

**POLICY AGAINST SEXUAL HARASSMENT**  
(Gender Sensitization Committee against Sexual Harassment)

The University is committed to the providing a place of work and study free of sexual harassment intimidation or exploitation. It is expected that all students, faculty, staff, karamcharis and officials will treat one another and visitors to the University with respect. All members of the University community, including those who are in temporary or short-term positions are subject to this policy. Anyone violating this policy is subject to disciplinary action. Reports of sexual harassment are taken seriously and are dealt with promptly.

GSCASH, Gender Sensitization Committee against Sexual Harassment, is the body constituted by Jawaharlal Nehru University, New Delhi in 1999. It was formed on the recommendations of the Working Group on Sexual Harassment in 1997. The Rules and Procedures of the Committee were approved by the JNU Executive Council in 2001. As per the rules, it implements the Jawaharlal Nehru University Policy Against Sexual Harassment (1999) as also the guidelines laid down by the Hon'ble Supreme Court of India, in its ruling on the Writ Petition (Criminal) Vishaka vs. State of Rajasthan (1997) on the prevention and deterrence of sexual harassment at the workplace. Since then there have been modifications as per the newer developments such as SAKSHAM guideline by UGC (2013), Justice Verma Committee Report and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (2013). Because of the nature of its work, GSCASH continues to draw attention from different agencies, and is one of the most important bodies within the campus.

GSCASH have three major functions: i) Gender Sensitization and Orientation, ii) Crisis Management and Mediation, and iii) Formal Enquiry and Redressal

With the agenda of making JNU a zero tolerance campus towards sexual harassment, GSCASH is in constant interaction with the student community, faculty, staff, officers as well as the security personnel and workers on campus. Sensitization programmes are organized by GSCASH for creating awareness regarding sexual harassment and gender related violence. Rules and Procedures under GSCASH, apply to all students, teaching and non-teaching staff on active rolls of the University, residents, service providers and outsiders who may be within the territory of JNU at the time of the commission of the act attracting any such violation of GSCASH rules, on the University campus. GSCASH strictly abides by its rules and procedures, maintains neutrality and confidentiality strictly. Any member of the University can be summoned for violating these codes of conduct and/ or disclosing any confidential details. GSCASH serves a notice to anybody concerned if they are found publicizing the details of the complainant, defendant or the cases.