



GENDER SENSITISATION COMMITTEE AGAINST SEXUAL HARASSMENT

Jorhat College

Mobile: 704890712

email: bidyutbora25@gmail.com

WHAT IS GSCASH?

Set up in observance of the guidelines on the prevention and deterrence of sexual harassment in the workplace laid down by the Supreme Court of India in its 13 August 1997 *VISHAKA* judgement, the GSCASH has three major functions: 1. Gender Sensitisation and Orientation, 2. Crisis Management and Mediation, and 3. Formal Enquiry and Redressal.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment includes any unwelcome sexually determined behaviour, such as

- a) Physical contact and advances, stalking
- b) Unwelcome sexually loaded comments
- c) Gestures
- d) Jokes
- e) Slander
- f) Letters, phone calls or e-mail
- g) Sounds or display of a derogatory nature
- h) Sexually determined (public or private) references to one's sexuality, dress, conduct.
- i) Harassment of a boy by a girl.
- j) Harassment of a transgender person by a heterosexual person.
- k) Harassment of boy by another boy.
- l) Harassment of a girl by another girl.
- m) Harassment of a heterosexual person by a transgender person.

The Jorhat College Policy against Sexual Harassment bars all employees, students, service providers, residents, or outsiders from indulging in such activities, as such acts create an intimidating, hostile and offensive campus environment. In order to orient the students, the GSCASH also raises voices in incidents of sexual harassment like the notorious *Hathras Rape Case* or the *Nirbhaya Rape Case* and organises public meetings to protest against such incidents in any part of there world.

WHO CAN COMPLAIN TO GSCASH? ABOUT WHOM?

Any student, employee (ad-hoc, casual, contractual or permanent), domestic worker, resident, or visitor to the Jorhat College campus may complain about a sexual harassment that have taken place on the Jorhat College campus. The GSCASH will investigate all complaints against Jorhat College employees or students, regardless of where the incident took place.

HOW DO I LODGE A COMPLAINT?

- * A complaint can be made to any member of GSCASH (see contact details of members on the last page).
- * The GSCASH Rules allow for third-party complaints. That is, if you have witnessed an incident of sexual harassment, and would like to support the person who was targeted, you may complain to GSCASH. Usually however, a third-party complaint is tenable if the targeted person is also ready to depose before GSCASH.
- * In special circumstances, the GSCASH may take *suo moto* notice of an incident of sexual harassment, without any complaint being made to it.

WHAT WILL happen after that?

- * The GSCASH will convene a meeting to discuss the matter by inviting all the parties to the case.

WHAT CAN YOU DO TO HELP GSCASH AND JORHAT COLLEGE?

- Critique it, demand action from it, make suggestions to it, but do not withdraw from GSCASH. Gender equality and sensitivity cannot be built without an institutional commitment to it, and GSCASH represents our joint promise to this and future generations of *JCians*.
- Mentor new entrants through their initial months in Jorhat College, *without* profiling them by where they come from or which programme of study they have enrolled in. Mentor not only men but also women students, about what a gender-sensitive atmosphere truly means, and how (amongst other things) standing up against gender discrimination, homophobia and violence is fundamental to the Jorhat College ethos.
- Support genuine complaints to GSCASH by encouraging people to approach the GSCASH. If a fellow student is too apprehensive to take that step alone, support her/him by becoming a co-complainant in the case, as every act of sexual harassment on this campus creates a hostile working environment for all of us.
- Raise issues of gender equality and violence in all fora, including the classroom, Hostel and Student-Faculty Committee meetings.
- Address issues of gender-insensitivity, violence, and harassment targeting women, both before and where they occur – e.g., dhabas, canteens, freshers' parties and hostel nights. Put into place processes that will make these events free of homophobia and discrimination, and friendlier for the differently-abled.
- Form Department-level working groups to make suggestions to the GSCASH on what you would like to see included as part of the curriculum of the gender-sensitisation courses that have been suggested (for all students and all employees).
- Suggest to the GSCASH measures on how to make the academic relationships between teacher and student more gender-sensitive and professional.
- Most importantly, volunteer for GSCASH today!

Contact Details:

Dr. Bidyut Bora (Coordinator), Mobile: 7048907126

Rupamoni Dutta (Member), Mobile: 7896517817

Rupali Borah (Member), Mobile: 863801619

Raktimjyoti Hazarika (Member), Mobile: 8876382317

Mahfuja Begum (Member), Mobile: 7896081460

Meghali Das (Member), Mobile: 9854430126

Himashree Das (Student Representative), Mobile: 6001554054

Nilanjana Kashyap (Student Representative), Mobile: 9395072375