

# **Annual Report 2011-2012**



**Gender Sensitization Committee  
Against Sexual harassment  
(GSCASH)**

**Jawaharlal Nehru University**

**New Delhi- 110067**

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## **Acknowledgment**

Chairing GSCASH and discharging duties is always remaining challenging. The challenge multiplies with increasing complexities and diversities in the society. While going through the procedures I experienced innumerable flashes of human mind, relations and interests. The experience was enlightening and also alarming on the task still remains, journey yet to cover, promises yet to fulfill.

Meeting these challenges, of course was not possible without the undisputed support from different people during this period. Constant support from the office staff namely, Bhavna, Darkshan and Jaya who made my journey smooth need special mention. I am thankful to GSCASH Committee members who had supported and extended their help in many different ways in managing the crisis. It was my fortune that I received fresh student representatives after four long years which was not in place due to some non-holding of JNUSU election. My special thanks are due to A.K. Ramakrishnan, Saraswati Raju, Sona Jharia Minz, B.S. Butola, Vidhu Verma, Mondira Dutta, Anuradha Chenoy, Meenakshi Sundriyal, Ayesha Kidwai, Parnal Chirmuley for extending their help from time to time.

My special thanks are due to Prof. Sudha Pai whose sincere intervention at different point of time supplied fresh energy to bring out the image of GSCASH from a complaint redressal body to a gender sensitization institute. In fact, it was her encouragement which was resulted into school level Gender Sensitisation Workshops and distribution of GSCASH brochure.

Last but most importantly, my family members who had extended their cooperation and patiently beared with my unlikely behaviour the time of stress and turmoil needs special thanks.

**Bhaswati Das**

## **I. About GSCASH**

### **GSCASH: Journey Completes 13 Years**

#### **Background**

The GSCASH as a formal body was set up by the Jawaharlal Nehru University, New Delhi vide notification dated 16<sup>th</sup> April 1999, on the recommendations of the Working Group on Sexual Harassment appointed by the Vice Chancellor on September 5, 1997. This body has the mandate to implement the Jawaharlal Nehru University Policy Against Sexual Harassment (vide Circular dated 25 February 1999) as also the guidelines laid down by the Supreme Court of India in its historic ruling on the Writ Petition (Criminal) Vishaka vs. State of Rajasthan (reported as 1997(6) SCC 241) on 13 August 1997, on the prevention and deterrence of sexual harassment at the work place. In a subsequent judgment titled Apparel Export Promotion Council vs. A.K. Chopra on 20 Jan 1999, the Supreme Court reiterated that incidents of sexual harassment violate fundamental rights to gender equality and right to life and liberty.

The Vice Chancellor of JNU appointed a Working Group on Sexual harassment headed by Professor Karuna Chanana on 5 September 1997. During this period, Vice Chancellor, by virtue of the authority vested in him by the Executive council and in conformity with the directive from the Ministry of Human Resource Development/University Grants Commission established a Sexual Harassment Committee (SHC) w.e.f 8 August 1998 headed by Prof. Sudesh Nangia, a faculty in School of Social Sciences, as Chairperson. Other members in the SHC were Prof. Shipra Guha Mukherjee (School of Life Sciences), Dean of Students Welfare (or his nominee), Ms. Farah Farooqi, M. Phil/PhD scholar (School of Social Sciences) and Mr. Nikhilesh Mishra, M.Sc. (School of Life Sciences). One representative of JNUTA and JNUSU each also were to be nominated to SHC by the respective organizations.

However, these new Rules and Procedures drew widespread criticism from the University community. In its meeting on 5 December 2005 the EC suggested that the Vice Chancellor constitute a Review Committee to analyze the responses received from different sections of the JNU community and to suggest

amendments, if any, to the Rules and Procedures. The Vice Chancellor constituted a Review Committee (vide notification No. Acad. II/U/6 (73) dated 24 February 2006) headed by Prof. Rupamanjari Ghosh with this mandate. After widespread consultations with the University community, this Committee made its recommendations. The recommendations were incorporated and the new rules and procedures of GSCASH were ratified by the EC during a meeting on 11 April 2007(Resolution no. 6.14), as per University notification dated 9 May 2007.

GSCASH has now completed 13 years since its establishment in 1999. The GSCASH has started functioning from its present office space since October 2001. During the tenure of current Chairperson it has received one more room in its deposition. It has grown as a full-fledged and active institution, which has the potential to address matters pertaining to gender insensitivity, prevention, prohibition and redressal of sexual harassment issues positively; and help to cultivate a sensitive environment free of hostility, gender discrimination and inequality.

