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# Office of the Registrar

## SWAMI VIVEKANAND SUBHARTI UNIVERSITY

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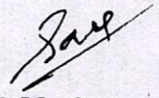
Date: 03-06-2010  
Ratified by Executive Council  
(15.10.2010)

### Notification

The following Ordinance, as approved by the Hon'ble Chancellor, is published herewith for information:

<i>Sl. No.</i>	<i>Ordinance No.</i>	<i>Details of Ordinance</i>
1.	VII (7)	Ordinance relating to the Protection of Women against Sexual Harassment at Workplace.

By order etc.

  
(P.K. Garg)  
Registrar

**Enclosures:** As above.

**Copy to:** All concerned.

SWAMI VIVEKANAND  
**SUBHARTI UNIVERSITY**

ORDINANCE RELATING TO THE PROTECTION  
OF WOMEN AGAINST SEXUAL HARASSMENT  
AT WORKPLACE

## Ordinance No. VII (7)

### Ordinance Relating to the Protection of Women against Sexual Harassment at Workplace

#### Chapter-1 Preliminary

#### Short title and commencement:

- 1) This Ordinance may be called the "Ordinance Relating to the Protection of Women against Sexual Harassment at Workplace".
- 2) It shall come into force with effect immediate.

#### Definitions:

- 3) In this ordinance, unless the context otherwise requires:-
  - (i) "Act" means the Swami Vivekanand Subharti University, Uttar Pradesh Act, 2008 (U.P. Act No.29 of 2008).
  - (ii) "Aggrieved Woman" means any woman employee or woman student against whom any act of sexual harassment is alleged to have been committed.
  - (iii) "Chairperson" means the Chairperson of the Committee.
  - (iv) "Committee" means the Internal Complaints Committee constituted under clause-5 of this Ordinance.
  - (v) "Disciplinary Authority" means the competent authority to take disciplinary action against an employee under the relevant service rules or a student under the relevant disciplinary rules.
  - (vi) "Employee" means a person employed in the University for any work, teaching or non-teaching, on regular, temporary, ad-hoc or daily wage basis, either directly or by or through an agent, including a contractor, with or without the knowledge of the University, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a domestic worker, a co-worker, a contract worker, probationer, trainee, apprentice or by any other name called.
  - (vii) "Member" means a member of the Committee.
  - (viii) "Officer" means an officer of the University as defined in clause 10 of the Act.
  - (ix) "Registrar" means Registrar of the University.
  - (x) "Respondent" means a person against whom a complaint has been made under clause 6.
  - (xi) "Secretary" means Secretary of the Committee.
  - (xii) "Student" means a bonafide student of the University.
  - (xiii) "University" means Swami Vivekanand Subharti University.
  - (xiv) "Workplace" means and includes:
    - (a) The colleges/institutes and all the places of residence, recreation, sports etc inside the boundary of the University premises.

- (b) The transport provided to the students and/or employees of the University.
  - (c) Places of work under the University outside the campus e.g. study centres for distance education.
  - (d) Any place where any student or employee of the University is engaged in an activity a part of the course of study or duty and shall include fieldtrips, sports tournaments, conferences, college festivals and all other activities organized through or by the University.
- (xv) 'Vice Chancellor' means the Vice Chancellor of the University.

**Prevention of sexual harassment at workplace:**

- 4) No woman employee or woman student of the University at the workplace or outside shall be subject by any employee or student to sexual harassment including unwelcome sexually determined behavior physical contact, advances, sexually coloured remarks, showing pornography, sexual demand, request for sexual favours or any other unwelcome conduct of sexual nature whether verbal, textual, physical, graphic or electronic or by any other actions, which may include:-
- (i) implied or overt promise of preferential treatment in employment or academic career, as the case may be, or
  - (ii) implied or overt threat of detrimental treatment in employment or academic career, as the case may be, or
  - (iii) implied or overt threat about the present or future employment status or academic career, as the case may be, or
  - (iv) conduct which interferes with the work or learning, as the case may be, or creates an intimidating or offensive or hostile work or learning environment, as the case may be, or
  - (v) humiliating conduct constituting health and safety problems.

