



PANJAB UNIVERSITY COMMITTEE AGAINST SEXUAL HARASSMENT (PUCASH)

PANJAB UNIVERSITY, CHANDIGARH

What is Sexual Harassment?

Any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely-

- (i) Physical contact and advances; or
- (ii) A demand or request for sexual favours; or
- (iii) Making sexually coloured remarks; or
- (iv) Showing pornography; or
- (v) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

The following behaviours can be considered sexual harassment:

1. Making sexually suggestive remarks or innuendos including repeatedly teasing regarding a person's physical appearance..
2. Offensive comments or jokes.
3. Inappropriate questions, suggestions or remarks about a person's sex life.
4. Displaying sexist or other offensive pictures, posters, mms, sms, whatsapp, etc.
5. Intimidation, threats, blackmail around sexual favours including threats against an employee who speaks up about unwelcome behaviour with sexual overtones.
6. Unwelcome social invitations, with sexual overtones
7. Physical contact such as touching, pinching as well as caressing, kissing or fondling someone against her will (could be considered assault).
8. Invasion of personal space (getting too close for no reason)
9. Persistently asking someone out, despite being turned down.
10. Stalking an individual.
11. Abuse of authority or power to threaten a person's job or undermine her performance against sexual favours.
12. Falsely accusing and undermining a person behind closed doors for sexual favours.
13. Spreading rumours about a person's private life

Sexual Harassment is an offense and anybody indulging in it will be punished according to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013

Who can Complain?

Any woman facing sexual harassment or any person who has knowledge of the incident with the written consent of the complainant.

How to Complain?

Make a written complaint describing incident and stating date, time and name of respondent

Where to Complain?

Panjab University Committee Against Sexual Harassment (PUCASH) (pucash@pu.ac.in)