

ZERO TOLERANCE

to Sexual Harassment at Work Place CODE OF CONDUCT

Sexual Harassment includes

- a) Any unwelcome physical, verbal or non verbal conduct of sexual nature.
 - b) Demand or request for sexual favours.
 - c) Making sexually coloured remarks.
 - d) Physical contact and advances; or
 - e) Showing pornography
- other circumstances
- a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours
 - b) implied or explicit threat of detrimental treatment in the conduct of work
 - c) Implied or explicit threat about the present or future status of the person concerned
 - d) Creating an intimidating offensive or hostile learning environment
 - e) Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned

Workplace shall include

- a) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs.
- b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs.
- c) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

Complaint redressal mechanism

- All workplaces shall have an Internal Complaints Committee for prevention and redressal of sexual harassment.
- Complaints committee shall have a women as the Presiding Officer, 50% woman members, a NGO or external expert familiar with the issues related to sexual harassment.
- Complaints Committee will function as quasi-judicial body as per the interim order given by the Supreme Court.
- Complaint Process shall be time bound and done confidentially.
- ICC will submit the inquiry report with recommendations to the Executive authority of the University for necessary action.
- Complaints Committee members shall be accessible, approachable, committed, sensitive and understanding.

How to give a Complaint to ICC?

- Submit a written complaint to Internal Complaints Committee within three months from date of the incident.
- ICC shall provide reasonable assistance in case the aggrieved woman is unable to make a written complaint.
- Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint.



Contact : Internal Complaints Committee, Tezpur University

Webpage to sign up: <http://luit.tezu.ernet.in/grievance/index.php>
Prof. Shashi Baruah (Presiding Officer) Mobile Number: 9435082587
Source: UGC Notification and internet