

## **Protection for Women at work place**

### **Prevention of Sexual Harassment of Women at work place**

Jawaharlal Nehru Centre for Advanced Scientific Research is responsible for prevention of acts of sexual harassment against female members of the JNCASR community at the work place, and to provide procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required as envisaged in Government of India guidelines.

#### **Guidelines and Definition**

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- Physical contact and advances
- A demand or request for sexual favour
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Where any of these acts is committed in circumstances where under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work the conduct which can be humiliating and may constitute a health and safety problem. It is discriminatory, for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

A female member of the JNC community for this purpose includes any female Faculty member, Student, Staff, Research Associate, R & D Assistant, Contract employee, etc.

A complaints Committee has been constituted at the Centre for redressal of such complaints. The complaints Committee will make inquiry and submit its report in time bound manner to the Disciplinary Authority for taking appropriate action.

...2

Complaints Committee :

Prof. H. Ila	..	..	Chairperson
Smt. Hemalatha Mahishi	..	..	Member
Dr. Sridhar Rajaram	..	..	Member
Mrs. Nabonita Guha	..	..	Member
Mrs. Veena Maiya	..	..	Member
Ms. Ananya Mishra	..	..	Student Representative
Mr. A.N. Jayachandra	..	..	Member-Convener

**Procedure for Redressal**

A complaint in writing should be given by the victim to any member of the Committee in a closed envelope if she has an apprehension that it may create problem to her.

The Committee on receipt of such a complaint will inquire into its various aspects in strict confidentiality and include a personal hearing.

The report of its findings with recommendations thereof will be submitted to the President, JNCASR for initiating necessary action against the Delinquent if any.

The President upon receipt of the recommendations of the Committee will initiate such action as deemed fit, considering various aspects as defined under the rules, including initiating disciplinary action.

*For more information visit the following link of :*

National Resource Centre for Women, Department of Women & Child Development,  
Government of India

**Website : <http://nrew.nic.in>**

**Email : [ncw@nic.in](mailto:ncw@nic.in)**

-----



Jawaharlal Nehru Centre for Advanced Scientific Research  
JAKKUR P.O., BANGALORE 560 064, INDIA

---

**MEMORANDUM**

Complaints Committee for Prohibition of Sexual  
Harassment of Women at Work Place (Centre)

-----

The President has re-constituted the above mentioned Committee with the following members w.e.f. **01.04.2015** :

Prof. H. Ila	..	..	Chairperson
Smt. Hemalatha Mahishi	..	..	Member
Dr. Sridhar Rajaram	..	..	Member
Mrs. Nabonita Guha	..	..	Member
Mrs. Veena Maiya	..	..	Member
Ms. Ananya Mishra	..	..	Student Representative
Mr. A.N. Jayachandra	..	..	Member-Convener