**Chapter-2**  
**Constitution of Committee**

**Constitution of Internal Complaints Committee:**

- 5) (1) For the purpose of this Ordinance, the Vice Chancellor shall constitute, by an office order in writing an Internal Complaints Committee.
- (2) The Committee shall consist of the following members, namely:-
- (a) a Chairperson, from amongst employees, who shall be a senior level woman, committed to the cause of women.
  - (b) not less than five Members from amongst a cross section of employees committed to the cause of women or who have had experience in social work; and

- (c) one Member from amongst non-governmental organizations or associations or other interests committed to the cause of women.

Provided that at least fifty per cent of the Members so nominated shall be women.

- (3) The Chairperson and every Member of the Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified in the office order.
- (4) The Registrar shall function as the Secretary of the Committee.
- (5) Where the Chairperson or any Member of the Committee contravenes the provisions of clause 13 of this Ordinance, such Chairperson or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy arising for any other reason whatsoever, shall be filled by fresh appointment in accordance with the provisions of this clause.

### **Chapter-3 Complaint**

#### **Complaint of sexual harassment:**

- 6) (1) An aggrieved woman may make a complaint of sexual harassment faced by her within or without the University to the Chairperson or any Member of the Committee or to any Officer of the University in writing:

Provided that where such complaint cannot be made in writing, the Chairperson or the Member of the Committee or the Officer of the University approached by the aggrieved woman shall render all reasonable assistance to the woman making the complaint to reduce the same in writing.

Provided further that a complaint made to an Officer of the University or a Member shall be forwarded by the Officer or the Member as the case may be, to the Chairperson of the Committee within 24 hours of receiving the complaint.

- (2) Where the aggrieved woman is not able to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be authorized by the Vice Chancellor may make a complaint under this clause.
- (3) The complaint shall state the facts clearly substantiating the allegation of sexual harassment and shall include the documents, by which and a list of witnesses by whom the allegations are sought to be proved.
- 7) (1) At the request of the aggrieved woman, the Committee may, before initiating inquiry under this Ordinance, take steps to settle the matter between her and the respondent through conciliation.
- (2) Where a settlement is arrived at under sub-clause (1), the Committee shall record the settlement and submit a recommendation to the Vice Chancellor not to take any action in the matter.

- (3) The Committee shall provide the copies of the settlement recorded under sub-clause (2) to the aggrieved woman and the respondent.
- (4) Where a settlement is arrived at under sub-clause (1), no further inquiry shall be conducted by the Committee, subject to the proviso contained in sub-clause (1) of clause 8.

#### **Chapter-4** **Inquiry into complaint**

##### **Inquiry Procedure:**

- 8) (1) Where conciliation under sub-clause (1) of clause 7 is not arrived at, the Committee shall, subject to the provisions of clause 13, proceed to make inquiry into the complaint:  
Provided that where the aggrieved woman informs the Committee that any term or condition of the conciliation arrived at under sub-clause (1) of clause 7 has not been complied with by the respondent the Committee may after ascertaining the facts from the respondent, proceed to make inquiry into the complaint.
- (2) The Committee shall follow the following procedure for inquiry under sub-clause (1)
  - (i) On receipt of a complaint, the same shall be entered in the Register of Complaints to be maintained by the Secretary of the Committee.
  - (ii) The Secretary shall deliver or cause to be delivered to the respondent a copy of the complaint along with enclosures, if any, and shall require the respondent to submit, within ten days, a written statement of his defence and state whether he desires to be heard in person. If the respondent submits the written statement of his defence, a copy thereof shall be supplied by him to the aggrieved woman also. The aggrieved woman may, if she so desires file a rejoinder with a copy supplied to the respondent within three days of the receipt of the written statement of defence.
  - (iii) On receipt of the written statement of defence and rejoinder, if any, the Committee may inquire into those allegations as are not admitted, and where any of the allegations have been admitted by the respondent in his written statement of defence, the Committee shall record the finding of guilt on each such allegation.
  - (iv) The respondent shall be required to appear in person before the Committee on such day and at such time within ten working days from the date fixed for receipt of the statement under sub-clause (1) as the Committee may, by notice in writing, specify, in this behalf, or within such further time, not exceeding ten days, as the Committee may allow.
  - (v) Where the respondent has not submitted any written statement of defence, but appears before the Committee, the Committee shall ask him whether he admits any of the allegations or has any defence to make and if he admits any of the allegations, the Committee shall record the plea, sign the record and obtain the signature of the respondent thereon. The Committee shall record a finding of guilt in respect of those allegations which the respondent admits.
  - (vi) After submission of the written statement of defence and rejoinder, if any or if the respondent fails to appear within the specified time or refuses or omits to plead, the Committee shall require the aggrieved woman to produce on the next date the evidence by which the allegations are sought to be proved, and shall adjourn the inquiry to a later date not exceeding fifteen days, after recording an order that the respondent may, for the purpose of his defence submit a list of witnesses to be examined on his behalf;
  - (vii) If the respondent applies orally or in writing for the supply of copies of any document which is not in possession of the aggrieved woman, the Committee may, if it considers that the document is

