievances. In case any untoward incident, the distressed can freely approach the authorities for immediate and appropriate action. Complaint box and suggestion box are available in faculty buildings and hostels. Only four complaints have been registered during the last five years which were successfully resolved by the Committee. The University has strict policy against ragging and an online portal for registering complaints against ragging is also available on the University website.

Registrar
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Jaunpur



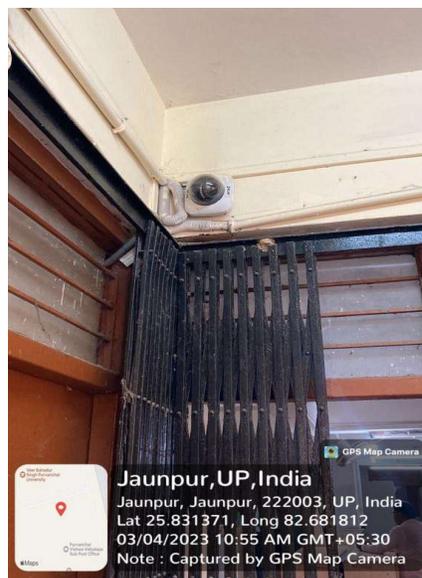
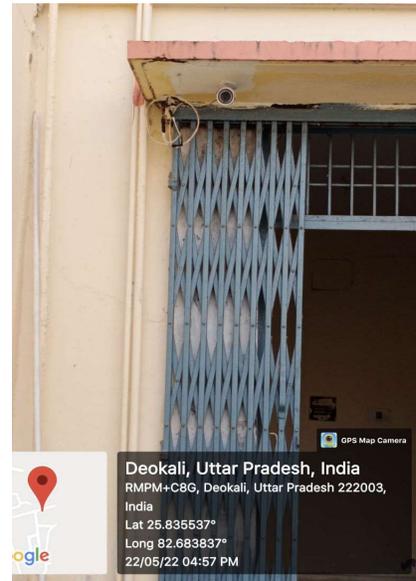
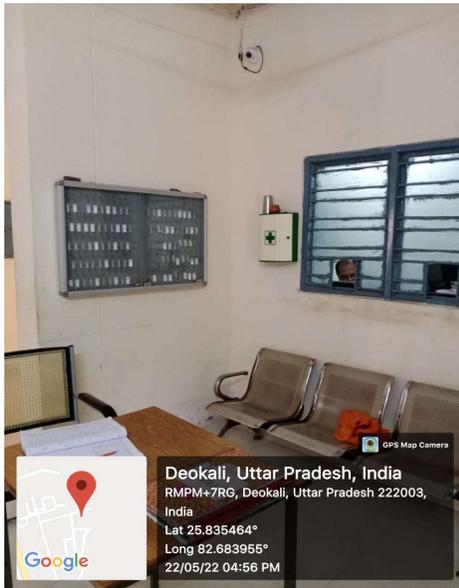
CCTV Cameras in different locations of the University Campus



VEER BHADUR SINGH PURVANCHAL UNIVERSITY
JAUNPUR – 222003
INDIA



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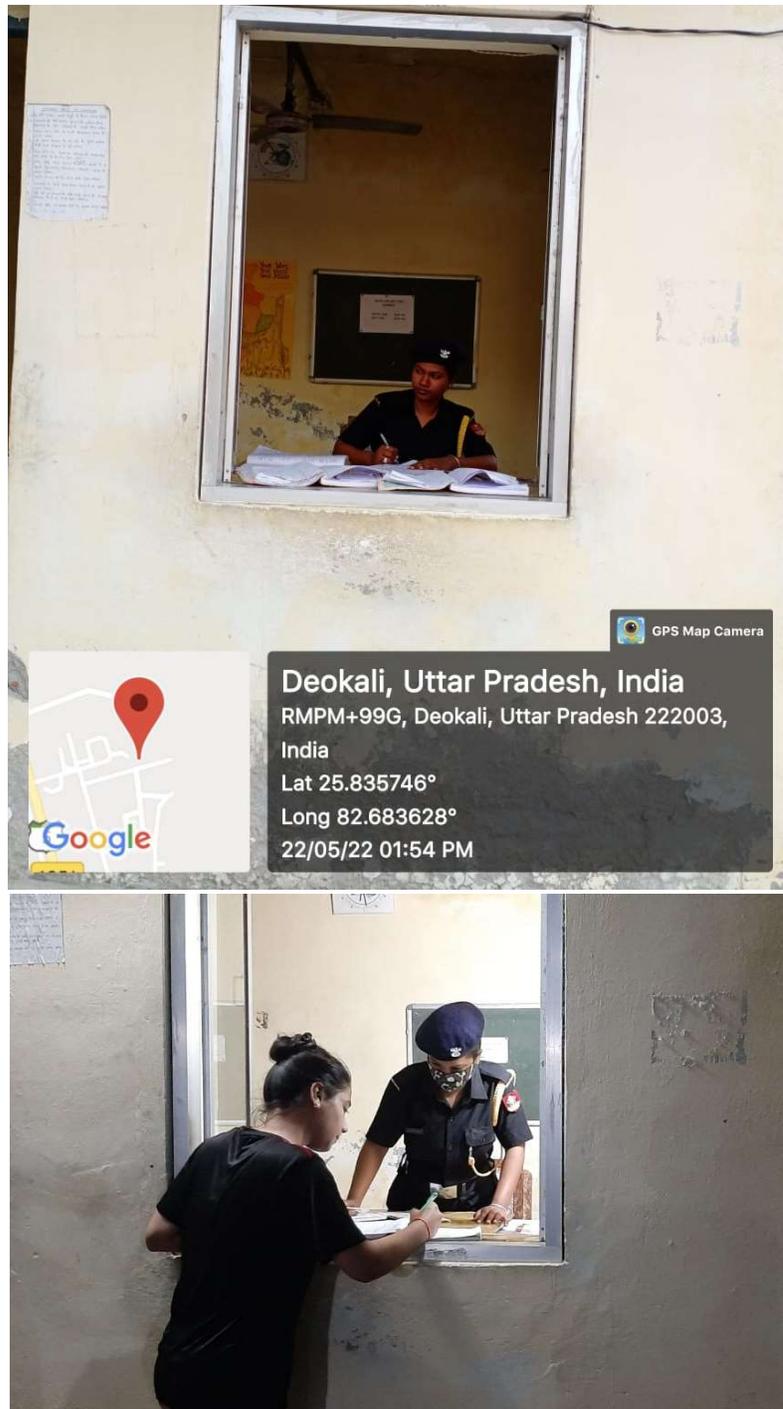