#### **Former GSCASH Chairpersons**

<b>Sl. No.</b>	<b>Name</b>	<b>Year</b>
1.	Rekha Vaidyarajan	1999
2.	Anuradha M. Chenoy	1999-2000
3.	Ayesha Kidwai & Rupamanjari Ghosh	2000-2001
4.	Madhu Sahni	2001-2002
5.	R. Mahalakshmi	2002-2003
6.	Kumkum Roy	2003-2004
7.	Vidhu Verma	2004-2005
8.	Sneha Sudha Komath	2005-2006
9.	Parnal Chirmuley	2006-2007
10.	Mondira Dutta	2007-2008
11.	K.B. Usha	2008-2010
12.	Meenakshi Sundriyal	2010-2011

## II. GSCASH Members 2011-2012

Dr. Bhaswati Das	-	Chairperson (September)
Dr. Archana Upadhyay	-	Warden Representative (September)
Dr. Arvind K. Mishra	-	Warden Representative (September)
Dr. Vikram Singh	-	JNUOA Representative (September)
Mrs. Kavita Madanpotra	-	JNUOA Women Representative*
Dr. Anup Kumar Das	-	JNUTA Representative (February)
Mr. Basant Lal Sharma	-	JNUSA Representative (September)
Ms. Sulochana Meshram	-	JNUSA Women Representative (March)
Ms. Nilanju Dutta	-	NGO Representative (Jagori)
Ms. Ravinder Kaur	-	Women Academician (from outside JNU) (October)
Ms. Rituparna Borah	-	NGO Representative (Nirantar)
Ms. Akanksha Kumar	-	Student Representative (Till March)
Ms. Minakshi Burogohain	-	Student Representative*
Ms. Ruchira Sen	-	Student Representative*
Ms. Sweta Raj	-	Student Representative*

*\*April onwards*

### **The present scenario: Problem of Unfilled Position Tackled**

As the GSCASH enters the 2<sup>nd</sup> decade of its existence, it gathers a lot of new experiences. There is a need to look afresh at the GSCASH and its capabilities in the changing scenario. The human and infrastructural resources at the command of the GSCASH are not commensurate with the enormous mandate that it has to carry out. The complexities in terms of complaint redressal have increased over the years. There has been an increase in the sheer number of cases and the nature of them has also undergone changes with the larger changes in society. The

number of students has also increased a lot since the earlier days. All this is throwing new challenges into the campus which need to be dealt with a different focus.

At the beginning of this year GSCASH was passing through a lot of difficulty if not a crisis. The main reason behind this was the highly inadequate number of the members in the constituents of the committee. There is lack of elected representatives especially for the GSCASH from the constituents of the entire JNU community, whether it is staff, officers, students or faculty. This was a matter of grave concern as elected representatives add up to a substantial number in the committee. At the beginning of the tenure of the Chairperson there were only nine members on the committee. However, even after receiving the elected members, GSCASH was not receiving the nominated members especially from JNUSA and JNUOA. GSCASH pursued the secretaries of those constituencies to send their nominated members and received two members from them. This is a year when Election of JNUSU took place during March-April, after four years facing different impositions. Thus GSCASH received new nominated as well as two elected students members also.

So initially it became a task to increase the membership as there were not enough representations to fulfill the condition of the third party membership which is essential requirement for the formation of the ECs. So it is only April onwards when the complete membership is there.

According to GSCASH guidelines duration of the Committee is of one year. However, it is problematic as different member joins the committee at different point of time and duration of one year varies extremely.

### **III. Activities & Programmes**

#### **i. Volunteers Meet**

A meeting with the volunteers was organized in the GSCASH office on 2<sup>nd</sup> December 2011, Friday at 5:00 p.m. Lists of programmes were proposed by volunteers.

## **ii. A Street Play**

On 17<sup>th</sup> of February, 2012 GSCASH invited Asmita, a street theatre group run by Arvind Gaur to perform its play 'Dastak' in Jhelum Lawns in JNU. It was a post dinner programme.

'Dastak' addressed the question of sexual harassment in public spaces –roads, public transport, markets and parks– faced by all women irrespective of class, age and profession. School and college students are shown as particularly vulnerable. It was aimed at putting the onus on men to behave in a sensitive way rather than at women to behave and live in a restricted way that 'protects' them.

The play was as such, fifteen minutes long but a discussion followed and it was fruitful as some students could pose their own opinions and questions which were answered by Arvind Gaur, Akanksha Kumar– the GSCASH Student Representative and other members of the audience.

Some students felt that it is hardly fair to 'blame' sexual harassers alone as women dress or behave 'provocatively'. Other students responded to these comments, saying that the logical conclusion of such an argument is that all so-called 'badly behaved' women should be raped which is condemnable –and thereby, countered this argument successfully. Still others criticized the play as some lines in its dialogue included the sentiment that one should not harass a woman as she may be someone's wife, mother or sister. Most students felt that it is precisely this attitude towards women as commodities that might 'belong' to someone that is at the very root of sexual harassment and an understanding based on such an attitude cannot be invoked to tackle the problem. Students feeling were conveyed to the Director of the play. It was an exciting and an involved discussion and in that, the play was a successful event and furthered the role of the GSCASH in sensitizing the student community to questions of sexual harassment and violence.

### **iii. Holi and Women's Day**

In 2012 Holi was celebrated on 8<sup>th</sup> March which was Women's day also. Thus nothing public could be organized. However, considering that GSCASH organized Poster Workshops in different hostels during 5-6<sup>th</sup> March. In total 60 posters of chart paper size were made by the students and they were then displayed in the academic and residential complexes during Holi. This was aimed to make Holi enjoyable to all through gender sensitivity.