relevant to the inquiry, require the person who is in the possession of the document to produce it within three days. If, on perusal of the document, the Committee finds that it would be necessary to make it a part of the record of the case, it shall order the authority concerned to supply copies of the document to the respondent, the aggrieved woman and the Committee. Thereafter the Committee shall fix a date for hearing within ten days.

(viii) On receipt of the requisition referred to in sub-clause (viii), every authority having the custody or possession of the requisitioned document shall produce the same before the Committee.

Provided that if the authority having the custody or possession of the requisitioned document is satisfied for reasons to be recorded by it in writing that the production of the document would be against the interest or security of the University or shall be unwarranted invasion of privacy of an individual, it shall inform the Committee accordingly and the Committee shall, on being so informed, communicate the information to the respondent and withdraw the requisition made by it for the production of the document.

(ix) On the date fixed for the inquiry, the oral and documentary evidence by which the allegations are sought to be proved shall be produced by the aggrieved woman. The witnesses shall be examined by or on behalf of the aggrieved woman and may be the cross-examined by the respondent. The Committee may also put such questions to the witnesses as it deems fit.

(x) If it appears necessary before the close of the case on behalf of the aggrieved woman, the Committee may, in its discretion, allow the aggrieved woman to produce evidence not indicated initially or may itself call for new evidence or recall and re-examine any witness and in such a case the respondent shall be entitled to have, if he demands it, a copy of the list of further evidence sought to be produced and an adjournment of the inquiry for three clear days before the production of such new evidence, exclusive of the day of adjournment and the day to which the inquiry is adjourned. The Committee shall give the respondent an opportunity of inspecting such documents before they are taken on the record. The Committee may also allow the respondent to produce new evidence, if it is of the opinion that the production of such evidence is necessary in the interest of justice.

(xi) When the case for the aggrieved woman is closed, the respondent shall be required to state his defence, orally or in writing, as he may prefer. If the defence is made orally, it shall be recorded, and the respondent shall be required to sign the record. In either case, a copy of the statement of defence shall be given to the aggrieved woman.

(xii) The evidence on behalf of the respondent shall then be produced and the witnesses produced by the respondent shall be examined. They shall be liable to cross examination, re-examination and examination by the Committee.

(xiii) The Committee may, after the respondent closes his case, question him for seeking clarifications, if any.

(xiv) If the respondent to whom a copy of the complaint has been delivered does not submit the written statement of defence on or before the date specified for the purpose or does not appear in person before the Committee or otherwise fails or refuses to comply with the orders of the Committee, the Committee may hold the inquiry ex-parte.

(xv) Whenever the Committee, after having heard and recorded the whole or any part of the evidence in an inquiry ceases to exercise jurisdiction therein, and is succeeded by another Committee which has, and which exercises, such jurisdiction, the Committee so succeeding may act on the evidence so recorded by its predecessor, or partly recorded by its predecessor:

Provided that if the succeeding Committee is of the opinion that further examination of any of the witnesses whose evidence has already been recorded is necessary in the interest of justice, it may recall, examine, cross-examine and reexamine any such witnesses as hereinbefore provided.

