

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

HUMAN RIGHTS CELL



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HUMAN RIGHTS CELL

Human Rights cell is constituted to promote and preserve human rights in the campus. The main focus of the cell is to implement human rights through effective institutional policy development, capability building and control of human rights violations. The cell will be headed by a Chair person, supported by 7 members.

1 Purpose of the Cell

The main purpose of the HRC- Sathyabama is to make all the staff and students feel protected, safe and respected while they continue to contribute and serve the University. The Committee will address all of the complaints and grievances of staff and students in matters pertaining to Discrimination, and Harassment, be it any kind, whether sexual, physical or mental.

This committee will oversee all the actions that take place in the university, all actions that are work related, occurring either in the college campus or during work related travel, field trips and all social events. They are also to monitor all the communications sent and received via phone, social media or mails.

2 General Guidelines

- Equity to all staff and student members and an environment free of discrimination and harassment.
- Mutual respect and healthy behavior is to be ensured
- All violations that are reported either verbally or in written format to be addressed and resolved within 5 working days.

3. Protected characteristics

The university prohibits any discrimination based on the following characteristics.

- Caste
- Religion
- Nationality
- Place of birth
- Ethnicity
- Language
- Age
- Sex
- Physical and mental disability
- Vision
- Hearing impaired
- Appearance (eg. Dwarf etc)

4. HRC-Sathyabama has the following clauses for discrimination

4.1 Discrimination may include

- Hostile and demeaning behaviour as have the above mentioned characteristics
- Withholding promotion or compensation because they belong to the above mentioned class
- Not hiring or not selecting students because they belong to the above mentioned category

4.2 Harassment may include

- Staff or student being harassed, treated badly or has to face hostility, verbal abuse, sexual abuse because they have the protected characteristic. Whether it is one time or consistent behaviour over a period of time, it will still be considered as harassment.
- Being intimidating toward the people of protected characteristics
- Interfering in their work or in their studies unreasonable
- Adversely affecting their employment opportunities

4.3 Sexual harassment may include

The following will be considered as Sexual harassment

- Unwelcome sexual advances whether they involve physical touching or not;
- Requests for sexual favours in exchange for actual or promised job benefits such as favourable grades or reviews, salary increases, promotions, increased benefits, or continued employment; or Coerced sexual acts. Depending on the circumstances, the following conduct may also constitute sexual harassment:
 - Use of sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life;
 - Sexually oriented comment on an individual's body, comment about an individual's sexual activity, deficiencies, or prowess;
 - Displaying sexually suggestive objects, pictures, cartoons;
 - Unwelcome leering, whistling, deliberate brushing against the body in a suggestive manner;

- Sexual gestures or sexually suggestive comments;
- Inquiries into one's sexual experiences;
- Discussion of one's sexual activities.

5. Committee members

| S.No | Name of the Staff | Role in the Committee |
|------|---|-----------------------|
| 1. | Dr T Sasipraba, Vice Chancellor | Chair person |
| 2. | Dr S S Rau, Registrar | Member Secretary |
| 3. | Dr E Logashanmugam, Pro Vice Chancellor | Member |
| 4. | Dr S Prakash, Dean, School of Mechanical Engineering | Member |
| 5. | Dr G Bhuvaneshwari, Professor, School of Management Studies | Member |
| 6. | Dr Y Swarnalatha, Professor, School of Bio and Chemical Engineering | Member |
| 7. | Dr Sivachidamaranathan, Professor, Electrical and Electronics | Member |
| 8. | Dr A Chitra Devi, Professor, Management Studies | Member |
| 9. | Few Student members nominated by the Chairperson | |

6. General powers and Responsibility of the members

- The Committee shall foster a climate of understanding and mutual respect for the dignity and rights of each individual.
- The Committee stands in for prevention, reporting and discouraging discrimination and harassment by any individual.
- The Committee shall uplift the responsibilities of human beings in the society such as ethnicity, nationality, religion or sex.

- The committee will have the right to call for and question the person against whom the complaint is raised
- The Chair person has the right to give the final decision on the matter
- The report will be duly signed by the chair person will be sent to all the concerned department, to take the necessary action against the party.

7. Reporting of violation

- The process for reporting is to meet the Chair person or any member of the committee and give a verbal statement or a written letter or mail to hrcell@sathyabama.ac.in.
- The reporting can be done immediately or within one month of the incident.
- Once the incident is reported the issue will be resolved within 5 working days.