



1. What is sexual harassment?

Sexual harassment is a form of violence against women and a human rights violation. It is a violation of fundamental rights as laid down in the Indian Constitution. Women harassment takes many forms. The most important principle is that it is against the consent of the person and is experienced by the person concerned as violence.

2. How to complain?

The aim of the complaint mechanism is to prevent the harassing behavior so that women can continue in their work/study safely. Written complaint need to be given along with the following details.

- Name of the Complainer with Address and Phone Number:
- Name of the Accused with Address and Phone Number if known:
- Details of the Complaint:
- Signature of the Complainer:
- Place:
- Date:

Redressal Mechanism

- Informal methods would be first adopted to resolve the problem amicably
- If the Complainer comes within the purview of the Committee, detailed enquiry will be maintained
- Humanistic approach will be adopted while dealing with the complaint
- Safe and fearless environment will be created to speak openly about the harassment
- Empathy will be shown while dealing with the case
- Efforts would be made to inhibit ill feelings in the days to come and also after the enquiry is completed.



The Women Harassment Redressal Committee

CHAIRPERSON

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PREVENTION OF SEXUAL HARASSMENT OF WOMEN

Working /Studying environment in Kuvempu University Shivamogga

Supreme Court of India had passed a historic judgement on 13th August 1997 warning sexual harassment at work place.

Harassment includes such unwelcome sexually determined behaviour (whether directly or by implication), as:

- a. Physical contacts and advances ;
- b. A demand or request for sexual favours;
- c. Sexually coloured remarks
- d. Showing pornography
- e. Any other unwelcome physical gesture, verbal or non-verbal conduct of sexual nature.