- (xvi) After the conclusion of the inquiry, a report shall be prepared and it shall include –
- (a) The facts and the allegations of sexual harassment, the defence of the respondent, an assessment of the evidence and the findings with reasons thereof.
  - (b) The recommendation of the Committee with regard to the nature of disciplinary action, if any, to be taken against the respondent.
- (xvii) The Committee shall have the power to summon any witness or documents that it deems fit. The Committee may also permit the testimony of any witnesses who volunteers to give such testimony.
- (xviii) While an inquiry is pending with the Committee, if another complaint is received against the same respondent, both or all such complaints may be clubbed together and inquired into.
- (xix) The Committee is bound to maintain confidentiality during the inquiry so as not to prejudice the proceedings.
- (xx) During an inquiry the quorum for the Committee meetings shall be one-third of the total membership.
- (xxi) The inquiry shall be completed within a period of ninety days.
- (xxii) Where the Committee fails to complete the inquiry within the period specified under sub-clause (xxi), the Vice Chancellor may, on the request of the Committee, grant extension by not more than 30 days or take such action as may be deemed fit.

#### **Action during pendency of inquiry:**

- 9) (1) During the pendency of an inquiry, the Committee may, on a written request made by the aggrieved woman, recommend to the Vice Chancellor to :-
- (a) transfer the aggrieved woman or the respondent; or
  - (b) grant leave to the aggrieved woman; or
  - (c) grant to the aggrieved woman any other relief which may be considered reasonable.
- (2) The Vice Chancellor may take such necessary action as may be deemed proper on the recommendation of the Committee made under sub-clause (1).

#### **Inquiry report:**

- 10) (1) On the completion of the inquiry, the Committee shall submit its report to the Disciplinary Authority concerned with a copy to the Vice Chancellor.
- (2) Where the Committee arrives at the finding that the allegation against the respondent has not been proved, it shall recommend to the Disciplinary Authority that no action is required to be taken in the matter. A copy of the recommendation shall simultaneously be delivered to the aggrieved woman.
- (3) Where the Committee arrives at the findings that the allegation against the respondent has been proved fully or partly, it shall recommend to the Disciplinary Authority concerned:

(a) to take action for misconduct under the relevant service/disciplinary rules applicable to the respondent.

Or

(b) to deduct from the salary or wages of the respondent such sum of compensation to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of clause 12, or to direct the respondent to pay such compensation to the aggrieved woman.

(4) Where a recommendation has been made under sub-clause (3), the Disciplinary Authority concerned shall act upon the recommendation within ninety days of its receipt by it.

Provided that where the Disciplinary Authority is not in agreement with any finding arrived at or recommendation made by the Committee, it may alter the finding or recommendation by passing a reasoned order in consultation with the Committee, and the parties concerned and shall act upon such altered recommendation within ninety days of completion of the consultation.

**Punishment for false or malicious complaint and false evidence:**

11) (1) Where the Committee arrives at a finding that the allegation against the respondent is false or malicious or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the Disciplinary Authority to take action against the woman or the person who has made the complaint in accordance with the provisions of the service/disciplinary rules applicable to her or him.

(2) Where the Committee arrives at a finding that during the inquiry any witness has given false evidence or has produced any forged or misleading document, it may recommend to the Disciplinary Authority concerned to take action in accordance with the provisions of the service/disciplinary rules applicable to the said witness.

**Determination of compensation:**

12) (1) For the purpose of determining the compensation to be paid to the aggrieved woman under sub-clause 3(b) of clause 10, the Committee shall have regard to-

(a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman.

(b) the loss in the career opportunity due to the incident of sexual harassment.

(c) medical expenses incurred by the victim for physical or psychiatric treatment;

(d) the income and financial status of the respondent.

(e) feasibility of such payment in lump sum or in installments.

**Prohibition of publication or making known contents of complaint and inquiry proceedings:**

13) The contents of the complaint made under sub-clause (1) of clause 6, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry

proceedings, recommendations of the Committee, and the action taken under the provisions of this Ordinance may not be published, communicated or made known to the public, press and media in any manner.

