



जवाहरलाल नेहरू विश्वविद्यालय
JAWAHARLAL NEHRU UNIVERSITY
NEW DELHI-110067

for yst file

RAHMATULLAH KHAN
RECTOR

Rector | 19/10

14 October 1998

Dr. Asha Kiran
Deputy Secretary
National Commission for Women
No. 4, Deen Dayal Upadhyaya Marg
NEW DELHI-110 002

Dear Dr. Asha Kiran,

I. This has reference to your communication of 9th June 1998 on the subject of violence and sexual harassment on the university campus. Jawaharlal Nehru University had constituted a committee in accordance with your suggestions contained in the said letter. Even before that the University had done an exercise of its own which resulted in a report on the subject by a working group set up by the University (a copy of the report is being sent to you for information). There were differences over the composition of the committee. The University Grants Commission directive thus came handy. We proceeded to announce the committee as directed by the UGC.

II. The JNU announcement, however, has raised a controversy. Numerous members of the faculty and the students have expressed themselves against the composition as directed by the UGC. In essence, the alternative composition suggested by the students and faculty is as follows:

1. Chairperson (woman, faculty member to be elected by the committee members from amongst themselves)
2. Two faculty members (at least one a woman) specially elected to serve on the committee
3. Two wardens (at least one a woman) to be chosen by the wardens for the committee
4. One faculty member from the Gender Studies Forum
5. Two students (one hostel resident, one day scholar - at least one a woman) specially elected to serve on the committee
6. One representative of the JNU Students' Union

...2

Rector
5046
4.10.98



जवाहरलाल नेहरू विश्वविद्यालय
JAWAHARLAL NEHRU UNIVERSITY
NEW DELHI-110067

RAHMATULLAH KHAN
RECTOR

:2:

7. One member of the JNU Staff Association, specially elected to serve on the committee
8. One member of the JNU Karamchari Association, specially elected to serve on the committee
9. One eminent woman academic from outside the University
10. An NGO with special experience in issues of sexual harassment
11. A counsellor (woman)

III. It is also being suggested that the Committee be assisted by:

1. A lawyer
2. A woman doctor

IV. The functions of the Committee are being perceived as follows:

1. sensitisation and awareness generation
2. crisis management and mediation
3. formal redressal and enquiry

V. As enquiry and redressal is only one of the functions of the committee, not all the 14 members may be involved in the enquiry process. It may be held by two members of the committee. The committee, it is being suggested, needs to have the necessary infrastructure for its functioning. A yearly grant, secretarial assistance, office space and a telephone connection is being demanded. In addition, funds for the post of Counsellor (item 11 in the composition list), it is being suggested, are available with the UGC or the Human Resource Development Ministry.

..3



जवाहरलाल नेहरू विश्वविद्यालय
JAWAHARLAL NEHRU UNIVERSITY
NEW DELHI-110067

RAHMATULLAH KHAN
RECTOR

:3:

VI. I am writing to seek your concurrence of the composition of the committee as above, and for the release of some funds available with the UGC to meet the salary of the Counsellor and the expenses on infrastructure indicated above. The University will appreciate an expeditious response to this letter.

Yours sincerely,

RAHMATULLAH KHAN

Encl: Report of Working Group
on Sexual Harassment