Posters were made highlighting overall gender sensitivity. They carried messages, meaningful paintings, collages etc. The posters generated overall discussions among the community in JNU.

### **iv. Brochure Distribution**

This year a two page brochure was prepared highlighting some of the main points of GSCASH along with the web address. The brochure was printed by the coordinator's office and was attached with the registration folio of the first semester students for their easy perusal. This was the first time when hand outs were distributed in a systematic manner to the specified audience.

### **v. Poster Workshop**

A poster workshop was organised during 19-20 August 2012 as Gender sensitization programme. The objective was to bring GSCASH out from a complaint redressal body. Timing was selected such so that JNU campus environment unfolds in a reasonable manner to the new entrants.

### **vi. Orientation Programme**

In August 2012, GSCASH organized Orientation and sensitization programme for the first semester students. However, old students were also welcome to the programme. It was a week long programme between 21<sup>st</sup> to 24 October 2012. Committee rooms of SSS I and SLL&CS was booked for the same. Centres were grouped according to the strength of the first semester students. There was overwhelming response from the students especially from the School of Languages, Science Schools and Special Centres. Orientation

lectures were delivered by the ex-chairpersons from GSCASH as well as all those who are attached to Gender Studies. Vibrant response and queries were generated among the students.

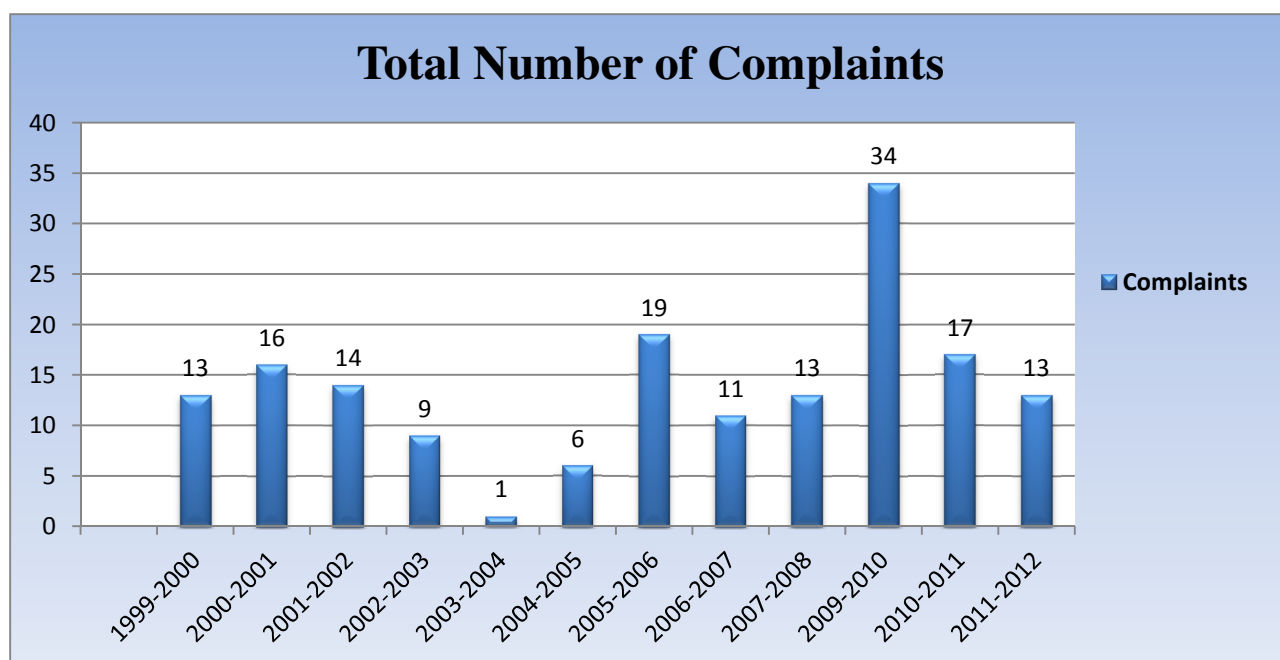
#### **vii. Annual Report Presentation**

The Annual Report 2011-12 was presented to the JNU community on September 11, 2012 at 10 a.m. That was followed by a discussion on the same. Discussion continued over tea.

### **IV. Complaint Redressal**

The following graph gives an idea of the number of complaints lodged year wise. However this data, though indicative of the trend, should not be read in absolute terms as the duration of the particular “year” can vary in accordance with the duration of the tenure of the Chairperson which sometimes varies.

GSCASH is an institution which continuously remains active. However, the present Annual Report will stick to the period till September 2012. Details of the cases are as follows:



### **i. Total number of Complaints during 2011-2012**

Following are the details of complaints filed in GSCASH. There are 8 spillover cases from the previous tenure and 13 fresh complaints filed in GSCASH till September.

