

Anti-Sexual Harassment Committee at SRIMCA

SRIMCA believes in gender equality and gender justice in all of its interventions and practices. Keeping this principle in center, it is important to ensure an organizational climate free from discrimination and harassment with a particular focus on sexual harassment. For this, an anti-sexual harassment Committee is established in SRIMCA. The committee is responsible for looking in to any complaints filed by students about sexual harassment at the Institute.

Definition of Sexual Harassment:

According to The Supreme Court definition, sexual harassment is any unwelcome sexually determined behaviour, such as:-

- Physical contact
- A demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other physical, verbal or non-verbal conduct of a sexual nature.

Sexual Harassment takes place if a person:

- subjects another person to 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 favours from another person, and further makes it a condition for some benefits.
- 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.
- engages in any other unwelcome conduct of a sexual nature, which could be verbal, or even non-verbal, like staring to make the other person uncomfortable, making offensive gestures, kissing sounds, etc.

Complaint and Redressal Mechanism:

Any student who wants to file a sexual harassment complaint can do by either sending an email to Anti Sexual Harassment Cell or file written complaint with any member of the Cell. The complaint should include the specific nature of the incident, date and place of the incident, names of all parties involved as well as a detailed report of all pertinent facts. Complaints of harassment will be promptly and carefully investigated. Investigation will include interview with all relevant persons, including the accused and other potential witnesses.

Any student filing a genuine harassment complaint shall be protected from reprisal or retaliation as a result of filing the complaint. Investigators will make every effort to strike a balance between the parties' desires for privacy and the need to conduct a fair and effective investigation.

Harassment shall subject a student to disciplinary action upto and including expelling from institute. However, if in fact it is determined through the course of the investigation, that the incident and thus the accusation were fabricated, the complainant will face severe disciplinary action upto and including expelling from institute.

SRIMCA will make every reasonable effort to conduct all proceedings in a manner that will protect the confidentiality of all parties. Parties to the complaint should treat the matter under investigation with discretion and respect for the reputation of all parties involved.

The Committee comprises of the following members:

1. Ms. Jikitsha R. Sheth, Chairperson
2. Mr. Jitesh Parmar, Secretary
3. Mr. Dharmendra Bhatti, Member
4. Ms. Madhumita Ghosh, Member

5. Mr. Darshan Prajapati, Member- Student Representative
6. Ms. Mubashshirahbanu Shekh, Member- Student Representative
7. Mr. Krunal Chauhan, Member- Student Representative
8. Ms. Radhika Desai, Member- Student Representative