Display Monitors with DVR covering all CCTV Cameras



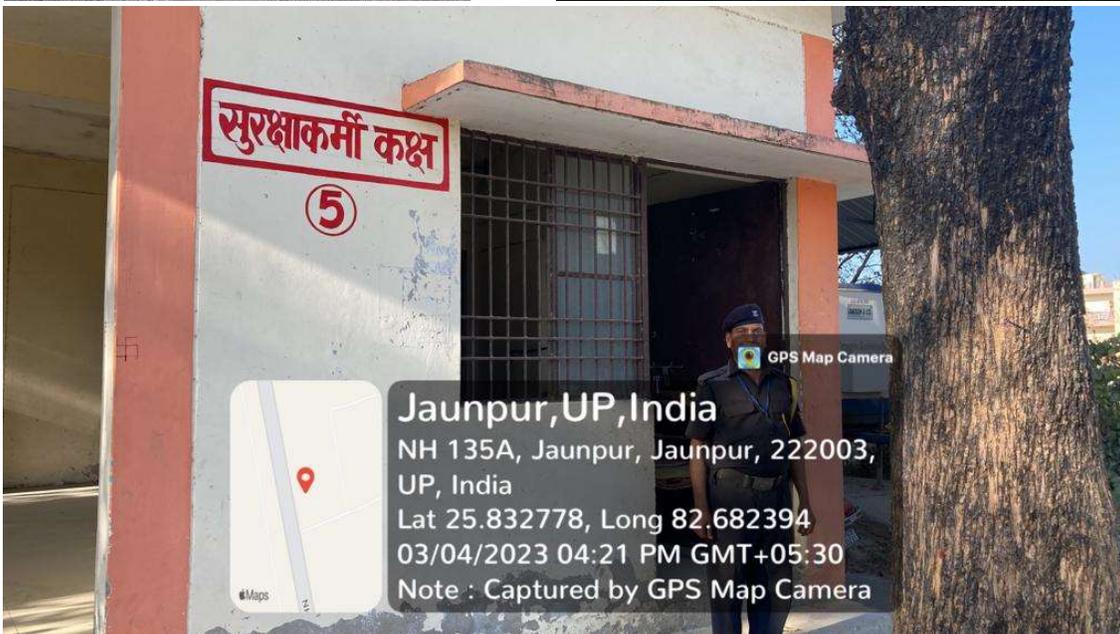


Female Security Guards in the Women Hostels





Security Guards at the different entry points of the Campus





Public Address System Panel and Fire Extinguishers





First Aid and Suggestion Boxes in the Girls Hostel

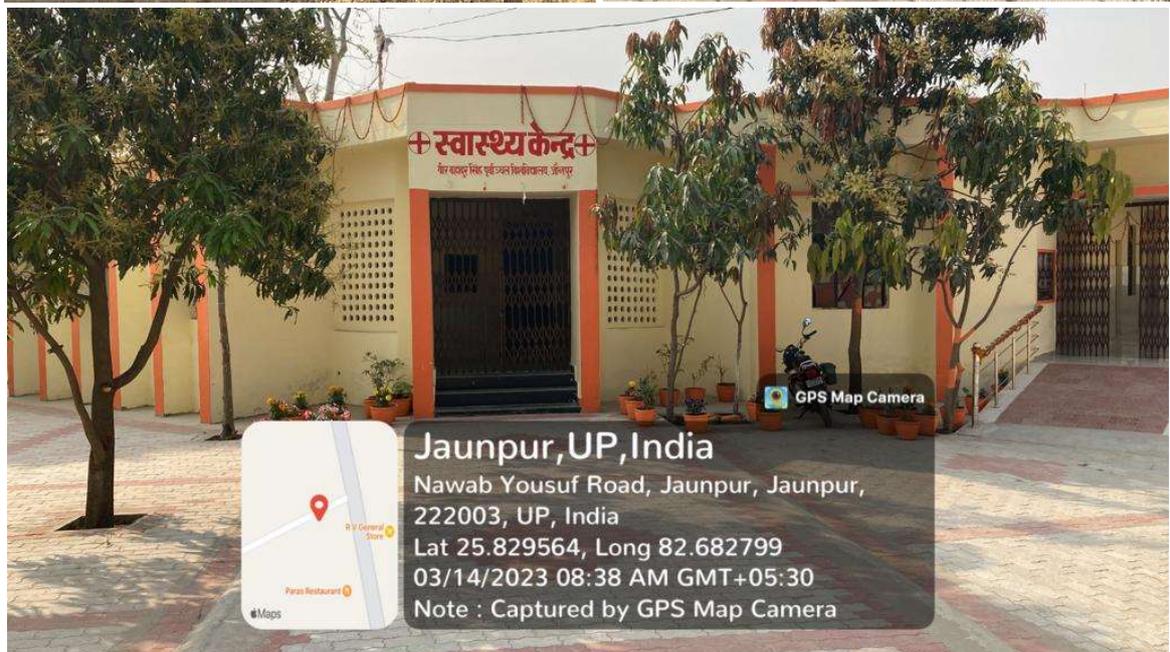
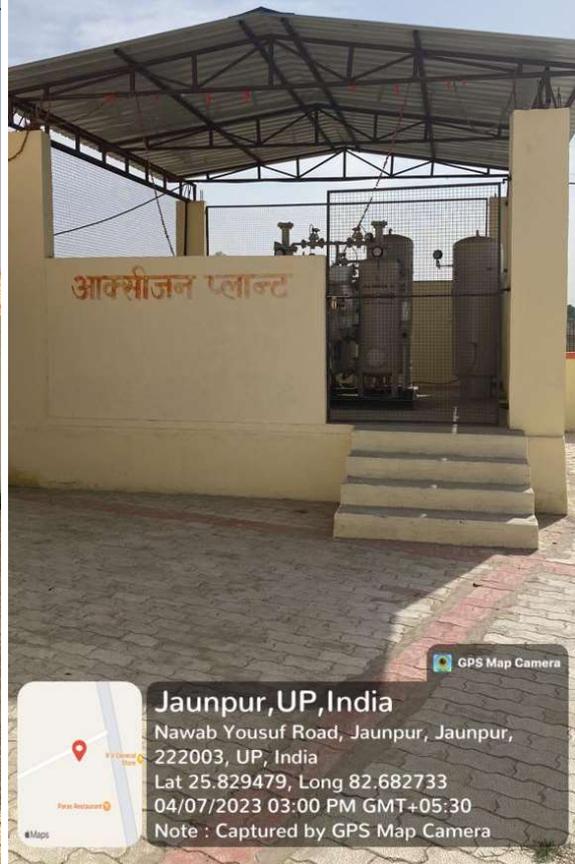


