

BANARAS HINDU UNIVERSITY

Varanasi - 221 005

NOTIFICATION

Guidelines of the Hon'ble Supreme Court Against Sexual Harassment (GSCASH)

The international conventions on Elimination of All Forms of Discrimination against Women (CEDAW) defines sexual harassment in its Article 23 reproduced below:

"Sexual harassment included such unwelcome sexually determined behaviour as physical contacts and advances, sexually coloured remarks, showing pornography and sexual demands, whether by words or actions. Such conduct can be humiliating and may constitute a health and safety problem it is discriminatory when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment including recruiting or promotion, or when it creates a hostile working environment. Effective complaints procedures and remedies, including compensation, should be provided".

Unwelcome sexual advances, request for sexual favours and other verbal or physical conduct constitute sexual harassment when :

- Submission to that conduct is made either explicitly or implicitly a term or condition of an individual's employment or education.
- Submission or rejection of such conduct is used as a component of the basis for employment or academic decisions affecting that individual.
- That conduct as a purpose or effect of substantially interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive employment, educational or living environment

BANARAS HINDU UNIVERSITY POLICY AGAINST SEXUAL HARASSMENT

- (1) It is the policy of Banaras Hindu University that no member of the University community may sexually harass another. This policy is based on the guidelines laid down by the Hon'ble Supreme Court of India in its 1997 ruling on the Vishaka vs State of Rajasthan petition.
- (2) Any employee or student may be subject to disciplinary action for violation of this policy. Punitive action may include the full range of disciplinary action upto and including removal from the University. Serious view will be taken of any act that seeks to prejudice the enquiry procedures of GSCASH.
- (3) Complaints can be filed to the Complaint Committee (contact details given below) or through any other administrative channel. Third party complaints will also be entertained. The identity of the complainant will in all cases remain strictly confidential.

COMPLAINT COMMITTEE

Sl. No.	Name & Department	Phone No. (Office)	Phone No. (Residence)
1.	Prof. Sushila Singh, Principal, MMV, Chairperson	2367927 2307600	2276600
2.	Prof. M.N.A. Ansari, Faculty of Commerce, Member	2307318	2575554
3.	Prof.(Ms.) Mercy J. Raman, Dept. of Zoology, Member	2307148	2570967
4.	Prof.(Ms.) Vidula Jaiswal, Dept. of AIHC & Arch, Member	2366520	2369370
5.	Prof.(Ms.)K.Chakravorty, Fac. of Perf. Arts, Member	2307642	2276123
6.	Dr. (Ms.) B. Paranjape, Dept. of History, Member	2307443	9839515998
7.	Dr. Kalpana, Dept. of Math., MMV, Member	2307600	2316042
8.	Dr. (Ms.) Deepika Das, Principal, Sunbeam Kids, Indra Nagar, Varanasi - NGO-Member	9936520352	2312983
9.	Dr. J.B. Komaraiah, Dept. of Econ., Member	2307447	2575684
10.	Dr. R. Krishna Murli, Fac. of Law, Member	2307631*305	2575205
11.	Dr. Shyam Narain, Dy. Registrar, CE, Nodal Officer	2307257 2368418	2317795
12.	Dr. Sunita Chandra, Dy. Registrar (Dev.) Member Secretary	2307270 2368404	2367276

DEAN OF STUDENTS