



YOGI VEMANA UNIVERSITY

KADAPA-516 003

ANDHRA PRADESH

NAAC 'B' Grade – State University

Sexual Harassment Redressal Cell (SHRC)

Premise:

In accordance with the guidelines of UGC and the directions of the APEX court in the judgments related to harassment against women, the university in order to prevent acts sexual harassment at work place, gender bias and violence has constituted a committee and modalities have been framed for its functioning as per legal provisions and the government norms in vogue. It is the bounden duty of the university to protect the right to gender equality, liberty and life as envisaged in our constitution by developing a system empowered to check the infringement against the legitimate rights of the individuals working and studying in the university.

OBJECTIVES

- (a) To meticulously implement the directions of the Hon'ble Supreme Court and for the purpose form a policy to protect the constitutional rights of the employees and students.
- (b) To devise a mechanism wherein the aggrieved and the victims can seek redressal for their grievances related gender bias, gender violence and sexual harassment.

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- (c) To strictly implement the laid down procedures under the policy and deal with the complaints dispassionately ensuring adherence to law and justice.
- (d) To create awareness about gender equality and the laws in place to protect oneself from discrimination and sexual harassment.
- (e) To seek the support of police personnel and judicial officers in pursuit of providing right orientation about the rights of individuals to protect themselves from sexual harassment, gender related bias and violence.
- (f) To promote a healthy environment wherein self-respect, dignity and individuality are protected in adherence to legal and constitutional provisions.

DEFINITION OF SEXUAL HARASSMENT

Sexual harassment as per the definition of Hon'ble Supreme Court includes any unwelcome sexually determined behaviour, whether directly or by implication, and includes physical contact and advances, a demand or request for sexual favours, sexually coloured remarks, showing pornography, and other unwelcome physical, verbal or non-verbal conduct of a sexual nature. It shall include, but will not be confined to the following:

- (a) When unwelcome sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature, explicitly or implicitly, are made a term of condition of instruction, employment, participation, or evaluation of a person's engagement in any academic or campus activity.
- (b) When unwelcome sexual advances and verbal, non-verbal, or physical conduct such as loaded comments, slander, remarks or jokes, letters, phone calls or e-mail or in any form of e-communication/social media, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature have the purpose or effect of interfering with an individual's performance or of creating an intimidating, hostile or offensive campus environment.

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proper enquiry so as to recommend appropriate action against the guilty.
The composition of the committee is as follows:

Committee Members

1.	Prof. P. Chandramati Shankar Department of Biotechnology Yogi Vemana University Kadapa – 516 003	Chairperson
2	Principal Yogi Vemana University College Yogi Vemana University Kadapa -516 003	Member
3	Principal YSR Engineering College Yogi Vemana University Proddatur, Kadapa	Member
4	Dean, Student Welfare Yogi Vemana University Kadapa – 516 003.	Member
5	Dr. L. Madhavi Assistant Professor Department of Applied Mathematics Yogi Vemana University Kadapa – 516 003.	Member
6	Dr. K. Raghu Babu Assistant Professor Department of Geology Yogi Vemana University Kadapa – 516 003.	Member
7	Smt. Veni Sujatha, Senior Assistant, Representative of Women (SC/ST) (Non-Teaching) Yogi Vemana University Kadapa – 516 003.	Member
8	Sri. P. Venkateswarlu, Senior Assistant, Representative of Men (Non-Teaching) Yogi Vemana University Kadapa – 516 003.	Member
9	Sri. N. Guraiah Advocate Notary Kadapa	Member
10	Mr. N. Lakshmana Reddy Representative of Research Students (Men) Research Scholar, Dept. of Material Science and Nano Technology, Yogi Vemana University Kadapa – 516 003.	Member



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11	Ms. Shaik Masthani Representative of Research Students (Women) Research Scholar, Dept. of Commerce, Yogi Vemana University, Kadapa - 516 003	Member
12.	Mr. P. Vasanth Five Year Integrated M.Sc. Biotechnology and Bioinformatics, Yogi Vemana University Kadapa - 516 003.	Member
13	Ms. Rekha Reddy Dept. of Fine Arts, Yogi Vemana University Kadapa - 516 003.	Member