Complaint Box and Suggestion box in the Campus





Health Centre and installation of Oxygen Plant





Patient ward at Health Care Centre



Dental Hospital



Patient consulting with Dentist



Facilities in Dental hospital



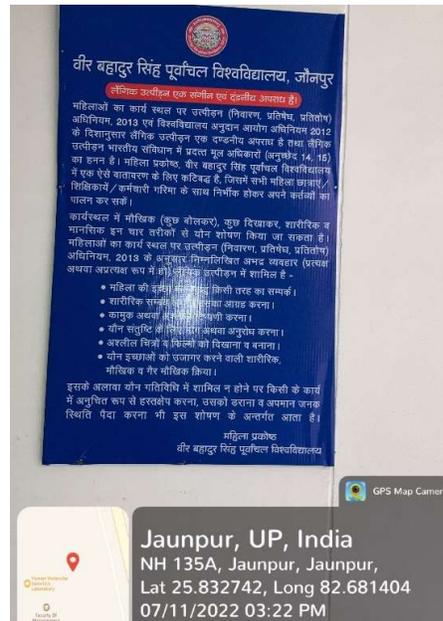
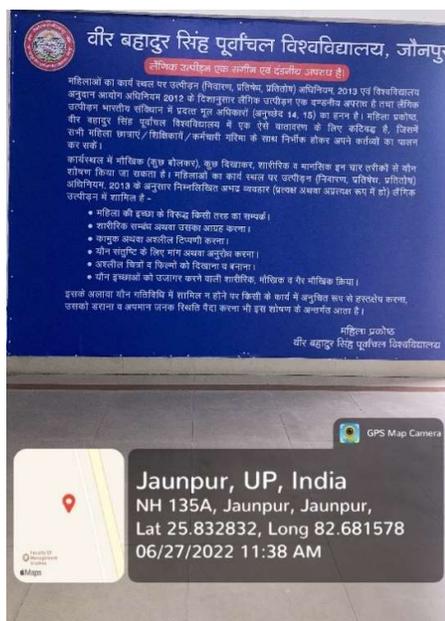


Ambulance facility in the University





Display Boards creating awareness about Anti-ragging and Prevention of sexual harassment





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Security and Helpline

University web page



वीर बहादुर सिंह पूर्वांचल विश्वविद्यालय, जौनपुर, उत्तर प्रदेश, भारत

नैक द्वारा मान्यता प्राप्त उत्तर प्रदेश का राज्य विश्वविद्यालय

**Veer Bahadur Singh Purvanchal University,
Jaunpur, UP, India**

A NAAC accredited UP State University



Women Cell

Home | Cell | Women Redressal Cell | Women Cell

Veer Bahadur Singh Purvanchal University, Jaunpur
(A Gender Sensitization Unit of VBS Purvanchal University)

Vision

To provide a gender neutral and sexual harassment free environment to all women stakeholder of the university and empowering them to realize their potential and strive for equal opportunities.

