

DECCAN SCHOOL OF PHARMACY

DSOP COMMITTEE ON GENDER SENSITIZATION AGAINST SEXUAL HARASSMENT (COGSASH)

“Gender equality” includes protection from sexual harassment and the right to work with dignity, which is a universally recognised basic human right. The Supreme Court of India in a landmark judgment in August, 1997, (*Vishaka & others vs. the State of Rajasthan & others*) recognising the International conventions and norms, interpreted gender equality of women in relation to work and held that sexual harassment of women at the workplace is a violation of Articles 14, 15, and 21 of the Constitution of India. It also amounts to the violation of the fundamental rights under Articles 19(1) (g) “to practice any profession or carry out any occupation, trade or business”.

The Supreme Court judgment of 1997 makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment in the workplace. Educational institutions are bound by the same directive.

DSOP is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, sexual harassment, and discrimination on the basis of gender. DSOP strongly supports gender equality and opposes any form of gender discrimination and violence.

Definition of Sexual Harassment

The following shall constitute sexual harassment:

1. When submission to unwelcome sexual advances, request for sexual favours, and verbal or physical conduct of a sexual nature are, implicitly or explicitly, made a term or condition of employment teaching/guidelines, participation or evaluation of a person's engagement in any DSOP activity.
2. When unwelcome sexual advances, verbal or physical conduct such as loaded comment, remarks of jokes, letters, phone calls or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of a derogatory nature have a purpose and/or effect of interfering with an individual's performance or of creating an intimidating, hostile, or offensive environment.
3. When a person/s uses with sexual purpose, the body or any part of it or any object as an extension of the body in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.
4. When deprecatory comments, conduct or any such behaviour is based on the gender identity/sexual orientation of the person and/or when the classroom or other public forum of DSOP is used to denigrate/discriminate against person(s), or create a hostile environment on the basis of a person's gender identity/sexual orientation.

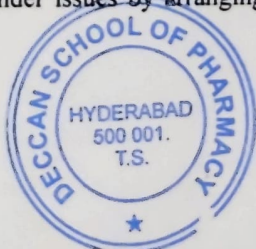
Gender Sensitivity Committee

The **DSOP Gender Sensitivity Committee** will be constituted by the **Principal**, in consultation with the DSOP community. The committee will have at least **50%** of the members to be **women** and will have **representatives of faculty, staff, and students**.

Role of the Committee

The committee's role will include the following:

- To take cognizance of complaints about sexual harassment conduct enquiries, provide assistance and redressal to the victims; recommend penalties and action against the harasser, if necessary.
- To recommend arrangement for appropriate psychological, emotional and physical support (in the form counselling, security and other assistance) to the victim if s/he so desires.
- To play a preventive role by making efforts towards sensitization of the staff, students and faculty members of DSOP on gender issues by arranging periodic programmes and lectures if required on gender sensitivity issues.



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DECCAN SCHOOL OF PHARMACY
Dar-ul-Salam, Aghapura,
Hyderabad-500 001. Tejangana

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Aghapura, Nampally, Hyderabad, Telangana- 500001

GENDER HARRASMENT COMMITTEE – GENDER SENSITIZATION AGAINST SEXUAL HARASSMENT (COGSASH)

The Internal Complaints Committee for prevention of sexual harassment of women at workplace, as per “The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013” to deal with the sexual harassment complaints of women at workplace;

S.No.	EMPLOYEE NAME	OFFICE No.	MOBILE NO.	E-MAIL I.D
1.	Prof. Dr. Syed Abdul Azeez (Chairperson)	24803101/ 24803102	9700864626	azphar@gmail.com
2.	Dr. Iffath Rizwana (Secretary)	24803101/ 24803102	9985644405	iffathriz@gmail.com
3.	Dr. Azmathunnisa Begum (Member)	24803101/ 24803102	9177666223	azmathpharmacist@gmail.com
4.	Dr. Tazneem. B. (Member)	24803101/ 24803102	8686377726	rtas@yahoo.com
5.	Mr. Raju Balaji Reddy (Member)	24803101/ 24803102	9030277250	rbreddy_pharma@yahoo.co.in
6.	Dr. Maryam (Member)	24803101/ 24803102	8179473242	maryamshoukath165@gmail.com
7.	Ms. Shireen Khatoon (Member)	24803101/ 24803102	6302312665	Shireen162142@gmail.com

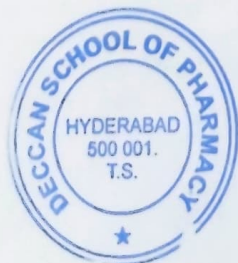
The committee shall, on receipt of a written complaint, promptly initiate inquiry proceedings as per the directions under the

Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behaviour, weather directly or by implication:

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

Roles and Responsibilities

The committee has to ensure enough steps are taken to create awareness on the topic. If in case any person approaches any of the committee member, the member is immediately required to inform others. A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counselling and conciliation as soon as possible. In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint. The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students.



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