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OTHER DEFINITIONS

- (i) "Academic staff" includes any person on the staff of the University who is appointed to a teaching and/or research post, whether full-time, temporary, ad-hoc, part-time, visiting, honorary, or on special duty or deputation, and shall include employees employed on casual or project basis. The individuals working in colleges with autonomous status doesn't come under the purview as they are governed by other government or private agency.
- (ii) Appeal Committee – A committee designated by the Hon'ble Vice Chancellor to receive and screen complaints pertaining to sexual harassment, gender violence and discrimination.
- (iii) "Campus" includes all places of work and residence in the campus of Yogi Vemana University including its constituent college. It includes all places of instruction, research and administration, as well as hostels, Library, Halls, sports ground, Post office, Bank, Hospital, Canteen, guest houses, public places and places of residence allotted and administered by Yogi Vemana University.
- (iv) Counsellor includes any woman or elderly/experienced person (depending on the nature of the complaint) with sufficient insights in psychological counseling and legal matters.
- (v) Eminent women academician, a person not a member of faculty of Yogi Vemana University with experience in conducting enquiries objectively in the interests of justice and with appropriate credentials.
- (vi) NGO means a representative of recognized Non-government organization (under law) without any affiliation to political party or religious or caste associations with experience and reputation of working genuinely for justice and protection of human and citizen rights without any selfish motive.
- (vii) Enquiry Committee means the committee appointed by the Vice Chancellor or the Government as the case may be to look into the allegations and recommend action against the guilty and measures



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to prevent recurrence of acts of gender discrimination, gender violence and sexual harassment.

- viii) "Non-teaching staff" includes any person or the staff of the University and its constituent college who is not appointed to a teaching and/or research post, whether full-time, temporary, ad-hoc, part-time, honorary or on special duty or deputation, and shall include employees employed on a casual or project basis, employed as NMR's, daily wage workers, piece meals basis and also persons employed through outsourcing.
- (ix) "Outsider" includes any person who is not a student, resident, or member of the academic or non-teaching staff of Yogi Vemana University. It shall also include any person who is a student, employee, service provider, or resident of any autonomous institution that has its premises/residences in the University campus.
- (x) "The Policy" shall refer to the Yogi Vemana University Policy against Sexual Harassment.
- (xi) Resident of the university would mean an inmate of the hostel or guest house or any other accommodation provided by the University Stay or official purpose.
- (xii) "Service provider" includes any person who runs or manages commercial enterprises, or provides services, on the campus such as canteen, stationery and Xerox centre.

Other service providers such as bank, post office and electrical substation who come under the administrative control of their respective organizations are liable to face action as per the rules and policies of their agencies.

REDRESSAL MECHANISM

The university with an intention of ensuring the protection of the individuals (who come under its purview of administration) from sexual harassment has constituted a cell titled Sexual Harassment Redressal Cell which dispassionately and objectively looks into the complaints and conducts


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ANNEXURE-I

Sexual Harassment Redressal Cell (SHRC)

Proforma for Filing of Complaints of Sexual Harassment

I. Complainant(s):

Student/resident/academic staff/ non-teaching
staff/outsider/service provider

Name	
Age	
Sex	
Address	
Department	
Phone number	
Email	

II. Person(s) against whom the complaint is being lodged:

Student/resident/academic staff/ non-teaching
staff/outsider/service provider

Name(s)	
Age	
Sex	
Address	
Department	
Phone number	
Email	



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III. The Complaint:

1. Is the defendant known to the complainant?	
2. Is this the first incident of this kind? If yes, skip 3 and 4.	
3. Was exactly the same person (s) involved? If no, specify further.	
4. Was the first incident reported? To whom? When? What action, if any was taken?	
5. Approximate date (s), time (s) and location (s) of incident (s), starting from the most recent.	

The complaints may be sent to "The Chairperson, Sexual Harassment Redressal Cell, Yogi Vemana University, Kadapa -516003" in a sealed cover. In case of on line complaints, the processing will subject to physical validation of signature of the complainant by the Chairperson/Members of SHRC.

Additional details of the complaint may be recorded here:

(Extra Sheet may be attached if needed)


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