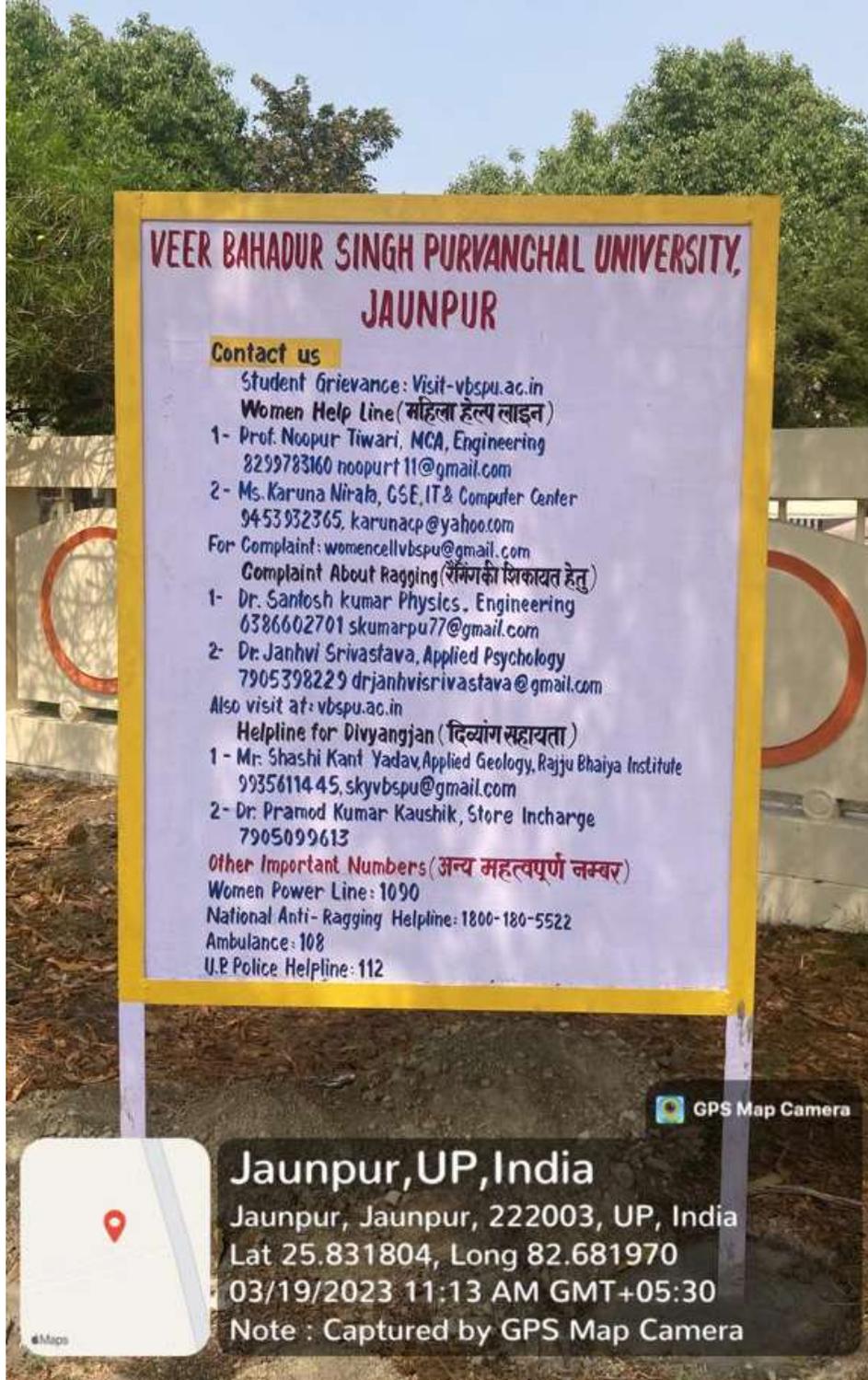
Mission

- To create gender neutral environment in and around the University
- To provide an equitable opportunities to empower women stakeholders of the university.
- To aware about women's right and promoting general wellbeing of women students, teaching and non-teaching staff.
- To groom the women to face all the challenges of life with dignity
- To enlighten the women students and employees about their legal right

Weblink: <http://www.vbspu.ac.in/en/page/women-cell>



Helpline display board in the University Campus





Student Grievance redressal mechanisms

University web page

वीर बहादुर सिंह पूर्वांचल विश्वविद्यालय, जौनपुर, उत्तर प्रदेश, भारत
नेक द्वारा मान्यता प्राप्त उत्तर प्रदेश का राज्य विश्वविद्यालय
Veer Bahadur Singh Purvanchal University, Jaunpur, UP, India
A NAAC accredited UP State University

The University Faculties Admission Research Examination Facilities Affiliation University Staff Corner Cell Alumni Student Grievance

RTI NAAC Accreditations Important Links Scholarship TEQIP Institutional Repository Remedial Coaching Result Court Cases CBCS NSS NIRF

Student Grievance

Home | Student Grievance

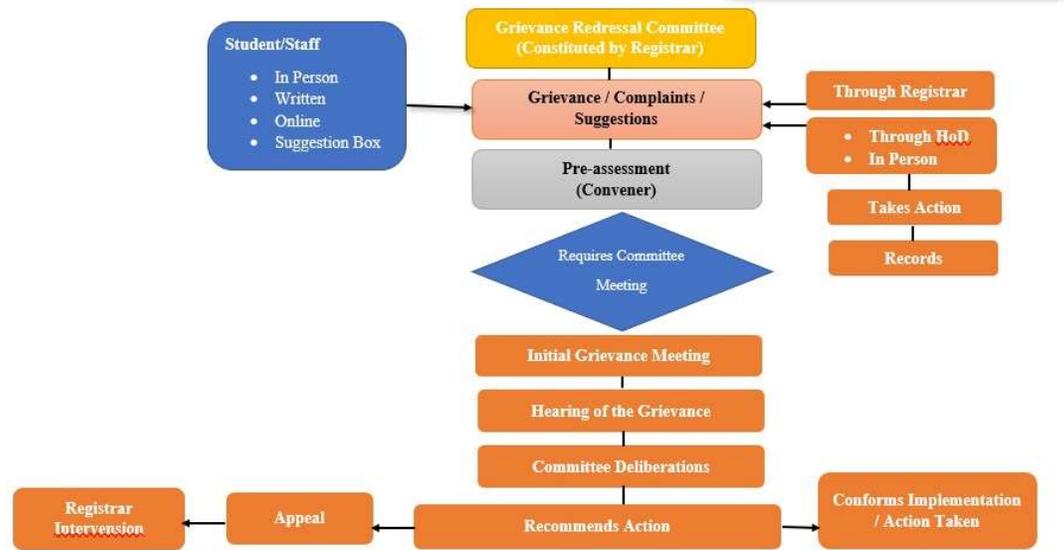
🔗 [Application Form for Grievance \(Click Here\)](#)

