



ICAR-Central Institute of Fisheries Education, Versova, Mumbai

## **Gender Policy and Sexual Harassment Redressal Mechanism**

ICAR-CIFE Deemed University is committed to the providing a harmonious place of work and study free of sexual harassment, intimidation or exploitation. It is expected that all students, faculty, staff, contractual workers, professionals, officials and faculty members will treat one another and visitors to the Deemed University with respect, and contribute to creating an environment where all genders are professionally and emotionally empowered and encouraged. All members of the Deemed University community, including those who are in temporary or short term positions are subject to this policy. We are committed to zero tolerance of sexual harassment and have a system in place to deal with any complaints in a prompt, neutral and confidential manner. A draft of Gender Policy and Sexual Harassment Redressal Mechanism at ICAR CIFE has been approved on 06/06/2019.

### **Women Complaint Committee**

In accordance with the “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act” of 2013, and the Alignment Service Rules on Sexual Harassment at Workplace (Office Endorsement from Indian Council of Agricultural Research, New Delhi dated: 2 January 2015), the Vice-Chancellor of ICAR-CIFE (Deemed University) has constituted a Women Complaint Committee, headed by a senior female staff member of the Deemed University, and 5 other members including 1 external advocate member. The Committee is reconstituted every two years.

With the agenda of attaining zero tolerance towards sexual harassment, the WCC provides assistance to anyone wishing to file a complaint and take steps to address the issue in a prompt manner, strictly maintaining neutrality and confidentiality. The Committee can summon any member of the Deemed University for violating the codes of conduct and/ or disclosing any confidential details. WCC also serves notice to anybody found publicizing the details of the complainant, defendant, or the case matter.

Awareness workshops are organized by WCC on topics related to sexual harassment and gender related violence to encourage a better understanding among all groups.

WCC is subject to the rules and procedures of the ICAR Policy against Sexual Harassment and Gender Sensitization that apply to all students, teaching and non-teaching staff on active rolls of the Deemed University at the time of the commission of the act attracting any such violation of rules on the University campus. WCC also abides by rules and procedures, laid down by the Govt. of India (*Link for **HANDBOOK On Sexual Harassment of Women at Workplace for Employers / Institutions / Organisations/ Internal Complaints Committee / Local Complaints Committee*** ).

### **Gender Champion Club**

In order to promote gender equality and sensitization among students Gender Champion Club was established **vide an ICAR-CIFE notification dated 02/01/2016**. The Gender Champions are nominated to fulfil the role of responsible student leaders who facilitate an enabling environment on the campus where all genders are treated with dignity and respect. They strengthen the potential of young girls and boys to advocate for gender equality and monitor progress towards gender justice.

For more/updated details please visit: <https://www.cife.edu.in/students/genderchampionclub-15-12-2020.html>

The Deemed University will seek to make a positive contribution to the advancement of gender equality through all its activities. In particular, the Deemed University will:

- Follow the rules of the Govt. of India for employment and academic admissions.
  - Follow “Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (**HANDBOOK On Sexual Harassment of Women at Workplace for Employers / Institutions / Organisations/ Internal Complaints Committee / Local Complaints Committee**).
- Please click more information: [HANDBOOK On Sexual Harassment of Women at Workplace](#)
- Create gender neutral opportunities for students and staff
  - Identify the gender based gaps in student curricular and co-curricular activities, staff performance, etc. and recommend strategies to correct them (e.g., Bias in classroom interactions; participation in events, training, assignment of leadership roles)
  - Organize awareness programmes on gender issues