



As per the Constitution of India:

- *Gender equality and liberty are fundamental human rights*
- *Fundamental right to life with human dignity and equality inherently includes protection from sexual harassment*
- *Sexual harassment results in violation of fundamental rights of a woman to equality*
- *Women and Girls have a right to just & favourable conditions to study and work*

What is sexual harassment? As per the Act 2013:

- Any unwelcome physical, verbal or non-verbal conduct of sexual nature
- Demand or request for sexual favours
- Making sexually coloured remarks
- Physical contact and advances
- Showing pornography

Including:

- Implied or explicit promise of preferential treatment as quid pro quo for sexual favours
- Implied or explicit threat of detrimental treatment in the conduct of work
- Implied or explicit threat about the present or future status of the person concerned
- Creating an intimidating, offensive or hostile learning environment
- Humiliating treatment likely to affect the health, safety, dignity or physical integrity of the person concerned

Consequences of sexual harassment:

- Suspension / Expulsion
- Mandatory Counselling / Performance of community service
- Privileges withdrawn
- Transfer within institution / Jail

Don't keep quiet

Say "NO"

Be firm

Genuine complaints with full details may be submitted to the Glocal University Internal Complaints Committee at icc@theglocaluniversity.in as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 and the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015. False or malicious complaints will be dealt with accordingly.