🔗 [Grievance Cell Members](#)

क्र.सं.	सदस्यों का नाम	विभाग / संस्थान	नामित पद	मोबाइल नं.
1	डॉ संतोष कुमार	भौतिक विज्ञान विभाग	संयोजक	9532574675
2	सुश्री अनू त्यागी	एलाइड साइकोलॉजी विभाग	सदस्य	7906496390
3	श्री सचिन अग्रवाल	वित्तीय अध्ययन विभाग	सदस्य	9415255042

GRIEVANCE REDRESSAL

Grievance Redressal Committee
Anti-Ragging Committee
Anti-Sexual harassment Committee



Weblink: <http://www.vbspu.ac.in/en/page/student-grievance#main-content>



Complaint about Ragging

University Website

 **वीर बहादुर सिंह पूर्वांचल विश्वविद्यालय, जौनपुर, उत्तर प्रदेश, भारत**
नेक द्वारा मान्यता प्राप्त उत्तर प्रदेश का राज्य विश्वविद्यालय
Veer Bahadur Singh Purvanchal University, Jaunpur, UP, India
A NAAC accredited UP State University



The University ▾ Faculties ▾ Admission ▾ Research ▾ Examination ▾ Facilities ▾ Affiliation ▾ University Staff Corner ▾ Cell ▾ Alumni ▾ Student Grievance

RTI ▾ NAAC ▾ Accreditations ▾ Important Links ▾ Scholarship ▾ TEQIP ▾ Institutional Repository ▾ Remedial Coaching ▾ Result ▾ Court Cases ▾ CBCS ▾ NSS ▾ NIRF

Anti-Ragging Notice

Home | Cell | Anti-Ragging | Anti-Ragging Notice

Important Websites for Students

- » Please Click www.antrragging.in and www.amanmovement.org
- » Ragging Complaint (Click Here)
- » Undertaking Form (Click Here)
- » Anti-Ragging Committee (session 2022-23)

[596 KB] Language : Hindi



मा10 सर्वोच्च न्यायालय के आदेश दिनांक 16.05.2007 एवं दिनांक 08.05.2009 के क्रम में उच्चतर शिक्षण संस्थाओं में रैगिंग निषेध से सम्बन्धित विश्वविद्यालय अनुदान आयोग के अधिनियम, 2009 दिनांक

Weblink: <http://www.vbspu.ac.in/en/page/about-cell-anti-ragging>

The University ▾ Faculties ▾ Admission ▾ Research ▾ Examination ▾ Facilities ▾ Affiliation ▾ University Staff Corner ▾ Cell ▾ Alumni ▾ Student Grievance

Complaint Form

Home | Complaint Form

Student Name	<input type="text"/>	Father's Name	<input type="text"/>
Course	<input type="text"/>	Roll Number	<input type="text"/>
Email Id	<input type="text"/>	Mobile No.	<input type="text"/>
Permanent Address	<input type="text"/>	Present Address	<input type="text"/>
Message	<input type="text"/>		
	<input type="button" value="Submit"/>	<input type="button" value="Reset"/>	

Weblink: <http://www.vbspu.ac.in/en/article/student-grievance>



कार्यालय आदेश

मा० कुलपति जी के आदेश दिनांक-08.09.2021 के अनुपालन में Sexual Harassment at work Place (Prevention Prohibition and Redressal) Act 2013 के दिशा निर्देशों के अन्तर्गत लैंगिक उत्पीड़न की शिकायतों के निस्तारण हेतु कार्यालय आदेश संख्या- 1386/सामा०प्रशा०/2021, दिनांक-08.07.2021 द्वारा गठित समिति को संशाधित करते हुये आन्तरिक शिकायत समिति (Internal Complaint Committee) का गठन किया जाता है। समिति का कार्यकाल 02 (दो) वर्षों का होगा। समिति के सदस्यों का विवरण निम्नवत् है-

क्र०सं०	सदस्यों का नाम	विभाग/संस्थान	नामित पद	मो०नं०
1	प्रो० चन्दना राय	बायोटेक्नॉलाजी विभाग, वी०बी०एस०यू०वि०वि०, जौनपुर।	अध्यक्ष/प्रोसाइडिंग आफिसर	8052000911
2	प्रो० रामनारायण	बायोटेक्नॉलाजी विभाग, वी०बी०एस०यू०वि०वि०, जौनपुर।	सदस्य	9453095777
3	प्रो० अजय द्विवेदी	वित्त एवं नियंत्रण विभाग वी०बी०एस०यू०वि०वि०, जौनपुर।	सदस्य	8394151212 8808231000
4	डा० सन्तोष कुमार	भौतिक विज्ञान इन्जीनियरिंग संस्थान, वी०बी०एस०यू०वि०वि०, जौनपुर।	सदस्य	9432574675 6386602701
5	डा० नूपुर तिवारी	कम्प्यूटर अप्लीकेशन विभाग, वी०बी०एस०यू०वि०वि०, जौनपुर।	सदस्य	9956816786
6	सुश्री अन्नू त्यागी	अनुप्रयुक्त मनोविज्ञान विभाग, वी०बी०एस०यू०वि०वि०, जौनपुर।	सदस्य	7906496390
7	डा० ज्ञान्हवी श्रीवास्तव	अनुप्रयुक्त मनोविज्ञान विभाग, वी०बी०एस०यू०वि०वि०, जौनपुर।	सदस्य	9565426743

