

REPORT ON

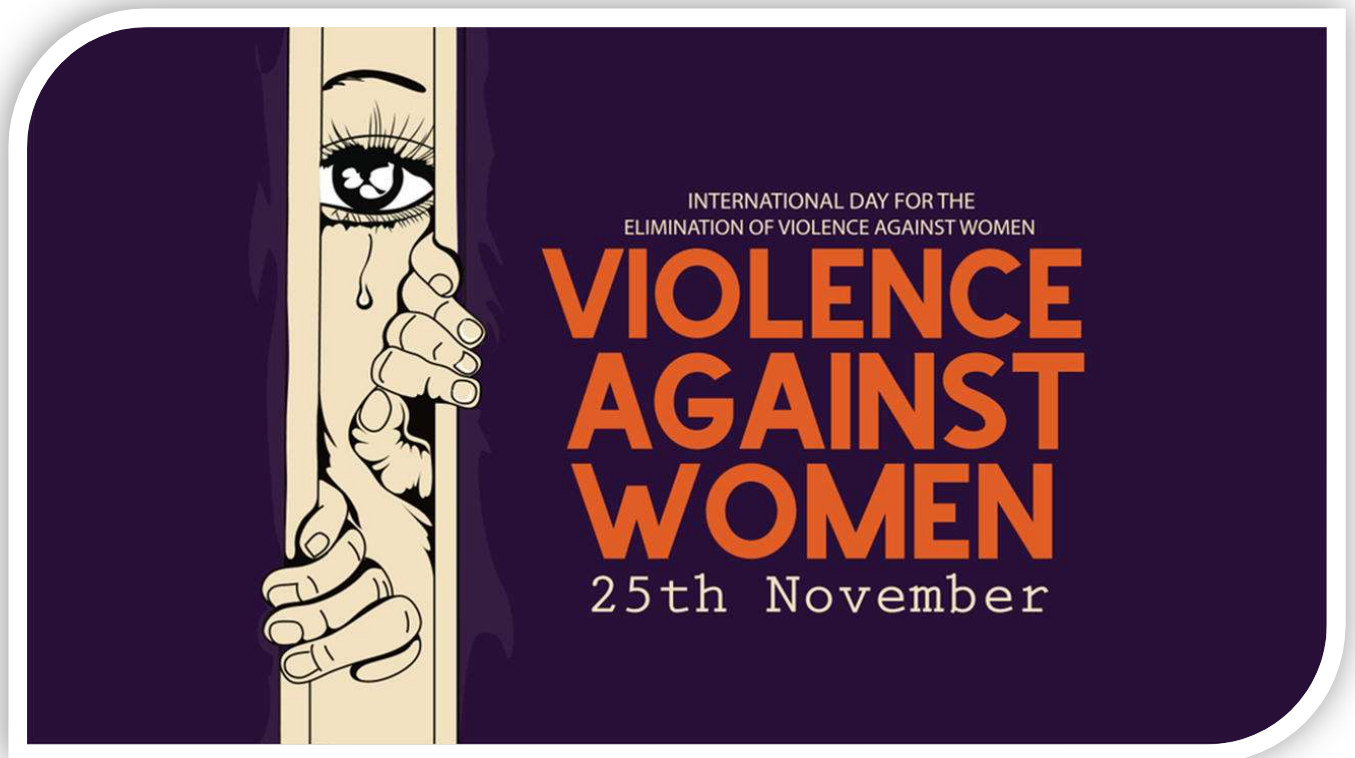
CELEBRATION OF INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN



राष्ट्रीय प्रौद्योगिकी संस्थान सिक्किम

NATIONAL INSTITUTE OF TECHNOLOGY SIKKIM

The International day for the elimination of violence against women was observed on 25th November every year. The main objective of the day is to raise awareness around the world that women are subjected to various forms of violence such as rape, domestic violence, violence at workplace etc. The damage caused by such violence may be physical, sexual or psychological. Violence against women is a violation against woman’s individuality, and their mental or physical integrity.



In the past, violence against women was hidden under a cloak of silence or fear. But with each passing time in the wave of various women’s movements more and more women started interacting with each other and it became apparent that such violence occurred on a massive scale. To empower the women’s right and to curve such violence, the Government of India has enacted the law under the Constitution namely “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”.



