

PRESS RELEASE

27th December, 2012

National Commission for women (NCW) has taken cognizance of the complaint and constituted an Inquiry Committee under Section 8 (1), read with Section 10(1) and (4) of the NCW Act, 1990 to inquire into the complaint regarding the alleged Sexual Harassment of Female post graduate students by Professors of a Medical College, Delhi.

After looking into the facts and circumstances of the present case, the Commission strongly recommends the following:-

i. Victim oriented

- The Medical College to ensure that alternate guide be provided to complainant/students in place of the alleged accused and also to ensure that change of guide does not delay completion of their thesis.
- The, authorities to be informed in order to ensure that when any of these students (batch 2010-2012) are to be examined, neither by the alleged accused or his wife are internal or external examiner.

ii. Government of NCT of Delhi to:-

- To ensure that strict action be taken in accordance with law against alleged accused and **he be suspended immediately, since demotion/transfer is not punishment enough in the present case.** The employer, whether govt./hospital or university is liable for sexual harassment committed by employees in the course of their employment, and it is the employer's responsibility to ensure that in advance of the harassment, all the steps reasonably practicable to take, were taken to prevent this sort of from behaviour occurring.
- To ensure that all Hospitals/Institutes/ Public bodies and others under Govt. of NCT immediately constitute Internal Complaints Committee as per Supreme Court Guidelines. The ICC serves a dual purpose, one, it is a complaint redressal mechanism ensuring time bound treatment of complaints; secondly, its existence clearly communicates to employees that sexual harassment will not be tolerated. Further it reassures the female employee in case of sexual harassment a grievance redressal mechanism exists and employer will take action.
- To ensure that all Institutions/Hospitals/Public bodies and others under Govt. of NCT have a Policy on Prohibition of Sexual Harassment which is well publicized, including put up on the respective institute/organization website.

- To ensure that Rules/Regulations of NCT of Delhi Government relating to conduct and discipline should include Rules/Regulations Prohibiting Sexual Harassment and appropriate penalties be provided for against the offender in the Rules.
- To ensure that Posters/banners of ICC giving details Members including contact phone numbers should be displayed at prominent places for spreading awareness on this sensitive issue of sexual harassment.
- To ensure that proper orientation of staff and students on prohibition of sexual harassment should be done. Gender sensitization training be conducted, seminars and workshops organized time to time, on inappropriate behavior for spreading awareness in order to deter males from any kind of sexual harassment.
- To use media and communication strategies to combat violence against women, since the media and communication campaigns are powerful tools in combating all forms of violence against women, including sexual harassment. The media should also be used to encourage women to report the behavior and not fear the perpetrator, who may be a senior.

iii. Institution oriented – GB Pant Hospital/MAMC

- To Reinforce the fact that all complaints will be dealt with following principles of natural justice and each party will get a chance to speak and put forth their point of view.
- To Reassure staff/students that all complaints of sexual harassment will be addressed, irrespective of the stature of the persons concerned.
- To include Prohibition of Sexual harassment as a separate module in the orientation of students; so that Sexual harassment should be understood in terms of the power structures and gendered positions of males and females, which shape the meaning of social-sexual communication at work, including explaining definition, complaint mechanism etc.