कुलसचिव

प्रतिलिपि :- निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।

1. उपरोक्त सदस्यों/पदाधिकारियों को सूचनार्थ।
2. समस्त सहायक/विभागाध्यक्ष/चीफ प्राक्टर/चीफ वार्डन/वार्डन को इस आशय के साथ प्रेषित कि उक्त सूचना को अपने-अपने विभागों में प्रसारित कराये।
3. डा० संजीव गंगवार, वेबमास्टर को इस आशय के साथ प्रेषित कि उक्त सूचना को विश्वविद्यालय के वेबसाइट पर अपलोड कराने का कष्ट करे।
4. विशेष कार्याधिकारी कुलपति, मा० कुलपति जी को सजानार्थ।
5. सूचना पट्ट।

Registrar
V.B.S. Purvanchal University
Jaunpur

कुलसचिव

Office order for Internal Complaint committee

वीर बहादुर सिंह पूर्वांचल विश्वविद्यालय, जौनपुर (उ०प्र०)

Email:connectpuregistrar@gmail.com



Fax: (05452)252344,252244

Web:www.vbspu.ac.in

पत्रांक: 5652/पू.वि.वि./सा.प्रशा./2023

दिनांक : 25/01/2023

कार्यालय आदेश

माननीय कुलपति महोदय के आदेश दिनांक 24.01.2023 के अनुपालन में विश्वविद्यालय के प्रशासनिक, शैक्षणिक विभाग एवं अन्य के कार्यों को सुचारु रूप से संचालन हेतु Internal Complaint Committee का गठन किया जाता है। जिसमें निम्न सदस्य होंगे :-

- | | | |
|-------------------------------------|---|--------|
| 1. प्रो० वन्दना राय | - | संयोजक |
| बायोटेक्नोलॉजी विभाग, विज्ञान संकाय | | |
| 2. प्रो० नूपुर तिवारी | - | सदस्य |
| एम०सी०ए० विभाग | | |
| 3. प्रो० अविनाश डी० पाथर्डिकर | - | सदस्य |
| मानव संसाधन विभाग | | |
| 4. प्रो० रविप्रकाश | - | सदस्य |
| इलेक्ट्रानिक्स इन्जी० विभाग | | |
| 5. डा० सुनील कुमार | - | सदस्य |
| जनसंचार विभाग | | |
| 6. डा० अन्नू त्यागी | - | सदस्य |
| मनोविज्ञान विभाग | | |
| 7. श्रीमती करुणा निराला | - | सदस्य |
| प्रोग्रामर, कम्प्यूटर साइंस विभाग | | |
| 8. श्रीमती ऋचा कुमारी | - | सदस्य |
| कनिष्ठ सहायक | | |
| 9. श्रीमती शकुन्तला शुक्ला | - | सदस्य |
| एडवोकेट | | |

उपरोक्त समिति से अपेक्षा की जाती है कि समय-समय पर सम्बन्धित समिति की बैठक कराकर आख्या से अधोहस्ताक्षरी एवं माननीय कुलपति महोदय को अवगत कराते रहें।

भवदीय

प्रतिलिपि :- निम्न को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।

1. समिति के सदस्यगण।
2. समस्त संकायाध्यक्ष/विभागाध्यक्ष को सूचनार्थ।
3. समन्वयक, आई०क्यू०ए०सी०।
4. निजी सचिव कुलपति, मा० कुलपति जी के सूचनार्थ।
5. वित्तअधिकारी।
6. समस्त सहायक कुलसचिव।
7. गार्ड फाईल।

Registrar
V.B.S. Purvanchal University
Jaunpur

कुलसचिव



पत्रांक: 950/पू.वि.वि./सा.प्रशा./2022

दिनांक : 3-11-2022

कार्यालय आदेश

मा० सर्वोच्च न्यायालय के आदेश दिनांक 18.05.2007 एवं दिनांक 08.05.2009 के क्रम में उच्चतर शिक्षण संस्थाओं में रैगिंग निषेध से सम्बन्धित विश्वविद्यालय अनुदान आयोग अधिनियम 2009 दिनांक 17.06.2009 एवं तत्पश्चात् उत्तर प्रदेश शैक्षिक संस्थाओं में रैगिंग का प्रतिषेध अधिनियम 2010 (उत्तर प्रदेश अधिनियम संख्या 14 सन् 2010) (जैसा उत्तर प्रदेश विधान मण्डल द्वारा पारित हुआ) The Uttar Pradesh Prohibition of Ragging in Educational institutions act, 2010} {U.P. Act no 14 of 2010} {As passed by Uttar Pradesh Legislaturer} के आलोक में आदेशानुसार तात्कालिक प्रभाव से माननीय कुलपति महोदया के आदेश दिनांक 18.10.2022 के अनुपालन में शैक्षिक सत्र 2022-23 के लिए एण्टी रैगिंग स्काव्वड/रैगिंग विरोधी दल का गठन किया गया है। :-