NIT Sikkim has organized a series of activities to update and sensitize the employees of the Institute against the gender discrimination on the occasion of International Day for the Elimination of Violence against women. On 25th Nov., 2022, a session was addressed by Ms Prasuna Sharma, a Senior Advocate from the District Court of Namchi. She delivered a well-informed speech where she started off with the basic introduction regarding violence against women at workplace. She focused mainly on “workplace” so as to make us aware and alert about it. She spoke about how women started raising their voices by referring to the State Vs Rajasthan case where a social worker in Rajasthan was brutally raped for stopping a child marriage. This particular incident ignited a fire of rage and fury among the women to speak up for themselves and other fellow women.



She also highlighted the ‘Vishaka Guidelines’ which basically deals with a set of procedural guidelines for use in the cases of sexual harassment at workplace. It states that sexual harassment at workplace should be informed and circulated. Every act of harassment should be dealt with appropriate manner which shall include criminal proceedings and disciplinary actions. A complaint committee should be put in place which should be headed by a woman and more than half of its member should also be women. In order to prevent any pressure from higher ups at workplace, a third party members form NGO’s should be involved. Moreover, concrete steps must be taken to create awareness at the workplace as to what sexual harassment is and how to approach appropriate people if someone is harassed at workplace. She also helped us understand how the complaint mechanism works, its preventive steps, guidelines and recommendations.



At the end, an interaction session with the expert was organized where the employee raised queries related to violence against women. Ms Prasuna Sharma addressed all the queries and doubts ethically and equitably so much so that the entire auditorium echoed with applause and praises for her.



On the occasion of Women Pakhwada under the celebration of ‘International Day for the Elimination of Violence against women’ a series of event was organized by NIT Sikkim on 5th Dec, 2022 to commemorate, celebrate and to bring attention various kinds of health issues faced by women. The mandate was also created to reinforce efforts to eliminate all kinds of discrimination and violence against women within the periphery of the Institute.



The program commenced with a lamp lightening ceremony where the distinguished guest for the evening was Dr. Prana Sharma, Medical Officer, District Hospital, Namchi. She gave an oration on health issues faced by women and helped us understand its causes, effects and cure. She mainly spoke about the common health issues faced by women these days such as PCOD, Ovarian, Cervical and breast cancer, genealogical health issues, depression, anxiety and autoimmune diseases. We were also given a chance to raise any kind of questions or queries related to health issues. There were many female students and female employees who asked her several questions. Dr. Prana Sharma answered all of it diligently which gave the audience a better insight and helped us look into the matter closely. She also conducted a free

medical checkup and was available at the dispensary located in the campus itself for any woman facing such health issues.



Shri. Atul Kothari, National Secretary, Shiksha Sanskriti Uthaan Nyas joined through online mode and extended his greetings and warm wishes to the participants. He narrated his personal experiences and acknowledged various roles played by women.



The program was graced by our Director, Prof M.C Govil, who delivered an inspirational speech focusing on significant role played by women to nurture and nourish the lives of different individuals.

He also made a remarkable comment by saying ***“Women should stop tolerating any kind of injustice done to them and should rather raise their voices and fight for themselves”***. He also inspired the female audience to keep an eye on their health issues and suggested everyone to stay fit.

After all, the family, society, state, country and ultimately the world become only strong when the indicators of the women ratio is healthier and empowered in different parameters, he concluded.



Towards the end of the program, we also had a poster making competition emphasizing on the theme where we got to witness various level of creativity. Each poster depicted and delivered a strong visual message to the audience which were commendable and praise worthy.

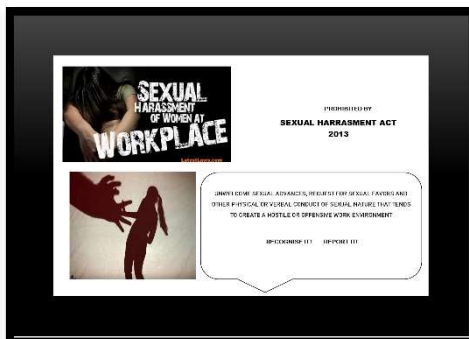
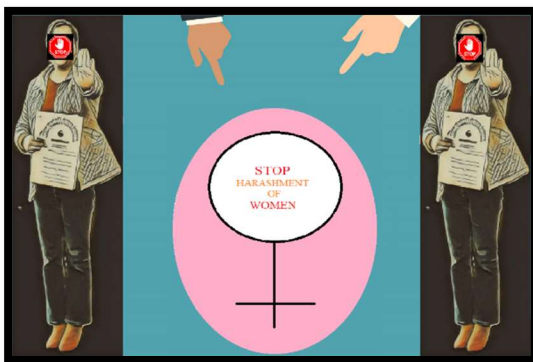


The last segment of the program included an Open Quiz Competition again emphasizing on the theme where the participants were full of energy and enthusiasm. The entire audience was highly delighted as the session was full of fun, interaction and a great learning process.