<b>Sl. No.</b>	<b>Case Name</b>	<b>Date of filing</b>	<b>Allegation</b>	<b>Status</b>
1.	Student(F) Vs. 2 Students(M & F)	24/02/2010	Used abusive language, sexually colored comments, slander	Stalled
2.	Student(F) Vs. Student(M)	29/03/2010	Sexually colored language and indulging in physical show of nudity	Case Completed (EC Report submitted)
3.	Outsider(F) Vs. Student(M)	03/11/2010	Unwelcome sexual advances	Under Enquiry
4.	Staff (F) Vs. Staff(M)	13/12/2010	Threatening to torture physically and mentally	Case Completed (CSC Report Submitted)
5.	Staff (F) Vs. Staff(M)	29/12/2010	Using highly abusive gender insensitive language	Stalled
6.	Student(F) Vs. Student(M)	03/03/2011	Unwelcome sexual advances via mobile phone	Stalled
7.	Resident (F) Vs. Faculty(M)	19/07/2011	Sexual assault	Under Enquiry
8.	Student (F) Vs. Student(M)	25/07/2011	Sexual harassment and assault, abusive behavior	Withdrawn
9.	Student (F) Vs. Outsider(M)	04/10/2011	Receiving threatening calls and witnessing violent actions	Complaint incomplete
10.	Student (F) Vs. Student(M)	09/11/2011	Showing private parts & stalking	CSC completed (Enquiry Recommended)

11.	Student(F) Vs. Student(M)	21/11/2011	Teasing and misbehaving	Under Enquiry
12.	2 Students(F) Vs. Student(M)	22/11/2011	Sexually abusive posts in social networking sites	CSC completed (Enquiry Recommended)
13.	Student (F) Vs. Student(M)	16/01/2012	Sexual harassment	CSC to be implemented
14.	2 Students(F) Vs Student(M)	01/05/2012	Made sexual remarks and threat to sexual abuse	Under Screening
15.	2 Students(F & M) Vs Student(M)	04/06/2012	Obscene sexual indication and assault	Under Screening
16.	Student(F) Vs Student(M)	13/06/2012	Sexual harassment, taking obscene content, emotional blackmailing, hacking email account, defaming family	CSC to be implemented
17.	Faculty(F) Vs Student(M)	17/07/2012	Passing very derogatory remarks	CSC to be implemented
18.	Student(F) Vs Faculty(M)	30/07/2012	Sexual Harassment	Under Screening
19.	2 Students(M & F) Vs 3 Students(M)	03/08/2012	Making obscene & threatening gesture	CSC to be implemented
20.	Student(F) Vs 2 Students(M)	24/08/2012	Sexually abusive and lewd comments	CSC to be implemented
21.	Staff(F) Vs Faculty(M) and Resident(F)	28/08/2012	Sexual harassment	CSC to be implemented

**\*M- Male; F- Female**

## **ii. Status of Complaints**

The cases shown that there is substantial number are spillover cases from the last year. There are twenty one complaints in all of which eight are spill over cases and thirteen are fresh cases. Two cases have been completed; three are under enquiry; three are under screening; CSC has been completed in two cases; three cases are stalled; CSC to be implemented in six cases; one case has been withdrawn and one is incomplete.

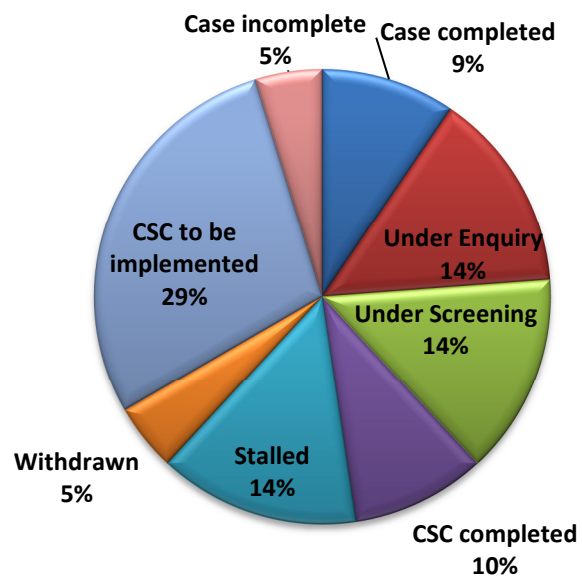
The category of “stalled” cases is those which could not be persuaded by GSCASH as complainant become reluctant to continue with the case. These are cases which are stalled indefinitely for reasons beyond the control of the GSCASH. In all of these cases either the complainant or the defendant are unavailable because they have left the campus. The GSCASH spent considerable amount of time and resource in contacting the people concerned in these cases. Most of them don’t respond to us any longer. Some show interest but are unable to come to the campus to pursue the case. In all the cases get stalled indefinitely with little chance of revival. As much of JNU is a moving community, there is a need to take a hard look at this problem. Rules also need to provide clear cut guidance in this regard.

The next category is of “withdrawn cases”. During the reporting time only one case was withdrawn. Withdrawal of the case was done with the intervention of the peer groups from both the sides in a positive manner.

Incomplete complain is one where complain was received. However, no whereabouts or clue about the offender was provided to GSCASH. Thus further action could not be initiated.

“Enquiry” as well as “Screening” is going on in 14 per cent of the cases and the “completed cases” are 9 per cent.