- | | | |
|--|---|-----------------------------------|
| 1. समस्त संकायाध्यक्ष/
विभागाध्यक्ष परिसर पाठ्यक्रम | - | सदस्य |
| 2. चीफ प्राक्टर | - | सदस्य |
| 3. अधिष्ठाता छात्र कल्याण | - | सदस्य |
| 4. अध्यक्ष, एस०सी०/एस०टी समिति | - | सदस्य |
| 5. अध्यक्ष, ग्रीवान्स समिति | - | सदस्य |
| 6. अध्यक्ष, पिछड़ा वर्ग समिति | - | सदस्य |
| 7. अध्यक्ष, अल्पसंख्यक प्रकोष्ठ समिति | - | सदस्य |
| 8. चीफ वार्डन | - | सदस्य |
| 9. नवीन छात्र/छात्राएँ (5+5) | - | (संयोजक द्वारा नामित किया जायेगा) |
| 10. प्रो० रजनीश भास्कर
विभागाध्यक्ष, इलेक्ट्रीकल इन्जी० विभाग | - | संयोजक |
| 11. प्रो० सुरजीत कुमार
एम०सी०ए० विभाग | - | सदस्य |
| 12. डा० जान्हवी श्रीवास्तव
मनोविज्ञान विभाग | - | सदस्य |
| 13. डा० प्रमोद कुमार
रसायन विभाग, रज्जू भईया संस्थान | - | सदस्य |
| 14. डा० दिग्विजय सिंह
जनसंचार विभाग, | - | सदस्य |
| 15. डा० रसिकेश
एच.आर.डी. विभाग, | - | सदस्य |

Registrar
V.B.S. Purvanchal University
Jaunpur

रैगिंग विरोधी (एण्टी रैगिंग स्क्वायड) समिति से अपेक्षा की जाती है कि परिसर स्थिति छात्रावासों तथा रैगिंग के दृष्टि से संवेदनशील स्थानों का औचक निरीक्षण कर रैगिंग की घटनाओं को रोके जाने तथा विभागाध्यक्ष अथवा अन्य किसी संकाय के सदस्य अथवा किसी कर्मचारी या छात्र/छात्राओं के माता-पिता अथवा अभिभावक द्वारा अवगत करायी गयी रैगिंग की घटना की जाँच घटना स्थल पर जाकर करें तथा सम्पूर्ण स्थिति से अधोहस्ताक्षरी के माध्यम से कुलपति जी को अवगत कराने का कष्ट करें।

भवदीय


कुलसचिव

प्रतिलिपि :- निम्न को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।

1. जिलाधिकारी, जौनपुर को सूचनार्थ प्रेषित।
2. पुलिस अधीक्षक, जौनपुर को सूचनार्थ प्रेषित।
3. समिति के सदस्यगण।
4. वित्तअधिकारी।
5. समस्त संकायाध्यक्ष/विभागाध्यक्ष को सूचनार्थ।
6. समन्वयक, आई0क्यू0ए0सी0।
7. समस्त सहायक कुलसचिव।
8. डा0 संजीव गंगवार, प्रभारी बेवसाइट को इस आसय से कि उपर्युक्त सूचना विश्वविद्यालय की बेवसाइट पर अपलोड करने का कष्ट करें।
9. नोटिस बोर्ड पर चस्पा हेतु।
10. गार्ड फाईल।

कुलसचिव

Registrar
V.B.S. Purvanchal University
Jaunpur



Veer Bahadur Singh Purvanchal University, Jaunpur
Women Cell
(A Gender Sensitization Unit of VBS Purvanchal University)

Vision

To provide a gender neutral and sexual harassment free environment to all women stakeholder of the university and empowering them to realize their potential and strive for equal opportunities.

Mission

- To create gender neutral environment in and around the University
- To provide an equitable opportunities to empower women stakeholders of the university.
- To aware about women's right and promoting general wellbeing of women students, teaching and non-teaching staff.
- To groom the women to face all the challenges of life with dignity
- To enlighten the women students and employees about their legal right

Women cell (WC) was constituted by the Honorable Vice Chancellor on August 12, 2013, which was reconstituted on November 16, 2015 and recently reconstituted in June, 2022. WC is committed for upholding the dignity of all women members of the University (faculty, staff and student) by creating an educational environment free from gender bias and sexual harassment, unlawful persecution, discrimination of any kind and working grievance.

Following are the members of the Cell:

Prof Vandana Rai, Department of Biotechnology	Chairperson
Prof Noopur Tewari, Department of Computer Application	Member
Dr Jahnvi Srivastava, Deptt of Applied Psychology	Member
Ms Annu Tyagi, Deptt of Applied Psychology	Member
Dr Jhansi Mishra, Deptt of Applied Psychology	Member
Ms Pooja Saxena, Department of Pharmacy	Member
Ms Jaya Shukla, Department of Electricals	Member
Ms Karuna, UNSIET	Member
Ms Richa Singh	Member


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Objectives :

The primary mission of Women cell of VBS Purvanchal University, Jaunpur is to provide guidelines for protection from gender bias and basic right to work with dignity and to handle related complaints received or referred to the cell. Cell is an educational resource as well as a complaint centre for the members of the faculty, staff and students of the University. Its objectives are

- To create a gender sensitive work environment in VBS Purvanchal University.
- To promote gender equality in University campus.
- Prevention of sexual harassment in University campus.
- To fulfil the directive of the Honourable Supreme Court of India enjoining all employees to develop and implement a policy against sexual harassment of women at work place.
- To promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women
- To disseminate knowledge about rights and laws related to women.
- To make them realize the moral human values in the society
- To enhance self-esteem and self-confidence of women students, faculty and staff
- To conduct gender audit/safety audit on regular basis

Secondary Objectives:

- To help girl students to change their mindset and attitudes towards life in terms of women.
- To organize lectures on the topics of career shaping and how to better prepare for examination i.e. smart studies.
- To make students aware of the different problems of the society in general and issues related to women.
- To organize debates, speech and essay competitions for students.
- To encouraging girl students for active participating in sports.

The Women Cell seeks to achieve these objectives/goals through:

- **Dissemination of information:** through production, distribution and circulation of printed materials, posters and handouts.