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Ordinance without disclosing the identity and address of the aggrieved woman, respondent and witnesses.

**Penalty for publication or making known contents of complaint and inquiry proceedings:**

- 14) Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Ordinance contravenes the provisions of clause 13 shall be liable for disciplinary action as for misconduct in accordance with the provisions of the service/disciplinary rules applicable to the said person.

**Appeal:**

- 15) (1) Any person aggrieved by any order passed under sub-clause (3) of clause 10 or sub-clauses (1) or (2) of clause 11 or clause 14 may prefer an appeal in accordance with the provisions of the relevant service/disciplinary rules applicable to the said person.
- (2) If the aggrieved woman is not in agreement with the recommendation made under sub-clause (2) of clause 10, she may prefer an appeal to the Vice Chancellor within 30 days of the forwarding of the recommendation to the Disciplinary Authority. The Vice Chancellor shall call for the records from the Committee and shall pass appropriate reasoned order within 30 days of receipt of the appeal after hearing both the parties. By the appellate order, the Vice Chancellor may either reject the appeal or remit the case to the Committee with specific directions and guidelines for reviewing the case.

**Chapter-5  
Preventive and Remedial Measures**

**Duties of Registrar:**

16) The Registrar shall –

- (a) ensure that a safe working and learning environment is provided in the University.
- (b) display at conspicuous places in the University, the Office Order made under sub-clause (1) of clause 4 along with the names, addresses and phone numbers of the Chairperson and Members.
- (c) to publicize the policy of the University with regard to sexual harassment of women at work place through prospectus, notice boards and website.
- (d) arrange workshops and training programmes at regular intervals for sensitizing the Members.
- (e) provide necessary facilities to the Committee to deal with complaints and conduct inquiry.
- (f) ensure the attendance of the respondent and witnesses before the Committee.

- (g) helping the employees or students allegedly facing sexual harassment at the workplace by any outsider to initiate legal action.
- (h) make available such information to the Committee as it may require with regard to the complaint made under sub-clause (1) of clause 7.

**Supervision:**

- 17). The Committee shall be responsible for monitoring and supervising preventive and remedial measures taken by the University and the Registrar for creating and ensuring a safe environment that is free of sexual harassment.

**Chapter-6  
Miscellaneous**

- 18) The Committee shall, for each calendar year prepare an annual report and submit the same to the Vice Chancellor by 31<sup>st</sup> January of the succeeding year.
- 19) The Vice Chancellor shall include a section in the annual report of the University giving details of the orders passed/action taken under this Ordinance during the year.

# SWAMI VIVEKANAND SUBHARTI UNIVERSITY

## POLICY RELATING TO THE PROTECTION OF WOMEN AGAINST SEXUAL HARASSMENT AT WORKPLACE

2010



उदितस्तु ज्ञानस्य प्राणस्य चरति-शिवस्य

# Policy Relating to the Protection of Women Against Sexual Harassment at Workplace

## 1. PREAMBLE

Swami Vivekanand Subharti University is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation and intimidation. This includes all forms of gender violence, sexual harassment and discrimination on the basis of sex/gender. Every member of the University community should be aware that while the University is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Sexual harassment has come to be widely condemned as a form of human rights violation, and an infringement on life and liberty as defined by the Constitution of India. Such behaviour is seen to transgress common dignity, gender equality, and fundamental rights. Sexual harassment is contrary to anti-discrimination laws [Article 15: "Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth" and Article 19(1)(g): Right to Freedom which upholds a woman's right "to practice any profession, or to carry on any occupation, trade or business"]].

The Supreme Court of India, in a landmark judgment in August 1997 (*Vishaka & others v. State of Rajasthan & others*) stated that every instance of sexual harassment is a violation of "Fundamental Rights" of equality under Article 14, right against sex based discrimination under Article 15, right to work under Article 19 (1) (g) and right to life and dignity under Article 21 of the Constitution of India. Another Supreme Court Judgment in January 1999 (*Apparel Export Promotion Council vs. Chopra*) has stated that sexually harassing behaviour "needs to be eliminated as there is no compromise on such violations". These judgments confirm India's international commitment to the International Covenant on Economic Social and Cultural Rights (acceded to in 1979) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, ratified 1993). The Government of India was also a signatory to the Resolutions of the Fourth World Conference on Women in Beijing in 1995.