## Status of Complaints(2011-2012)



### ii. Status of Complaints during 2011-2012

Sl. No.	Status of complaints	Numbers
1.	Case Completed	2
2.	Under Enquiry	3
3.	Under Screening	3
4.	CSC completed	2
5.	Stalled	3
6.	Withdrawn	1
7.	CSC to be implemented	6
8.	Complain incomplete	1
	<b>Total</b>	<b>21</b>

## **V. Mediation**

Mediation and crisis management form an essential part of the intervention of GSCASH and this year was no exception.

### **i) Mediating and supporting victims of abuse**

The GSCASH has actively supported cases where:

- a) The victim for a variety of reasons cannot make a formal complaint.
- b) The complaint cannot be redressed on campus. For instance, the person faces harassment outside the campus.

### **ii) Seeking intervention and better systems from the administration and security**

The GSCASH has been constantly approaching the administration for better working conditions for the GSCASH. Although there is a lot of scope in this area for improvement, one of our longstanding demands for an extra room was met at the beginning of the tenure of the new V.C, Prof. Sopory. This has now enabled us to have the meetings without being interrupted constantly by other visitors.

The GSCASH has been receiving constant support from the current Rector in bringing speed to resolve many official nitty-gritty.

The GSCASH has also been constantly approaching the JNU security for better systems and minimization of lapses. The security office has cooperated and collaborated with us. However there is scope for a lot many things to be still improved in this area.

## **VI. Crisis management**

Crisis management form an essential part of the intervention of GSCASH and this year was no exception.

### **i) The Physical Abuse**

In 18 November 2011, a case of molestation was reported by a group of students. Victim was a resident of the offender's house. The GSCASH immediately report it to the JNU security as the victim required immediate protection and also shelter. JNU community took part in the case in a positive manner to provide justice to the victim who is a poor minor girl from tribal community.

## **VII. RTI Query**

GSCASH received seven RTI queries in the year 2011-2012. Some are related to the cases whereas some enquired about the facts and their further detail. All are answered within stipulated time.

## **VIII. Challenges and Constraints**

Being on the GSCASH has been a journey full of difficulties and challenges. Many a time meeting these challenges become major task for the Chairperson rather looking forward. The points given below summarize most of them.

1. Low motivation from different sections of democratic body to send their elected as well as nominated members to GSCASH. Strong institutionalization of the process is required.
2. Difficulties in strictly following the procedures within the time guideline due to busy schedule of the members of GSCASH, complainant, defendant and also from the witness of the enquiry.
3. Though infrastructure is a problem that was not a stumbling block. However, non-availability of a Xerox machine of its own is a block to maintain confidentiality.
4. Lack of counseling services sometimes makes the case complex. Institutionalization of the counseling process is required
5. Lack of access to legal advice as there is no member from legal cell in GSCASH committee sometimes creates complexities.

6. Misinformation and skepticism about GSCASH among overall JNU Community poses blocks.

## **IX. Recommendations/ Suggestions**

In the present scenario the following suggestions are made. They would hopefully make the going a lot easier.

1. The elections to GSCASH in all sections of the JNU community need to be held regularly to ensure sufficient and effective members
2. The rules and procedures need to be amended/ updated with the new experiences
3. Permanent staff needs to be attached to the GSCASH including a section officer
4. A more regular and wider panel of NGOs may be created and some kind of an MOU signed with them at the university level for uninterrupted participation and smooth running of ECs.
5. Infrastructural support needs to improve. Photocopier in the office would save time and resolve issues of confidentiality
6. A regular lawyer and counselor as member of GSCASH is essential
7. Exemption for the chair at least from dispensable duties at their centres as the GSCASH is a full time engagement.
8. Chairs of GSCASH should be treated like any other Chairpersons of the Centres and benefits should be attached accordingly.

## **X. Annexure**

**Annexure 1-** Volunteer Poster

**Annexure 2-** Street Play Poster

**Annexure 3-** Poster regarding MMS Case

**Annexure 4-** Street Play Photographs (4)

**Annexure 5-** Women's Day Photographs (4)

**Annexure 6-** GSCASH Brochure; Orientation Poster; Orientation Notification; Annual Report Presentation Poster and Photos

