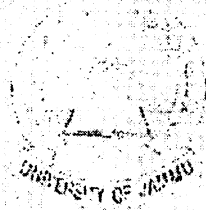


UNIVERSITY OF JAMMU JAMMU

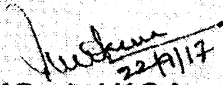


Jammu University Policy against Sexual Harassment

Jammu University Internal Complaints Committee Against Sexual Harassment (JUICCASH)

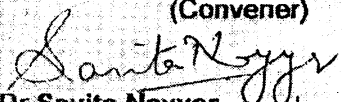
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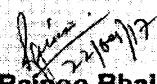
Committee Members


22/9/17
Prof Pankaj K Srivastava
(Convener)


22/09/17
Prof Renu Nanda


22/9/17
Dr Sanjay Gupta


22/9/17
Dr Savita Nayyar


22/09/17
Dr Rainoo Bhal

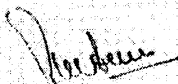
INTRODUCTION

University of Jammu constituted a Committee against Sexual Harassment-CASH (Vide Notification No. Estab/09/19492-591 dated 24.12.2009), following the guidelines on the prevention and deterrence of Sexual Harassment at the workplace laid down by the Hon'ble Supreme Court of India, in its ruling on the Writ Petition (Criminal) Vishaka vs. State of Rajasthan on 13 August 1997. The rules and regulations of the CASH were approved by the Council, University of Jammu vide Council Resolution no. 68.68 Dated 27.03.2009.

In pursuance to the Sexual Harassment of Women At Workplace (Prevention, Prohibition and Redressal) Act, 2013 and University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, the earlier Jammu University Policy on Sexual Harassment and Rules and Regulations of the Committee Against Sexual Harassment (CASH) are hereby modified in compliance with the provisions of the said Act and UGC Regulation -2015. Further the Jammu University Committee Against Sexual Harassment shall now be called as the Jammu University Internal Complaints Committee Against Sexual Harassment. The Regulations for the same shall be called as the JU Internal Complaints Committee Against Sexual Harassment (Prevention, Prohibition and Redressal) Regulations.

University of Jammu is committed to ensure safe working and study spaces for women and to facilitate conducive work environments that respect women's right to equality of status and opportunity. All the employees of the University (Teaching/ Officers/Non- Teaching/ Non-Gazetted) including those who are in temporary or short term positions, Research Scholars (including the Project staff), students and the visitors to the University are subject to this Policy. Anyone violating this Policy is liable to disciplinary action.

University of Jammu follows the Zero-Tolerance policy towards the sexual harassment and deals all the complaints of sexual harassment very seriously and promptly. The University respects and maintains the confidentiality and privacy of individuals complaining or accused of sexual harassment to the extent reasonably possible. The false, malicious and misleading complaints shall be liable for disciplinary action as per the provisions of these Regulations.








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