The Supreme Court judgment of 1997 makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment at the workplace. Educational institutions are bound by the same directive. Following this, University is committed to uphold the Constitutional mandate ensuring the above mentioned human rights of all those who fall within its jurisdiction.

## **2. SOCIAL CONTEXT OF SEXUAL HARASSMENT**

Though violent conduct is prohibited both by law and by University rules, a specific policy defining sexual harassment is required to address the specific form and extent of sexual harassment. The policy recognises that sexual harassment is not an offence merely amounting to disruption of law and order. Sexual harassment is an act of power, and a public and collective violation that is often trivialised by labelling it an interpersonal transgression. It is therefore a violation of gender equality and also, of the right to a safe learning and work environment for all. Sexual harassment not only affects a few individuals but reinforces gender-based discrimination for everyone. It therefore, becomes imperative that various educational institutions, and civil society as a whole, should take adequate measures to ensure the safety, security, dignity, rights and equality of women as much as of men. Such measures will strengthen social and professional relationships at the work place.

The integrity of the teacher-student relationship is the foundation of the University's educational mission. This relationship vests considerable trust in the teacher, who, in turn, bears authority and accountability as mentor, educator, and evaluator. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for coercion. The pedagogical relationship between teacher and student must be protected from influences or activities that can interfere with teaching and learning goals and ideals of the University. Whenever a teacher is responsible for directly supervising a student, an amorous/sexual relationship between them is inappropriate. Any such relationship jeopardizes the integrity of the educational process by creating a conflict of interest and may lead to an inhospitable learning environment for other students. Therefore, no teacher shall have an amorous/sexual relationship with a student over whom he has direct supervisory responsibilities regardless of whether the relationship is consensual. Teachers must avoid amorous/sexual relationships with their students, including those for whom they are likely to have future supervisory responsibility. Violations of or failure to correct violations of these principles by the teacher will be grounds for disciplinary action.

The University in evolving this policy, has borne in mind that the institution functions within a social context. Given the social stigma associated with sexual harassment, a majority of instances of sexual

harassment go unreported or even unmentioned. The policy, therefore, has evolved mechanisms that are accessible and will ensure confidentiality. It has also attempted to ensure fair, accountable and representative procedures for redressal and resolution.

### **3. GUIDING PRINCIPLES FOR DEFINITION OF SEXUAL HARASSMENT.**

This policy defines sexual harassment and the mechanism of prevention, remedy and redressal by looking at the specific structures, needs and imperatives in University. It is guided by the definition of sexual harassment given by the Supreme Court in 1997 in Vishaka vs. State of Rajasthan. It is also guided by the Justice Wad Committee Report of 1994 (University of Delhi) which in its definition of sexual harassment included *quid pro quo* ("When submission to unwelcome conduct is explicitly or implicitly made a condition or the basis for employment decisions") and a 'Hostile Work Environment' (for example when a person harasses someone solely because of her gender to the point that the conduct makes more difficult for her to perform her job or the conduct creates an intimidating, hostile or offensive working/learning environment).

### **4. OBJECTIVES OF THE POLICY**

- a) To fulfil the directive of the Supreme Court enjoining all employers to develop and implement a policy against sexual harassment at the work place.
- b) To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the University.
- c) To ensure the implementation of the policy in letter and spirit through proper reporting of the complainants and their follow-up procedures.
- d) To uphold the commitment of the Swami Vivekanand Subharti University to provide an environment free of gender-based discrimination.
- e) To create a secure physical and social environment which will deter acts of sexual harassment.
- f) To promote a social and psychological environment which will raise awareness about sexual harassment in its various forms.
- g) To generate public opinion against sexual harassment and all forms of gender based violence.

### **5. ENFORCEABILITY OF THE POLICY**

In order to make the policy legally enforceable, the University has accorded it a statutory status by promulgating the "Ordinance Relating to the Protection of Women against Sexual Harassment at Work Place" a copy of which forms an annexure to this document.