



# Guidelines Recognizing Sexual Harassment

Sexual harassment of women is a violation of the fundamental rights of woman to work to equality under article 14 and 15 in a safe environment. Sexual Harassment of Women

at Workplace (Prevention, Prohibition and Redressal)

## Internal Complaints Committee (ICC)

Act, 2013 guidelines define sexual harassment as:

Physical & Sexual harassment of women is a violation of the fundamental rights of a sical contact and advances

Demand or request for sexual favours

Making sexually coloured remarks

Display of pornography

Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

Therefore, sexual harassment includes any attempt to intimidate/influence by linking professional advancement with sexual favours, or creating a hostile work environment through sexually coloured conversations, letters, telephone calls and text messages, or making demeaning comments about women's role in society. In short,

all kinds of offensive, hostile, intimidating, humiliating and exploitative language, gestures and conduct are the sexual harassment. Often such behaviour goes unpunished mostly because of hesitation on the part of women to

report such behaviour out of a sense of shame or fear or both. It is important for women to protest against any behaviour that they feel is unwanted and unacceptable. The Internal complaints committee at H.L.G.Govt.College,

Tauru has been set up with the aim of providing women a platform to complain about any unwelcome behaviour.

## Committee Members:

Name	Phone no.
Smt. Yogita Sharma (chairperson)	8860275473
Dr. Priti (member)	9982803720
Smt. Praveen Rani (member)	9671613070
Sh. Manjeet Singh (member)	
Smt. Deepika (member)	9996922177
Smt. Neelam (member)	9813756322
Smt. Manita Garg	
(chairman municipal committee, Tauru)	9728456860