


KARNATAKA STATE LAW UNIVERSITY

Navanagar, HUBLI - 580 025.

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No.KSLU/2013-14/

Date: 12/09/2013

NOTIFICATION

Sub: Constitution of Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Ref: Approval of Hon'ble Vice-Chancellor dated: 12-09-2013.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is passed by the Parliament and has come into force on 23rd April 2013. It is enacted to ensure a safe working environment for women. It provides for protection to women at their workplace and to students in colleges from any form of sexual harassment and for redressal of any complaints.

Under the above mentioned Act, the KSLU constitutes the Internal Complaints Committee consisting of the following members:

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| 1. Dr. Ratna R. Bharamgoudar
Associate Professor
KSLU's Law School | Chairperson |
| 2. Dr. G. B. Patil
Associate Professor
KSLU's Law School | Member |
| 3. Dr. Rajendra Kumar Hittanagi
Assistant Professor
KSLU's Law School | Member |
| 4. Smt. Archana K.
Assistant Professor
KSLU's Law School | Member |
| 5. Ms. Prafulla Naik
Advocate
Dharwad | Member |

Prohibited Conduct and Definition of Sexual Harassment:

Sexual harassment is defined as following unwelcome acts or behavior namely:

- i) any advances to establish physical contact with a woman; or
- ii) a demand or request for sexual favours ; or
- iii) making sexually coloured remarks ; or
- iv) showing pornography; or
- v) any other form of physical, verbal or non-verbal conduct of sexual nature.

The following circumstances, amongst others, if it occurs in relation to or connected with any act or behavior of sexual harassment may also constitute as forms of sexual harassment:

- i) implied or explicit promise of preferential treatment in her employment; or
- ii) implied or explicit threat of detrimental treatment in her employment; or
- iii) implied or explicit threat about her present or future employment status; or
- iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- v) humiliating treatment likely to affect her health or safety.

Action will be initiated for sexual harassment as misconduct in accordance with the service rules or an appropriate sum deducted from the salary or wages of the person who has engaged in sexual harassment.

An aggrieved woman may file a complaint in writing to the Internal Complaint Committee within a period of 3 months from the date of the incident.



Registrar

Copy to :

1. P. S. to Hon'ble Vice-Chancellor, KSLU, Hubli