14.11.2011

# GSCASH

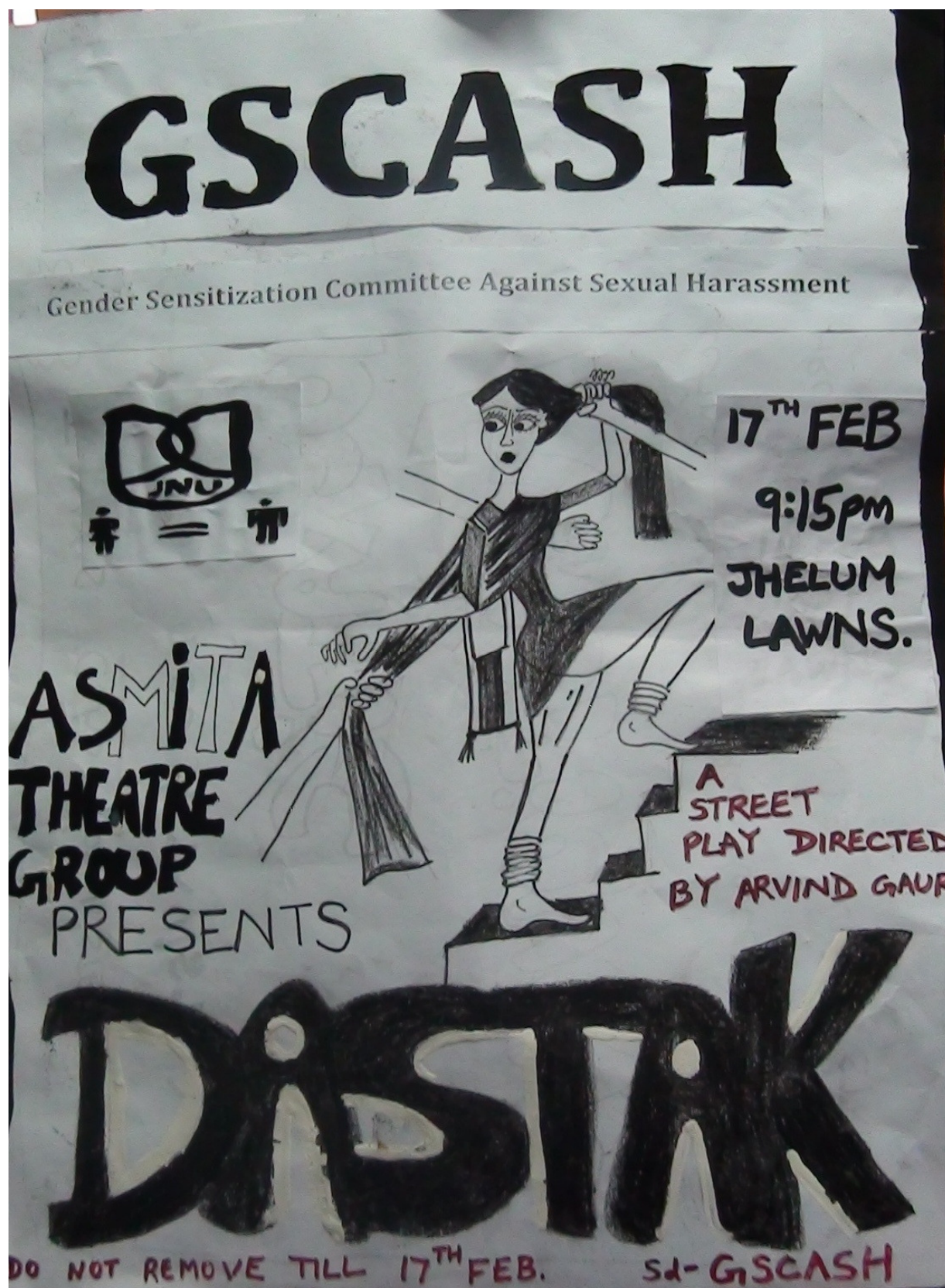
Dear friends from the student's community,

The GSCASH (Gender Sensitization Committee against Sexual Harassment), JNU invites you to come forward and register yourself as volunteers to help facilitate activities related with gender sensitization on campus. Those who are interested may give their names to the GSCASH office (Room No.114, East Wing, Administration Building) before 30<sup>th</sup> November 2011.

**Let's resolve to work towards making a gender sensitive and sexual harassment free campus!**

Dr. Bhaswati Das

(Chairperson, GSCASH)



# GSCASH

Gender Sensitization Committee against Sexual  
Harassment

## Important Notice

We appeal to the JNU Community to refrain from discussion of the recent matter regarding a certain MMS to protect the identity and dignity of the persons concerned.

All individuals and organizations are requested not to circulate pamphlets or put up posters on the matter.

All individuals should desist from further circulation of the MMS.

4/6/2012. Do not remove till 10/6/2012

(Annexure 4)



Image 1



Image 2



Image 3



Image 4

(Annexure 5)



