



GREAT LAKES INSTITUTE OF MANAGEMENT

Policy against Sexual Harassment

27th April, 2021

The Supreme Court of India, in a landmark judgment on 13 August 1997 (Vishaka & others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of “Fundamental Rights” under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the “Right to Freedom” under Article 19 (1)(g). A second Supreme Court Judgment on 20 January 1999 (Apparel Export Promotion Council vs. A.K.Chopra) stated that sexually harassing behavior “needs to be eliminated as there is no compromise on such violations”. The Supreme Court further reiterated that sexual harassment “is a violation of the fundamental right to gender equality and the right to life and liberty”. Following the Supreme Court guidelines on the prevention and deterrence of sexual harassment in the work place, the Great Lakes Institute of Management has adopted a Policy against Sexual Harassment for the Great Lakes. The said Policy is hereby announced.

This is applicable to the entire Great Lakes Family which including Staff, Permanent Faculty, Visiting and adjunct Faculty, Students (both full time and part-time) and workers who are through third party vendors. Anyone violating this policy will be subjected to disciplinary action.

Great Lakes Institute of Management is committed to providing a workplace and study free of sexual harassment, intimidation or exploitation. It is expected that all students, faculty and staff will treat one another and visitors to the Great Lakes with respect.

The interpretation of the term “**workplace**” for the purpose of the Policy will extend to all public spheres that remain in contact with members of the Great Lakes community. Such public spaces include not just the physical premises such as the class rooms, hostel areas, faculty and administrative blocks, resource centre etc., directly under the supervision of the Great Lakes system, but even areas where Great Lakes members reside or travel to as part of their work as members of the Great Lakes Institute of Management. The jurisdiction will include field trips, sports tournaments, conferences, festivals and all other activities undertaken by any person as a member of the Great Lakes Institute of Management. Reports of sexual harassment are taken seriously and will be dealt with promptly by Sexual Harassment Response Cell (SHRC) which is the internal complaints committee set up by the Great Lakes Institute of Management for, Prevention and Redressal of Sexual Harassment. The specific action taken in any particular case will depend on the nature and gravity of the conduct reported.

The Great Lakes Institute of Management will respect the confidentiality and privacy of individuals reporting or accused of sexual harassment to the extent reasonably possible.

The emphasis of the Policy is on gender sensitization, and equitable, accountable and representative process of resolution and redressal in case of sexual harassment

complaints, and it strives to prevent a division of men and women into two opposing interest groups.

As required by the provisions of Law, Great Lakes Institute of Management has set up a Sexual Harassment Response Cell (SHRC) which will operate as the Internal Complaints Committee of the school.

What is Sexual Harassment?

Unwelcome sexual advances, requests for sexual favors, and other visual, verbal or physical conduct of a sexual nature constitute sexual harassment when it is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic or employment decisions or evaluations, or permission to participate in a Great Lakes activity, or when the conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating or hostile academic work or living environment on the basis of a person's gender identity/sexual orientation.

Determining what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment may take many forms – subtle and indirect, or blatant and overt. For example,

- It may be conduct towards an individual of the opposite sex or the same sex.
- It may occur between peers or between individuals in a hierarchical relationship.
- It may be aimed at coercing an individual to participate in an unwanted sexual relationship or it may have the effect of causing an individual to change behavior or work performance.
- It may consist of repeated actions or may even arise from a single incident.

Sexual Harassment as per soon to be enacted Law:

1. Passing comments of sexual nature or inappropriate references to gender.
2. Making sexually explicit statements, questions, jokes, or anecdotes regardless of the means of communication (oral, written, electronic [e.g. email, social media, phone, etc.], etc.).
3. Unwanted touching, patting, hugging, brushing against a person's body, or staring.
4. Remarks made about personal appearance and dress
5. Colored jokes, innuendos and taunts, shared in the offices that make others present feel uncomfortable.
6. Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
7. Touching or brushing against any part of the body and the like.
8. Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings

What to do if you feel you are being sexually harassed

Know your rights – Sexual harassment is illegal, both the law of the land and GREAT LAKES INSTITUTE OF MANAGEMENT prohibits sexual harassment.

If you have been taken advantage of sexually:

1. Reach out for help to friends and/or officials immediately.

2. Call any member of the SHRC. Mrs. Kiruba Muthuraj or Dr M Muthuraj or Mr. Sathyanarayanan. All of them live on campus and will come to your help immediately.
3. Dr M Muthuraj – PGPM, Mr. Sathyanarayanan – PGDM being the member-secretaries, can also help you in escalating the matter to the law and order authorities, if necessary.
4. In case of rape, do not shower or bathe. Place clothing/bedding in a bag and do not disturb the crime scene.

When you call

- a. You need not reveal your name if you do not want to.
- b. Tell the person why you called and what you need.
- c. You can also request a personal meeting with anyone of the members in the SHRC team.
- d. SHRC will always leave decisions of what to do in your hands.
- e. The legal advisor will also let you know what to expect should you decide on any course of action.

How to Help

1. Believe your friend. Not being believed is what the victims fear the most.
2. Concentrate on understanding his/her feelings.
3. Make it clear that the survivor/victim is not to blame. Poor judgment does not make a crime the victim's fault.
4. Offer to help by calling anyone of the numbers of people in the Sexual Harassment Response Cell (SHRC), listed below.
5. Ask how you can help but do not be discouraged if your friend isn't sure.
6. Do not tell anyone about the incident without your friend's permission.

What not to do

1. Do not blame yourself. Sexual harassment is not something one brings on oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to work and live with dignity.
2. Do not ignore it. Ignoring sexual harassment does not make it go away. The harasser may mis-interpret a lack of response as approval of the behavior.
3. Do not delay. Delay in action increases the probability that unwanted behavior will continue or escalate.
4. Do not hesitate to ask for help. Speaking up may prevent others from being harmed as well. Retaliation in any form and by any party is not permitted. No one may take the law in to their own hands. Reprisals against an individual who in good faith reports, or provides information in an investigation, about behavior that may violate this Policy, are against the law and will not be tolerated.



Improper compliant or false allegation

It is a violation of this policy for anyone to knowingly or with reckless disregard for the truth make false accusations of sexual harassment. Failure to prove a claim of sexual harassment is not equivalent to a false allegation. False allegations may lead to dismissal of employment/from the course. Intentionally providing false information is also grounds for disciplinary action.

Sexual Harassment Response Cell (SHRC):

Chairperson:

Prof. Sanjoy Sircar – 044-3080 9219 (O), +91 89399 50941 (M)

Dr. Vidya Mahambare– 044-3080 9084 (O), 9884982648 (M)

Dr. Suresh Srinivasan – 044 – 30809020 (O), 9176798597 (M)

Member Secretary:

Dr M Muthuraj – 044-30809221 (O), 9677230905 (M) - PGPM

Mr. Sathyanarayanan – 044-3080 9039 (O), 90474 23191 (M) - PGDM

Members:

1. Mrs. Kiruba. S – 044-3080 9038 (O), 97909 71192 (M)
2. Ms. Roopa Prithvi - 044-2748 9031 (O), 9940286480 (M)

Lawyer:

3. Mr. Ramasamy.S – 044-3080 9060 (O), 9840009417 (M)

E-mail: shrc@greatlakes.edu.in