- **Awareness workshops:** about sexual harassment for faculty, non-teaching and students. The aim is to develop non-threatening and non-intimidating atmosphere of learning.
- **Counseling:** Confidential counseling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rarely reported and is a sensitive issue.

The women's Cell shall be constituted as under :

- A Chairperson to be nominated by the Vice-Chancellor from amongst senior women employees not below the rank of a Associate Professor or Deputy Registrar.
- Dean, Students' Welfare as Ex-Officio member.
- Minimum two women representing the teaching community to be nominated by the Vice-Chancellor.
- Two women belonging to the nonteaching community to be nominated by the Vice-Chancellor.
- Any other member(s) to be co-opted by the Cell as and when necessary with the approval of the Vice-Chancellor.

Women Cell constantly works towards establishing safe and secure atmosphere in the University for girls and regularly organized gender sensitization workshops/seminar/awareness programs in the past academic years where the faculty, staff and students are invited to participate.

To spread the importance and ways for women empowerment and gender equality various talks, workshops and events will be organized. These programmes will also provide a platform to female students to understand their unexplored skills and talents.

Every year following days will be celebrated by the women cell

- National Women's Day (February 13; birthday of Sarojini Naidu)
- International Women's Day (March 8)
- National Women Teacher Day (Celebration of Savitribai Phule Birthday on January 3)
- National Girl Child Day (January 24)

In addition to aware the women students, faculty and nonteaching staff, about their legal rights, stress management, security and safety and health related issues , several programs will be organized time to time like-

- Cervix and breast cancer awareness
- Women Health & Hygiene
- Cancer Prevention: Strategies for the younger generation
- Stress Management through Yoga and Meditation
- Legal Empowerment of Women
- Entrepreneurship awareness program for girls students
- Seminar On Women Empowerment – Issues, Challenges & solutions

In association with cultural committee and sports committee of university, WC organized will different competitive activities for girl students like essay writing, debate, collage, rangoli, and painting competitions based on burning gender based issues such as dowry, dowry death, girl infanticide, feticide and sexual harassment to sensitize staff and students. In addition, the women cell also encourages the girl students to participate in cultural and sport activities organized in the university throughout the year. Participation in cultural and sports events creates a positive vibe among the students.

Vandana Rai

Prof Vandana Rai
Chairperson
Women Cell
V B S Purvanchal University
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Registrar
V.B.S. Purvanchal University
Jaunpur



Veer Bahadur Singh Purvanchal University, Jaunpur The Internal Complaints Committee (ICC)

The University constituted sexual Harassment prevention committee in 2013, which was replaced by the Internal Complaints Committee (ICC) in 2015. ICC has been formed under the aegis of the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" in February 20, 2015 by order no 25313 and reconstituted in July 2021. The primary mission of the committee is to provide guidelines for protection from sexual harassment and to handle related complaints received or referred to the committee. Display Boards regarding "**Zero tolerance towards sexual harassment**" and guidelines on making the university campus gender friendly are exhibited at prominent locations on the university campus. Grievances regarding gender discrimination on the campus including sexual harassment, if any, are sternly and appropriately dealt by the ICC. Sexual harassment cases will be addressed and redressed against the background of the Vishaka guidelines, Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act 2013 and UGC ,2016.

A special e-mail account "womencellvbsp@gmail.com" was created to complain the cell. In case of any untoward incident occurs, the distressed can freely approach the authorities for immediate rescue and an appropriate action.

Members of Internal Complaint Committee:

Prof Vandana Rai, Department of Biotechnology	Chairperson
Prof Ram Naraiian, Department of Biotechnology	Member
Prof Ajay Dwivedi, Department of Finance and Control	Member
Prof Noopur Goel, Department of Computer Application	Member
Dr Jahnvi Srivastava, Department of Applied Psychology	Member
Dr Annu Tyagi, Department of Applied Psychology	Member
Chief Proctor, V B S Purvanchal University	Member

Definition of sexual harassment:

The definition of sexual harassment was set by the honorable Supreme Court of India, in a landmark judgment in August 1997 (*Vishaka & others vs. the State of Rajasthan*) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g) of the Constitution

of India. According to Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act 2013, it is obligatory for every employer and other responsible persons to follow the guidelines laid down by it and to evolve a specific policy to combat sexual harassment in the workplace. Educational institutions are also bound by the same directive.

According to the Vishakha guidelines and Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act 2013, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) such as the following:

- Physical contact and advances
- A demand or request for sexual favors
- Showing pornography
- Any other unwelcome, physical, verbal or non-verbal conduct of sexual nature

Procedure of the enquiry:

- The committee will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the ICC will discuss the complaint.
- If the case falls outside the purview of the ICC, the complainant will be informed about the same by the appropriate authority.
- If the case comes under the purview of the ICC, cell will try to resolve dispute by discussion. The minutes of such discussion shall be recorded and the reason for not conducting enquiry shall also be mentioned. If the dispute cannot be resolved through informal discussions, an enquiry shall be set up within ten working days.
- The ICC shall investigate into the incident by laying down its own procedure, to find out if the accused is prima facie guilty and the nature and extent of the guilt.
- The ICC shall submit its report to the Honorable Vice Chancellor within 90 days and recommend the nature of action to be taken.

Appeal of Women Cell to all women students, faculty and staff of VBS Purvanchal University:

If any women student, teaching and non-teaching staff is being harassed, this is what you can do:

- Don't feel a sense of shame. Tell the harasser very clearly that you find his behavior unpleasant.
- Don't disregard the harassment in the hope that it will stop on its own. Come forward and complain.
- Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations to come forward and complain.
- Keep a record of all incidents in a notebook. If you feel the need to register a formal complaint later, this record will be helpful.

Vandana Rai

Prof Vandana Rai
Chairperson
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