Image 1



Image 2



Image 3

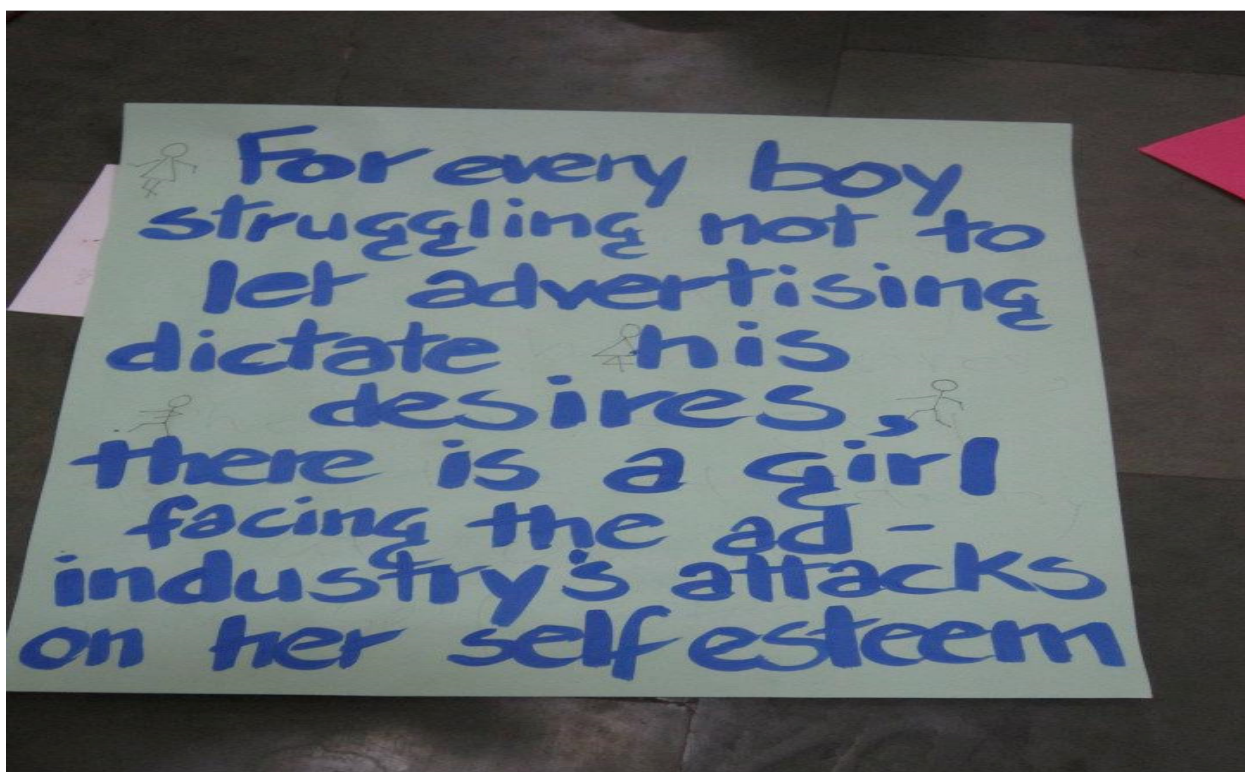


Image 4

## (Annexure -6)



**GSCASH**

### GENDER SENSITIZATION COMMITTEE AGAINST SEXUAL HARASSMENT

**Welcome to JNU**

**Let us work towards a pleasant, friendly and gender-just university.**

Dear Friends,

As you all know sexual harassment is illegal and a punishable offense. As according to the Supreme Court guidelines based on Visakha Vs State of Rajasthan 1997, Jawaharlal Nehru University has a strong and comprehensive policy against sexual harassment. The GSCASH is an institution that works for the benefit of both men and women of the JNU community by implementing the JNU Policy against sexual harassment. It was the first such body to be established in the entire country and is one of the greatest achievements of the student movement of this campus.

**Gender Sensitization Committee against Sexual Harassment (GSCASH)** is an institution of the University with representation from all sections of JNU community. This body works for gender sensitization and complaint redressal. Members of the JNU community have always stood with the GSCASH to ensure a gender sensitive environment in the campus and to deliver justice against any type of gender discrimination. GSCASH urges the JNU community to feel free to approach us at any time. JNU has zero tolerance towards sexual harassment.

#### What is sexual harassment?

Sexual harassment includes any unwelcome sexually determined behaviour, whether directly or by implication, and includes physical contact and advances, a demand or request for sexual favours, sexually coloured remarks, showing pornography, and other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

#### What to do if you are being harassed?

**Know your rights-** Sexual harassment is illegal; both the law of the land and JNU policy prohibit sexual harassment

**Speak Up-** If you can, tell the person to stop. State clearly and firmly that you want a particular behavior to cease.

**Get information and support-** If you feel you cannot speak up, ask your friends to help you bring it to the notice of the University. Keep records that might be useful for pursuing the case.

**File a complaint at the GSCASH Office.**

#### What not to do

**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 live with dignity.

**Do not ignore.** Ignoring sexual harassment does not make it go away. The harasser may misinterpret a lack response as approval of the behavior or fear of the harasser.

**Do not delay.** Delay in action increases the probability that unwanted behavior will continue or escalate. Do not hesitate to ask for help. Speaking up may prevent others from being harmed as well.

#### Myths Vs Facts about Sexual Harassment

**Myth:** Sexual harassment is a trivial issue and can be ignored.

**Fact:** It is not so. It causes emotional and psychological problems for the victim and interferes with her right to live with dignity.

**Myth:** Sexual harassment happens to women who flirt, dress provocatively and are 'bad girls'.

**Fact:** Sexual harassment is not the outcome of any of the above. It can happen to anyone regardless of dress or behavior.

**Myth:** Anyone who complains is a radical feminist who is anti-men and cannot enjoy fun

**Fact:** Sexual harassment is not fun and one must be aware of one's rights and come forward to complain.

#### Myths Vs Facts about GSCASH

**Myth:** GSCASH is only for women

**Fact:** A gender just campus is good for both men and women.

**Myth:** GSCASH terrorizes men in the campus

**Fact:** GSCASH has no such goals. The guilty will be punished and there is zero tolerance of harassers and harassment.

**Myth:** One should not complain to GSCASH because it will destroy one's career.

**Fact:** On the contrary, avoiding filing a complaint can often be worse as it may intensify the harassment and cause emotional and psychological harm. GSCASH is biased against men.

