

## Annual gender sensitisation action plan

JSS Academy of Higher Education & Research, Mysuru multifaceted strategy encompasses various key components, including awareness and training programs for students, faculty, and staff, and the established a dedicated gender sensitization committee. JSS AHER provides an open forum to discuss the **challenges and expectations** about gender inequality, gender-based violence and the insecurity faced by women in the college campus. The Prevention of Sexual Harassment Committee **acknowledge with gratitude**, the contributions of members of all sections of the academic community, students, teachers and staff representatives, women group and social activists. Sexual/Gender Harassment committee was constituted on 01<sup>st</sup> of February 2012 at JSS Medical College and later, reconstituted in October 2016, August 2019 and July 2022 to address gender equity and contribute to the overall well-being of the campus community. The present nomenclature followed at JSS AHER will be Internals complaints Committee on Sexual Harassment of Women at Women (ICC – SH).

### Objectives

- Prevent discrimination and sexual harassment against women by **promoting gender equality** among students and employees.
- Make recommendations to the Chairperson for changes in the rules for students in the prospectus and the byelaws, to make them gender-just and to **lay down procedures for the prohibition, resolution, settlement, and prosecution of acts of discrimination and sexual harassment against women**, by the students and the employees.
- **Deal with cases of discrimination and sexual harassment** against women, in a time bound manner aiming at ensuring support services to the victim and termination of the harassment.
- Recommend appropriate punitive action against the guilty party.

### Activities

- In order to create awareness among staff and students , in all the departmental notice boards of the college , boys and gents hostel and Hospital , a notice has been displayed prominently indicating the following:
  - a) List of committee members

b) What constitutes sexual harassment

c) Punishment under various sections of Indian Penal code

- The above details was incorporated in the student academic calendar and distributed to all the students.
- An awareness programme on sexual harassment is being organized to sensitize newly admitted students every year during induction Programme by non-practicing law officer.
- Few of our faculty was deputed for training programme on Prevention, Prohibition and Redressal of Sexual / Gender Harassment.
- The committee meets twice a year to discuss about the objectives of the cell.
- The Handbook on sexual harassment of women at workplace (Prevention, Prohibition and Redressal) is uploaded on website and same is being circulated among faculty and stake holders.

#### Weblinks:

Policy on gender equity and prevention of discrimination at workplace

<https://jssaherstorage.blob.core.windows.net/jssuudstorage/udpdocs/home-page-sdg-gender-equality-prevention-of-discremination-in-work-place.pdf>

Anti-sexual Harassment Committee

<https://jssaherstorage.blob.core.windows.net/jssuudstorage/udpdocs/home-page-sdg-prevention-of-sexual-harassement-cell.pdf>

Policy on Employee section & recruitment

<https://jssuni.edu.in/admin/BlobFileWorking.aspx?FILENAME=NEM003225.pdf&FORWHAT=3>

SC, ST and OBC Cell

<https://www.jssuni.edu.in/JSSWEB/UDHP.aspx?PID=792>

Anti-ragging committee

<https://jssaherstorage.blob.core.windows.net/jssuudstorage/udpdocs/home-page-sdg-anti-ragging-committee.pdf>

Grievances Redressal Committee

<https://jssaherstorage.blob.core.windows.net/jssuudstorage/udpdocs/home-page-sdg-student-grievances-cell.pdf>

Internal Complaints Committee

<https://jssuni.edu.in/JSSWeb/WebShowFromDB.aspx?MODE=SSMD&CID=0&MID=11007&SMID=11801&PID=10001>

Students, Parents & Staff Grievance Redressal

<https://jssuni.edu.in/JSSWEB/UDHP.aspx?PID=425>

## **Policy on antidiscrimination in the workplace**

### **1. Preamble**

JSS Academy of Higher Education & Research, believes in equality in workplace. Hence, the HEI has made this policy to prevent any discrimination and ensure equality.