The winners for these competitions were announced and the prizes were distributed eventually. The program concluded with a vote of thanks by Dr. Richa Mishra and it was a roaring success.



Posters & Photo gallery





Prevention of Sexual Harassment of Women at Workplace (PoSH)

Dr. Reshmi Dhara

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What is Sexual Harassment

- An unwelcome act of physical intimacy, like grabbing, brushing, touching, pinching etc.
- Makes an unwelcome demand or request (whether directly or by implication) for sexual favors from another person, and makes it a condition for employment/payment of wages/increment/promotion or other benefits or threatens to sack for non-compliance or makes intrusive inquiries into the private lives of employees, or persistently ask them out.
- Makes an unwelcome remark with sexual connotations, like sexually explicit compliments/cracking loud jokes with sexual connotations/making sexist remarks etc.
- Shows a person any sexually explicit visual material, in the form of pictures/cartoons/pin-ups/ calendars/screen savers on computers/any offensive written material/pornographic e-mails, etc.

Bullying & Workplace Harassment



Sexual Harassment – A Spectrum Of Behavior Patterns

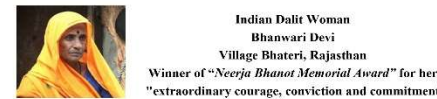
- | | | |
|---------------|--|--------------------|
| VISUAL | VERBAL | WRITTEN |
| ➤ Gogling | ➤ Requests For Dates | ➤ Love Poems |
| ➤ Staring | ➤ Questions About Personal Life | ➤ Love Letters |
| ➤ Posters | ➤ Lewd Comments | ➤ Obscene Poems |
| ➤ Magazines | ➤ Dirty/Sexual Jokes | ➤ Obscene Letters |
| ➤ Flyers | ➤ Whistling | ➤ Cards |
| ➤ Calendars | ➤ Using Position To Request Dates, Sex, etc. | ➤ E-Mail |
| | ➤ Promising | ➤ Internet |
| | ➤ Threatening | ➤ FORCE |
| | ➤ Loss Of Job | ➤ Rape |
| | | ➤ Physical Assault |

Workplace Harassment

- | | |
|---|--------------------------|
| Costs to Employee | Costs to Employer |
| ➤ Emotional Distress (e.g. fear, anxiety, guilt) | ➤ Low Productivity |
| ➤ Loss of Self-esteem | ➤ Absenteeism |
| ➤ Embarrassment | ➤ Litigation |
| ➤ Anger | ➤ Damaged Public Image |
| ➤ Illness (e.g. ulcers, headaches, stress-related symptoms) | ➤ Investigations by AHRC |
| ➤ Loss of Job | ➤ Financial Strength |
| ➤ Disrupts Career | ➤ Company Pride |
- Reason for Not Report Workplace Harassment**
- Afraid of retaliation
 - Embarrassed
 - Don't think that people would believe
 - Unsure or don't know that it is harassment
 - Think they should be able to handle it on their own



Laws Governing Sexual Harassment



Indian Dalit Woman Bhanwari Devi
Village Bhatari, Rajasthan
Winner of "Neerja Bhanot Memorial Award" for her "extraordinary courage, conviction and commitment"

Her Story: "Bhanwari Devi continues to be ostracized by her village. She lives on the outskirts of the village Bhatari, just 55 kms from Jaipur, with her husband who's supported her fight throughout. She now runs a self help group with other women from her community and works with an NGO to support her family."

Vishakha Guidelines
Supreme Court of India Judgement 1997
(Ref: Vishakha and Ors. V State of Rajasthan)
"In the absence of enacted law to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, we lay down the guidelines and norms specified hereinafter for due observance at all work places or other institutions, until a legislation is enacted for this purpose, ...and it is further emphasised that this would be treated as the law declared by this Court under Art. 141 of the Constitution."

The judgment of August 1997 provided the basic definitions of Sexual Harassment at the workplace and provided guidelines to deal with it. It is seen as a significant legal victory for women's groups in India

Established that "Sexual Harassment violates a woman's right in the workplace and is thus not just a matter of personal injury".

Delhi Gang Rape Case 2012



➤ The central government appointed a judicial committee headed by **J.S. Verma**, a former Judge of Supreme Court, to suggest amendments to criminal law to sternly deal with sexual assault cases.

➤ The Cabinet Ministers on 1 February 2013 approved for bringing an ordinance, for giving effect to the changes in law as suggested by the Verma Committee Report.

