



**CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
VIZIANAGARAM
ANDHRA PRADESH**

Policy on Sexual Harassment

The Centurion University of Technology and Management, Andhra Pradesh is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender related violence, sexual harassment, and discrimination on the basis of sex/gender. While CUTMAP is committed to the right to freedom of expression and association, it also strongly supports gender equality and opposes any form of gender discrimination and violence.

The Supreme Court of India, in 1997, in the Vishaka Judgment, for the first time, acknowledged sexual harassment at the workplace as a human rights violation. The Supreme Court relied on the Convention on the Elimination of All Forms Discrimination Against Women (CEDAW), adopted by the General Assembly of the United Nations, in 1979, which India has both signed and ratified. In its judgment, the Supreme Court outlined the Guidelines making it mandatory for employers to provide for sympathetic and non-retributive mechanisms to enforce the right to gender equality of workingwomen.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("*Sexual Harassment Act*") has been made effective on December 9, 2013 by way of publication in the Gazette of India.

The Sexual Harassment Act has been enacted with the objective of providing women protection against sexual harassment at the workplace and for the prevention and redressal of complaints of sexual harassment. Sexual harassment is considered as a violation of the fundamental right of a woman to equality as guaranteed under Articles 14 and 15 of the Constitution of India ("**Constitution**") and her right to life and to live with dignity as per Article 21 of the Constitution. It has also been considered as a violation of a right to practice or to carry out any occupation, trade or business under Article 19(1)(g) of the Constitution, which includes a right to a safe environment free from harassment.

The **definition** of sexual harassment in the Sexual Harassment Act is in line with the Supreme Court's definition in the Vishaka Judgment and includes any *unwelcome sexually determined behavior (whether directly or by implication) such as physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography, or any other unwelcome physical verbal or non-verbal conduct of sexual nature.*

The Sexual Harassment Act stipulates that a woman shall not be subjected to sexual harassment at any workplace. As per the statute, **presence or occurrence of circumstances of implied or explicit promise of preferential treatment in employment; threat of detrimental treatment in employment; threat about present or future employment; interference with work or creating an intimidating or offensive or hostile work environment; or humiliating treatment likely to affect the lady employee's health or safety may amount to sexual harassment.**

In view of the guidelines of the Vishaka **Judgement 1997 against** sexual harassment and the **Act of 2013 (Gazette of India)**, CUTM Andhra Pradesh has constituted a Committee Against Sexual Harassment effective from January 2017. The Committee comprises faculty, administration, service staff and students' representatives. Besides internal representation, the Committee has few invited external members.

Complaints Committee of CUTM, ANDHRA PRADESH

Sr. No	Name	Campus/Organization	Cell No.	E-mail Id
1	Dr. P.Pallavi (Convener)	CUTM-Andhra Pradesh	9985891318	registrar@cutmap.ac.in
2	Dr R.Prasanthi	CUTM-Andhra Pradesh	7780226608	rprasanthi@cutmap.ac.in
3	Ms.N.Anuhya	CUTM-Andhra Pradesh	9959028413	anuhya@cutmap.ac.in
4	Ms.G.Madhuri	CUTM-Andhra Pradesh	9381435374	gmadhuri@cutmap.ac.in

Role of the Committee:

- To prevent discrimination and sexual harassment against women, by promoting an amicable and safe environment for students and employees in the campus of CUTM.
- To make recommendations to the Vice-Chancellor for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to clearly formulate procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.
- To deal with cases of discrimination and sexual harassment against women, in a time bound manner (90 days), aiming at ensuring support services to those victimized and initiate action against perpetrators.
- To recommend appropriate action (punitive) against the guilty party to the Vice- Chancellor.

Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment at the Centurion University of Technology and Management Andhra Pradesh. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the Vice-Chancellor, Registrar, or any of the Committee members, they may forward it to the Convener of the Committee Against Sexual Harassment. **Figure 1** gives the procedure to be followed by the Complaints Committee for dealing with the complaints.

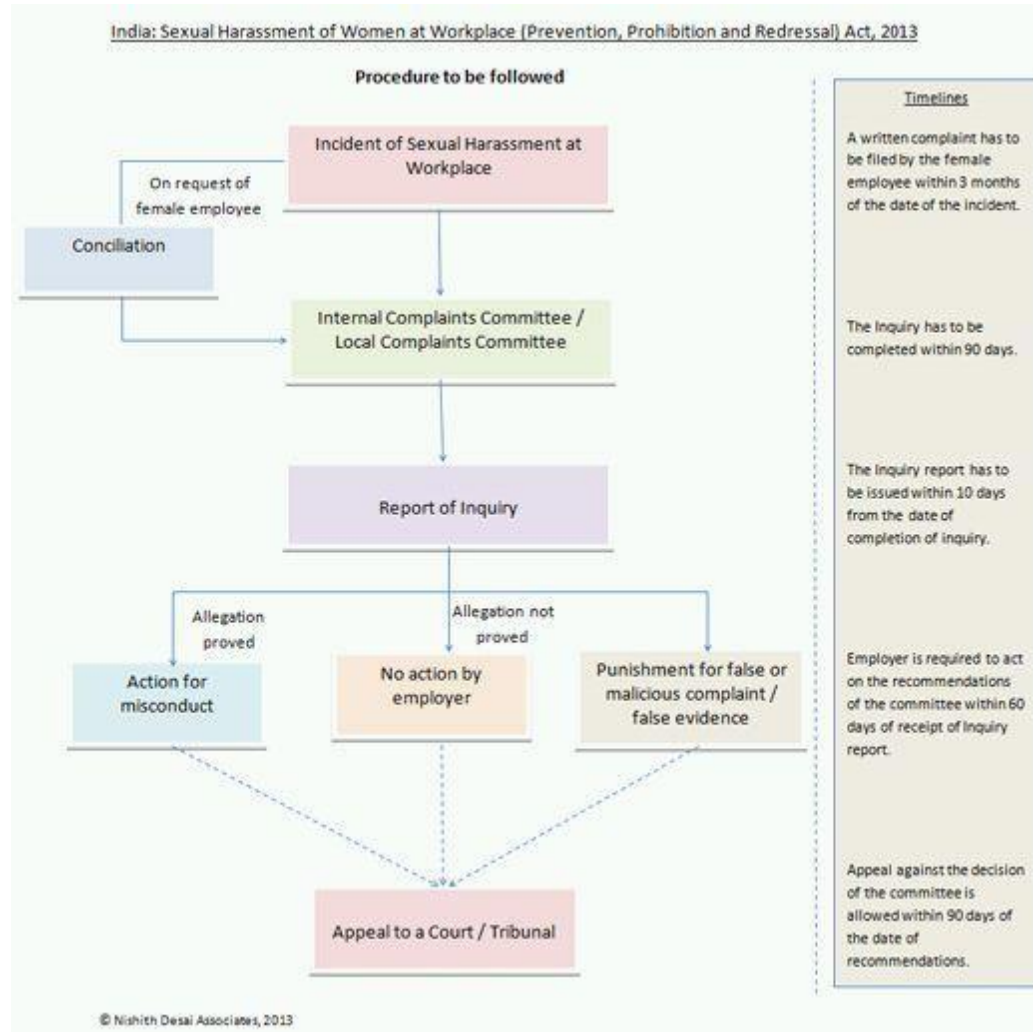


Figure 1

Sd/-

REGISTRAR