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Date: Wed, 24 Jan 2024 16:35:57 +0530

[All headers](#)

From: "Vice-Chancellor, Panjab University" <vc@pu.ac.in>

To: dui@pu.ac.in

Subject: Fw: Proposal for enhancing awareness on Sexual Harassment in PU campus

[All attachments](#)

Respected Madam,

I am writing to inform you about the recent decision made during the PUICC meeting held on 10.01.24 regarding the implementation of a robust awareness campaign on sexual harassment in the PU campus. This initiative aligns with PU's Zero Tolerance policy for Sexual Harassment.

Given the periodic inquiries from UGC regarding the steps taken by Higher Education Institutions (HEI) in addressing such issues, it has become imperative to take proactive measures. In light of this, a well-designed poster has been prepared by the PUICC. On behalf of the ICC, I am reaching out to seek your support in promoting this campaign.

Your commitment to this cause is well-recognized, and we acknowledge you as a true crusader in the fight against sexual harassment. We kindly request your assistance in directing all departments, Centres, and offices to use the attached A-3 sized colored poster. These posters should be prominently displayed in highly visible & multiple locations in each department/office and across the campus to capture the attention of a wide audience, including students, faculty, and staff.

The intention behind this initiative is to foster awareness and serve as a deterrent against sexual harassment. Your support and weight behind it in endorsing and effectively promoting this campaign will, for sure, contribute significantly to its success.

Thank you for your attention to this matter, and we look forward to your continued support in creating a safer and more inclusive environment at PU.

Best Regards,

Madhurima

Presiding Officer, PU ICC

Attachment 2: Sexual Hrassent Awareness Poster-1.pdf (237KB) [Delete](#) [WebDisk](#)

Type: application/pdf
Encoding: base64

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Charset



Circulate

DUI

24/1/24

U has Zero Tolerance Policy against Sexual Harassment



You are a Student / Research Scholar / Faculty / Staff
(permanent or contractual or Daily Wager)....

You should know what is Sexual Harassment.



Look for the following signals....

Verbal / Written

- ❖ Remarks of a sexual nature about your clothing, personal behaviour, or body.
- ❖ Abuse of authority or power to threaten a person's job or undermine your performance against sexual favours.
- ❖ Sexually explicit statements, questions, jokes, or anecdotes.
- ❖ Seeking or implying sexual favours or persistently asking someone out, despite being turned down.
- ❖ Cyberbullying including spreading rumours about your personal life.
- ❖ Coercion of sexual activity by threat of punishment.
- ❖ Unwelcome flirting.

Physical

- ❖ Stalking, Impeding or blocking your physical movement.
- ❖ Inappropriate and unwanted touching and/or your clothing.
- ❖ Other inappropriate touching including attempting to or kissing, hugging, patting, stroking, or rubbing.
- ❖ Playing music with offensive or degrading language
- ❖ Purposefully brushing up against you.
- ❖ Online contact and advances.

Non-Verbal

- ❖ Staring at your body -- focused or up and down.
- ❖ Making derogatory gestures or facial expressions of a sexual nature.
- ❖ Frequently following or standing too close to you on purpose.
- ❖ Whistling or staring in a sexually suggestive or offensive manner.

Visual

- ❖ Displaying sexually suggestive objects, pictures, cartoons, posters, calendars or computer screens
- ❖ Showing other people sexually suggestive text messages or emails.
- ❖ Sharing sexually inappropriate images or videos, such as pornography.



Report in writing

What & How to report

- Write exactly what happened with details, dates, names of witnesses and documents, if any.
- Be specific about the incident/ incidents.
- Be honest, as false complaints can invite penalties.
- File complaint within three months of the incident.

Whom to report

Panjab University Internal Complaints Committee (PUICC)

Office: Guru Teg Bahadur Building, Room No. 405-07, Third Floor.

Panjab University, Chandigarh – 160 014.

Tel: (91)-(172)-2534018

E-mail: puicc@pu.ac.in