The Criminal Law (Amendment) Ordinance, 2013 passed

ADVENT OF LAW

➤ By adopting the Vishakha Guidelines and recommendations of Justice Verma Committee, the Parliament enacted the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act in 2013** read with **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013**

➤ This statute supersedes the Vishakha Guidelines for prevention of sexual harassment introduced by the Supreme Court of India.

➤ The Statute extends to the "Whole of India"

➤ It is only for the protection of "Women at Workplace"

➤ **No Women Shall be Subjected to Sexual Harassment at any Workplace** [see 3(1)]

➤ **SEXUAL HARASSMENT (Sec 2(n) of the Act)**

Sexual Harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely :

- Physical contact and advances;
- A demand or request for sexual favor;
- Sexually colored remarks;
- Showing pornography;
- Other offensive or derogatory pictures, cartoons;
- Any other unwelcome physical, verbal or non-verbal nature.

➤ **Sec 3(2) of the Act**
Following acts when in relation to behavior of Sexual Harassment may amount to sexual harassment

- (i) Implied or explicit promise of preferential treatment in her employment; or
- (ii) Implied or explicit threat of detrimental treatment in her employment; or
- (iii) Implied or explicit threat about her present or future employment status; or
- (iv) Interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) Humiliating treatment likely to affect her health or safety.

The Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules made thereunder.

Indian Penal Code (Section 209, 354, 376 and 509), 1860; and Industrial Employment (Standing Orders) Act, 1946.

PREVENTATIVE STEPS

- A Workplace Harassment Policy And Complaint Procedure Should Be In Place and be Communicated Throughout The Organization
- Applicable Training / Workshops On Workplace Harassment Prevention Should Be Conducted
- A Work Environment That Is Conducive To Raising Complaints Should Be Created
- Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places
- Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.
- In particular, it should ensure that victims, or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.
- Disciplinary Action: Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

Internal Complaint Committee (constituted through a written order)

50% shall always be women	
Chairman	Women Working at senior level as employee,
2 members	From amongst the employees committed to the cause of women having legal knowledge/experience in social work.
Member	From amongst NGO/ associations committed to the cause of women or a person familiar with the issue of sexual harassment

If a offices are located at different places, each place needs to have an ICC

Local Complaints Committee (constituted by District Officer)

50% shall always be women	
Chairman	Eminent Women in the field of social work and committed to the cause of women
Member	Nominated from among the women working in the block, tehsil or ward
2 members	From amongst the employees committed to the cause of women having legal knowledge/experience in social work.
Ex Office Member	The concerned officer dealing with social welfare of women and child development in the district

Complaint Committee should

- Know the Act, Policy and/or relevant Service Rules
- Gather and record all relevant information
- Determine the main issues in the complaint
- Conduct necessary interviews
- Analyze information gathered
- Prepare the report with findings/recommendations
- Maintain Confidentiality
- Be impartial, non retaliation

Summary

- Make sure there is a policy that has been "effectively" communicated to all workers,
- Display details of both informal and formal ways available to a worker to address/complain about workplace sexual harassment.
- Undertake orientation on workplace sexual harassment for all workers in respective organizations, establishments or institutions.
- A Complaints Committee which is trained in terms of skill and capacity is critical for building trust.
- Men and women should be included in building a culture which no longer tolerates workplace sexual harassment.

TOGETHER WE CREATE A GENDER NEUTRAL WORK PLACE

WOMEN HARASSMENT AT WORK PLACE

Speak out against harassment....



Woman is equally important to build the economy of a country as a man.



WHAT IS HARASSMENT?

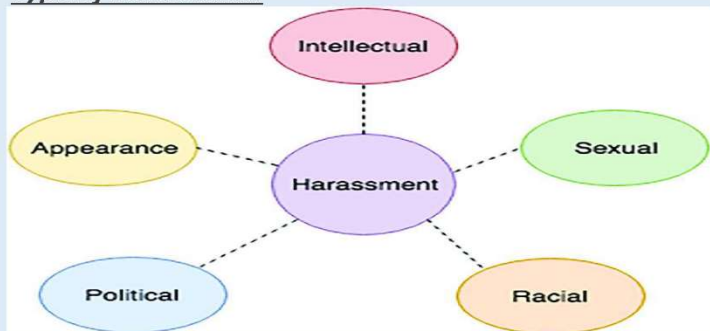
It is a form of discrimination. It involves any unwanted physical or verbal behavior that offends or humiliates you.

