# GENDER EQUITY & COMMITTEE AGAINST SEXUAL HARASSMENT

The Vishaka Guidelines against Sexual Harassment mandates that “it shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required”. These guidelines have been further delineated in the Sexual Harassment of Women (Prevention, Prohibition and Redressal) at Workplace Act 2013, in which it is outlines that sexual harassment constitutes the following:

• Physical contact and advances; or

• A demand or request for sexual favours; or

• Making sexually coloured remarks; or

• Showing pornography; or

• Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Sexual harassment will include stalking and persistent efforts to meet, use social media-e-mail, facebook, whatsapp, smses, etc. to contact, malign a woman.

The Gender Equity and Committee against Sexual Harassment of FAT works towards ensuring sensitisation and awareness amongst all members of the FAT community regarding gender inequality and sexual harassment.

The Gender Equity and Committee against Sexual Harassment, shall address the issues as per the 2013 Act based on complaints submitted by aggrieved women. The Gender Equity and Committee against Sexual Harassment shall also address complaints beyond those specified in the Act 2013.

Gender Equity and Committee against Sexual Harassment will also ensure overall support for persons with sexual and gender non-normative behaviour and expressions and develop mechanisms to sensitize and work with the FAT staff and members on such issues.

The Gender Equity and Committee against Sexual Harassment at FAT is empowered to address issues of gender discrimination and in cases where a women staff feel that there is sexual harassment and they need support and redress the first point of contact for the same can be the convenor (phone number given in the notice board of FAT), or any of the Gender Equity and Committee against Sexual Harassment members. The procedure followed by the aggrieved women can be as follows:

1. Need to discuss and share
2. Meet Convener/staff member and gather information to decide on course of action.
3. Seek information only
4. Need to file a complaint
5. Ask for the complaint form or download the form from FAT website, fill the same and hand over to the convener. Thereafter the complaint process will be initiated and both parties will be informed about the complaint and the process on the email and on phone.
6. Once a complaint is made the Committee will keep it confidential and it is imperative that both the complainant and respondent keep this confidentiality as well.

The Gender Equity and Committee against Sexual Harassment will deal with cases within the premises of FAT as well as with all those organisations, which may fall within the purview of having certain written terms of reference with FAT. All students, employees (permanent, contractual, volunteers, interns, trainees), are included within this. The Committee is not empowered to address cases in public spaces like the street, cinema, malls etc. In such cases FAT will assist the woman to go to the nearest Police Station and file a complaint, Committee members may facilitate the process with the complainant if they want to do so.