

CASH-Committee Against Sexual Harassment-PACE

Background

HAVING REGARD to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993 PACE has formed a CASH committee to ensure the prevention of sexual harassment of women at workplace which is in line with the norms laid down by the Hon'ble Supreme court in **Vishaka and Others Vs. State of Rajasthan and Others(JT 1997 (7) SC 384)**

Duty of the PACE Management or other responsible persons in work places and other institutions

It shall be the duty of the PACE Management or other responsible persons in work places 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.

Definition

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- A. Physical contact and advances;**
- B. A demand or request for sexual favors;**
- C. Sexually colored remarks;**
- D. Showing pornography;**
- E. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature**

Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Preventive Steps

PACE Management or persons in charge of work place will take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they follow the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations like Service rule, Code of Conduct, Gender Policy, child protection policy is to be refered periodically and at the time of complaint in particular relating to conduct and discipline prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. Appropriate work conditions are provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at**

CASH-Committee Against Sexual Harassment-PACE

work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.

Criminal Proceedings

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the PACE Management shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority. In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

Disciplinary Action

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

Complaint Mechanism

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism is followed for redressal of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

Complaints Committee

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a CASH Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The CASH Committee is being headed by a woman and not less than half of its member should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such CASH Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

Members of CASH Committee

S. N.	Name of the Member	Designation	Address	Phone No.
1.	Mrs. Arifa Khatoon	Social Worker	Santnagar, Sidhauri, Sitapur	9450380757
2.	Mrs. Beena Pandey	Programme Coordinator	PACE project office, Sidhauri Sitapur	7398515851
3.	Mr. Thomson Thomas	Director	PACE. H.O., Lucknow	9919150400
4.	Mrs. Sarika Mathur	Retd. Principal, National College, Lucknow	R14, Nehru Enclave, Gomti Nagar, Lucknow	05222309408
5.	Mr. Sanjay Srivastava	Administration & HR Manager	PACE H.O., Lucknow	9473584633
6.	Mr. Sayed Kasim Ali	Programme Coordinator	PACE Network office, Lalganj, Pratapgarh	9415229992
7.	Mrs. Vandana Awasthi	Supervisor	PACE project office, Sidhauri Sitapur	8604577821

CASH-Committee Against Sexual Harassment-PACE

Employees Initiative

Employees are allowed to raise issues of sexual harassment at staff meeting and in other appropriate forum and it should be affirmatively discussed in Management-Employee Meetings.

Awareness

Awareness of the rights of female employees has been ensured and necessary Gender Policy has been laid down by PACE Management and it is been provided to every employee at the time of its joining the organization.

Third Party Harassment

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the PACE Management and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

--ooOoo--