Behaviours such as

- Offensive comments
- Touching
- Stalking
- Sexual jokes
- Offensive emails/texts/letters
- Staring
- Winking



Type of harassment



Prevention Of Sexual Harassment Act, 2013

Prevention, prohibition and redressal act 2013, prevention of sexual harassment at workplace at work place act, 2013

Do's and Don'ts for women

- ✓ Recognise sexual harassment.
- ✓ Say "NO" loudly and firmly.
- ✓ Be alert and confident.
- ✓ Socialise and support.
- ✓ Report the incident.
- ✓ Don't Hesitate.
- ✓ Try not to be explicit about your fears.
- ✓ Don't blame yourself for harassment.

Do's and Don'ts for men

- ✓ Be aware of how you behave with women.
- ✓ Treat girls/women as equals.
- ✓ Be alert and ready to help.
- ✓ Don't assume that women like being 'teased'.
- ✓ Women who dress 'daringly' do not deserve harassment.
- ✓ Harassing women is not a proof of your masculinity.

Hundreds of millions of women have experienced violence

1 in 3

women have experienced physical and sexual violence in their lifetime

736 million

women on average, who were aged 15 years or older in 2018 have experienced one or both of these forms of violence



Sexual Harassment

is unwanted behaviour of a sexual nature which has the purpose or effect of:

- violating a person's dignity; or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

4 types of Sexual Harassment

Verbal/Written

- Sending or posting obscene or abusive messages, text or images on social media
- Making sexual remarks or jokes
- Displaying sexual images or posters in workplace
- Excessive and unwelcome flirting

Physical

- Touching or blocking a person's view of movement
- Unwelcome and unwanted touching or sexual acts or sexual gestures
- Staring, leering, eyeing, staring or staring
- Unwelcome and unwanted sexual advances
- Unwelcome and unwanted sexual contact

Non-Verbal

- Sending a suggestive look or smile
- Making derogatory gestures, facial expressions or lip smacking
- Staring or leering at someone
- Showing or holding a sexually suggestive object or picture

Visual

- Displaying sexually suggestive objects, pictures, videos, posters, calendars or company banners
- Showing other people sexually suggestive or sexually suggestive images
- Displaying sexual or sexually suggestive images or videos on work equipment



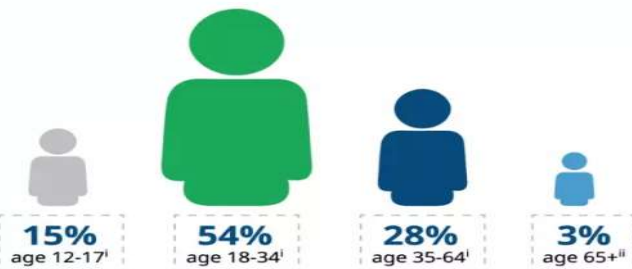
SEXUAL HARASSMENT TOWARDS WOMEN

IS A VIOLATION OF LAW

That Law is Title VII of the Civil Rights Act of 1964

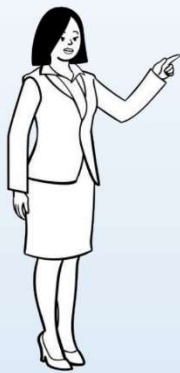
BECAUSE SEXUAL HARASSMENT HAS BEEN AROUND FOR SO LONG, THE PERPETRATORS OFTEN BELIEVE THEY WILL NEVER BE HELD ACCOUNTABLE FOR THEIR ACTIONS

THE MAJORITY OF SEXUAL ASSAULT VICTIMS ARE UNDER 30



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NATIONAL INSTITUTE OF TECHNOLOGY SIKKIM
(An Institute of National Importance, Ministry of Education, Govt. of India)

Respect Women! They are the backbone of our Families, Societies, Organizations, and the World at large.



Hi Fellas!
Meet Mr.
Bharat



He respects
his female
colleagues

He always
makes us
comfortable



Hi, I'm Mr.
Bharat, a proud
employee of this
organization



He never
spreads
rumour or
gossip about
colleagues



He protects his
female
colleagues when
others display
unacceptable
sexual advances



And he never
cracks double
meaning jokes
when we're around



I have never seen
him engaging in
verbal or physical
conduct or using
gestures of
sexual nature...



He respects all
women employees,
irrespective of
their age, colour,
religion...



He never uses
his power to
ask for sexual
and other
favours



*Guys! He is friendly and
treat all his colleagues with
respect and conduct himself
in a professional manner.
He is an asset to our
Institution.*

SO..BE LIKE HIM..

Image Courtesy: Microsoft 365