

GUIDELINES ON THE WORKING OF TIFR WOMEN'S CELL (TWC) FOR DEALING WITH SEXUAL HARASSMENT

BACKGROUND

According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy.

Following the 1997 Supreme Court judgment in the case of Vishaka and others versus the State of Rajasthan, the Women's cell in TIFR was constituted in November 1997, in accordance with the mandate that it shall be the duty of the Employer to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required, and to be proactive by developing a conducive atmosphere on the campus, where women can work safely with dignity.

Over the last seven years TIFR Women's Cell (TWC) has been dealing with cases of sexual harassment that came up, and has also been organising awareness activities and women's welfare workshops/lectures. In the light of the experience a definite need is perceived for sensitisation of the employees towards gender issues, and laying down guidelines for handling cases of sexual harassment or misbehaviour. It is also felt that various policies concerning recruitment, promotion, and service conditions should be reviewed to ensure that they meet high standards in the current perspective on gender issues, even though it may be broadly agreed that the policies at TIFR have been generally progressive in the overall context of the country.

Purpose and Content of the Guidelines

This document on Guidelines for Functioning of the TWC is prepared with the following aims:

1. Assist the TWC in carrying out its functions;
2. Sensitize all the constituents of TIFR towards the Constitutional and Supreme Court mandate of prohibition of gender discrimination and sexual harassment at work place;
3. Inform all about functioning of the TWC at TIFR; and
4. The document includes the objectives, definitions, functions, complaint redressal procedure, guidelines for constitution of the TWC and a Panel of Advisors, ethical responsibilities to the complainants and the alleged perpetrator.

These Guidelines are applicable to all TIFR employees.

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