### **2. Definition:**

**Discrimination** in workplace can be in different forms; there might be a single reason or a combination of multiple grounds of discrimination. Discrimination in a workplace may constitute in form of:

1. Age
2. Sex
3. Qualification
4. Disability
5. Pregnancy
6. National origin
7. Race/ Colour
8. Religion
9. Sexual harassment
10. Equal pay or compensation
11. Region/Place of origin
12. Caste and
13. Ethnicity.

### 3. Procedures:

#### 3.1 Disability

Disability discrimination occurs when an employer or an entity treats a qualified individual with disability who is an applicant or employee unfavourably due to that person being disabled. This unfavourable behaviour can be experienced during recruiting, pay, promotion, etc.

JSS Academy of Higher Education & Research has made a commitment for promoting, protecting and ensuring the rights recognised by government of India's act -The rights of Persons with disabilities Act, 2016 for **safeguarding** and **protecting** the disabled in India.

This Act under Sec. 3 mentions that 'No person with disability shall be discriminated on the grounds of disability and ensures that the person with disability enjoys the right to equality, life with dignity and respect for his/her integrity equally with others.

Under Sec. 19 and 20 there shall be non-discrimination in employment.

Under Sec. 32 of the same Act provides for reservation in higher educational institutions.

Under the Act, Sec. 34 the following categories of benchmark '**disabilities**' are protected – (a) Blindness and Low vision; (b) Deaf and hard of Hearing impairment; (c) Loco motor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (c) Autism, intellectual disability, specific learning disability and (d) Mental illness Multiple disabilities from amongst persons under clauses a to d

JSS Academy of Higher Education & Research abides by this ACT



### **3.2 Remuneration**

Discrimination may also exist in the payment of compensation to the employee which includes salary and other benefits. JSS Academy of Higher Education & Research shall not show any such discrimination.

### **3.3 Principle of Equal pay for Equal work**

JSS Academy of Higher Education & Research shall pay equal remuneration to men and women workers for same work or work of a similar nature as per the **Equal Remuneration Act, 1976. Section 5** of the Act and shall **prohibit** formulating a recruiting process putting women on disadvantage on account of their gender which is in reference to the work that is same or similar to that which is offered to men and even in respects of transfers and promotions.

### **3.4 Discrimination based on sex**

Discrimination based on sex can happen when an employee or a probable candidate is discriminated on the grounds of a person belonging to a particular sex. Discrimination based on sex might be seen in the areas of recruiting, conditions of employment, promotion, benefits, dividing work tasks based on whether staffs are male or female.

Any such discrimination shall be prohibited at JSS Academy of Higher Education & Research.

Discrimination on this ground is **prohibited** by **Article 15** of the Constitution which says no citizen shall on the grounds of sex, caste, place of birth be ineligible for, or discriminated against in respect of, any employment or office.

### **3.5 Discrimination on the grounds of pregnancy**

Discrimination can be refusal of grant of job to a women who is pregnant or dismissal of the women from the organisation subject to her disclosure of the fact of pregnancy.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

### **3.6 Discrimination based on caste**

Under the Protection of Civil Rights Act, 1955 and the protection of civil rights rules 1977 if a person molests, injures, annoys, boycott, obstructs, or insults or attempt to do such act toward a person of Scheduled Caste, that person may be punished with imprisonment of term not less than one month and may extend upto six months and with fine not less than one hundred rupees and not more than five hundred rupees. If a person of Scheduled Caste faces boycott in form of not allowing that person to work or do business with other person or receive from him the services he renders, or any other things which are commonly done in ordinary course of a business is a punishable offence and he may file a FIR in the local police station.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

### **3.7 Prevention of sexual harassment of women:**

JSS AHER strictly prevents, prohibits and redresses sexual harassment of women as per Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013. As per this Act under Sec.4 an internal compliance committee shall be constituted for the purpose.

#### **4. Authority**


The Vice-Chancellor, Registrar & Director (Academics), HRD Section of JSS Academy of Higher Education & Research and Principals of the constituent colleges and Heads of the departments holds delegated authority and is responsible for all aspects of this policy.

#### **5. Date of implementation:**

This policy will come into immediate effect from 01.01.2022

#### **6. Date of revision:**

01.01.2024

  
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