**Myth:** It has no bias towards anybody and complaint redressal procedures ensures natural principles of gender justice.

**Fact:** Men cannot file complaints in the GSCASH

**Fact:** Men can file complaints in the GSCASH. It does not ignore the possibility of harassment of men by women or men by men.

**Myth:** Collective and joint complaints cannot be filed in the GSCASH

**Fact:** Such complaints can be filed in the GSCASH

**Myth:** Outsiders do not come under the purview of GSCASH

**Fact:** The provisions of GSCASH Rules and Procedures clearly state that its rules "shall apply to all students, academic staff, and non-teaching staff on the active rolls of the Jawaharlal Nehru University, New Delhi, as also to residents, service providers and outsiders who may be within the territory of JNU at the time of the commission."

**Myth:** GSCASH is an unnecessary institution which is a trouble maker

**Fact:** GSCASH is a very effective justice mechanism that will help to bring campus environment in order.

GSCASH solicits the cooperation of campus community in its efforts for making the campus environment free from gender discrimination, harassment, hostility and violence.

**GSCASH office Room No.114, Administrative Building, Phone No.**

**011 26704068.**

**GSCASH Student Representatives: Minakshi- 8860821343, Ruchira- 9810285867, Shweta-9868914072**

**<http://www.jnu.ac.in/main.asp?sendval=GSCash>**

# GSCASH

**Gender Sensitization Committee against Sexual Harassment**

**Invites all new students  
to a series of School-Wise  
Orientation Sessions**

**According to the following schedule**

Date	SSS I Committee Room	SLL & CS Committee Room
21 <sup>st</sup> August	SIS	
22 <sup>nd</sup> August	SSS (CHS, CPS, ZHCES, CSSP, CSMCH, MPH)	SL (CIL, Russian, Korean, Spanish, English, Chinese, Japanese)
23 <sup>rd</sup> August	SSS (CESP, CSRD, CSSS, SPH, Adult Education, WSP, PSDE)	SL (Arabic, Persian, German, Linguistics, French)
24 <sup>th</sup> August	Other Schools (SAA, SC&SS, SPS, SES, SIT, SBT, SLS, SCMM, CSLG, Special Centre for Sanskrit and others)	

**Old students are also welcome**

Ruchira: 98102858767, Shweta: 9968914002, Minakshi: 8860821343

**JAWAHARLAL NEHRU UNIVERSITY**  
Admission Branch-II

No. Admission-II/JNUSU/2012

17<sup>th</sup> August, 2012

**NOTIFICATION**


At the request of the Chairperson, Gender Sensitisation Committee Against Sexual Harassment (GSCASH), it has been decided to suspend the classes in respect of first semester students of BA/MA/M.Phil programme of study as per the schedule given below from 10.00 a.m. to 1.00 p.m. in order to participate in the proposed Orientation and Sensitisation Programme scheduled by GSCASH.

Date	SSS I Committee Room	SLL&CS Committee Room
21 <sup>st</sup> August	SIS	_____
22 <sup>nd</sup> August	SSS (CHS, CPS, ZHCES, CSSP, CSM&CS, MPH)	SL (CIL, Russian, Korean, Spanish, English, Chinese, Japanese)
23 <sup>rd</sup> August	SSS (CESP, CSRD, CSSS, SPH, Adult Education, WSP, PSDE)	SL (Arabic, Persian, German, Linguistics, French)
24 <sup>th</sup> August	Other Schools (GAA, SC&SS, SPS, SES, SIT, SBT, SLS, SCMM, CSL&G, Spl. Centre for Sanskrit Studies and others)	_____

The following will be the issues in the proposed Orientation and Sensitisation Programme:

1. What is sexual harassment?
2. The Visakha Judgement and the introduction of GSCASH type institutions in workplaces
3. The formation of GSCASH in JNU
4. Attitudes to sexual harassment
5. Do's and Don'ts (For eg. "Don't blame yourself" or "Do lodge a complaint")
6. Harassment using technological innovations. (eg. Facebook, MMS, etc)
7. Any other.

This issues with the approval of the competent authority.

  
(Dharam Pal)  
Asstt. Registrar (Admission-II)

Copy to:

1. All Deans of the Schools
2. Dean of Students
3. All Chairpersons of the Special Centres
4. Chairperson, GSCASH, Equal Opportunity Cell
5. All A.Os of the Schools
6. OSD to the Vice-Chancellor
7. PS to Rector/ Chief Proctor
8. PS to Co-ordinator (Eval)/ Registrar/ Finance Officer
9. PRO, CSO, Incharge-Engg., President, JNUSU

# GSCASH

Gender Sensitization Committee Against Sexual  
Harassment



**Annual Report Presentation for the**  
***Year 2011-2012***

**VENUE: COMMITTEE ROOM, SSS-I**

**DATE: 11 September 2012**

**TIME: 10 a.m. onwards**

*All are cordially invited*

