



कुरुक्षेत्र विश्वविद्यालय कुरुक्षेत्र
KURUKSHETRA UNIVERSITY KURUKSHETRA
(Established by the State Legislature Act XII of 1956)
(**'A++'** Grade, NAAC Accredited)

Metric ID-5.1.4

**2. Organisation wide
awareness and
undertakings on policies
with zero tolerance**

Awareness on Policies

A. Internal Complaints Committee Against Sexual Harassment (ICCASH) of Women at Workplace: To create organization wide awareness on Zero Tolerance policy towards sexual harassment of women the following has been undertaken:

1) Circulation of Policy adopted by Kurukshetra University through e-mail.



- 2) The policy is displayed at ICCASH webpage on website of Kurukshetra University.

TO VIEW POLICY AT UNIVERSITY WEBSITE	<u>CLICK HERE</u>
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- 3) Posters are displayed at different places on the premises of Kurukshetra University to create wide awareness about KUK policy against sexual harassment of women at workplace. The poster displays the complaint filing procedure and relevant contact numbers. The posters are displayed at common and conspicuous places for example, library, teaching departments, university market, hostels, canteen, entrance gates of University, examination branch, administrative blocks, Deans' Building, teachers' club, banks and post office etc.



KURUKSHETRA UNIVERSITY KURUKSHETRA

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INTERNAL COMPLAINTS COMMITTEE

(AGAINST SEXUAL HARASSMENT OF WOMEN AT WORK PLACE)

K.U.K. has zero tolerance policy towards sexual harassment of women. Strict action will be taken against anyone found guilty of such behavior. Don't Hesitate but speak and make our campus free of this menace.

FORMS OF SEXUAL HARASSMENT

- SEXUAL GESTURES → ASKING FOR SEXUAL FAVOUR
- PHYSICAL CONTACT → SHOWING PORNOGRAPHY
- VULGAR COMMENT → SEXUALLY COLOURED REMARKS



FOR ANY HELP/QUERY/COMPLAINT

Contact: Chairperson, ICCASH.

Ph. No. 7082113085, E-mail: icc@kuk.ac.in

Privacy and confidentiality of complainant will be maintained

4) Organization of Awareness Programmes on Gender sensitization and women safety on regular basis.

Format for providing the information 2022-23
5.1 Student Support

5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies

Yes, Kurukshetra University Kurukshetra Policy Against Sexual Harassment of Women, 2015 circulated among student, staff, Directors and Principals of the affiliated colleges through E. Mail.

2. Organization wide awareness and undertakings on policies with zero tolerance

- (a) Internal Complaints Committee, KUK organized one-day workshop on "Awareness Program on Gender Sensitivity" held on 22nd March, 2022 for the Conveners /Members of ICC working in Affiliated Colleges/ Institutions, University Teachers & Research Scholar to create awareness against sexual harassment of women at workplace.
- (b) Delivered Lecture on Gender Sensitization to create awareness against "Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013, in the University Institute of Engineering and Technology, Kurukshetra University, Kurukshetra for faculty, students and non-teaching Staff on 29th Sept. 2022.
- (c) Delivered Lecture on Gender Sensitization to create awareness against "Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013, in Girl Hostel No. 12, Kurukshetra University, Kurukshetra for faculty, students and non-teaching Staff on 29th Sept. 2022.
- (d) ICC organized Nukkad Natak on the topic "Beti Bachao Beti Badhao" to the Participants of Induction Programme organized by Deptt. of Music and Dance, Kurukshetra University, Kurukshetra for faculty, students and non-teaching Staff on 7th October, 2022.
- (e) ICC organized an Inter Hostel Poster making competition for Boys & Girls of Kurukshetra University, Kurukshetra on Youth Awareness regarding Harassment of Women at workplace on 27.11.2022.
- (f) Delivered Lecture on Gender Sensitization to create awareness against "Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013, in the Institute of Integrated & Honors Studies, Kurukshetra University, Kurukshetra for faculty, students and non-teaching Staff on 07th December, 2022.
- (g) Delivered Lecture and Nukkad Natak in collaboration with University Senior Secondary Model School, KUK on Gender Sensitization to create awareness against "Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013, in the Institute of Teacher Training & Research, Kurukshetra University, Kurukshetra for faculty, students and non-teaching Staff on 08th December, 2022.
- (h) Delivered Lecture on Gender Sensitization to create awareness against "Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013, in University Senior Secondary Model School, Kurukshetra University, Kurukshetra for faculty, students and non-teaching Staff on 11th January, 2023.

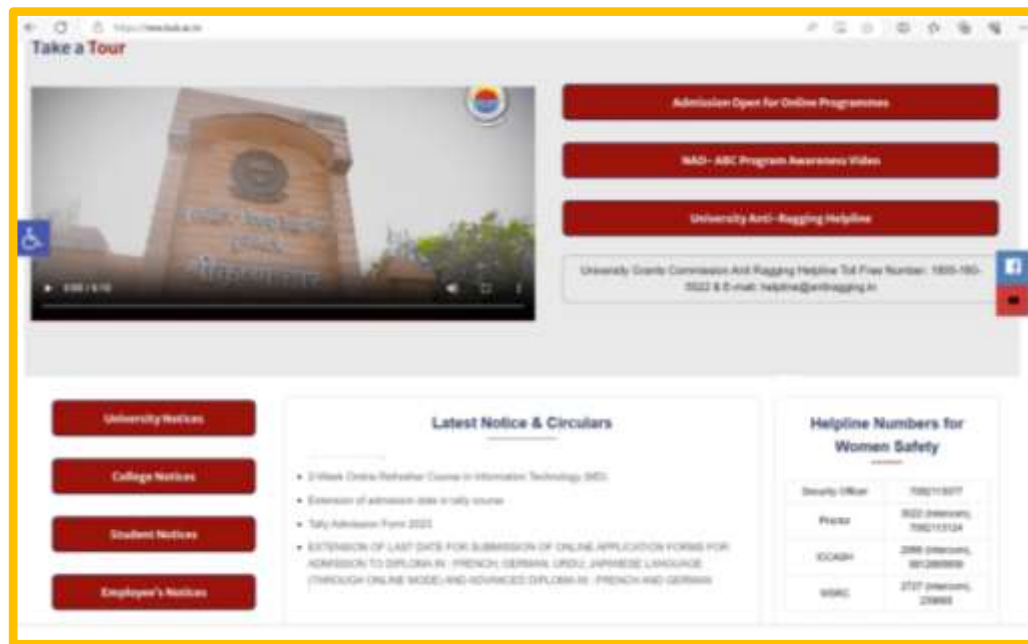

Chairperson (ICC)
Internal Complaints Committee
Kurukshetra University,
KURUKSHETRA-136119

- (i) Printing and Display of Posters on the Campus on Gender Sensitization to create awareness.
- (j) Kurukshetra University Kurukshetra Policy against Sexual Harassment of Woman 2015 was E-mailed (September 15, 2022) to the Principals/Directors of the College/Institutions Affiliated to Kurukshetra University with a request to display the Policy on the Website of the College/Institute to create awareness about the policy. They were also request to Constitute Internal Complaint Committee for their respective Collages / institute.
- (k) E-mail was sent to chairpersons Directors to display the KUK policy on the website and also to circulate the same among staff and students to create awareness regarding gender sensitivity.
- (l) E-mailed the Kurukshetra University Policy Against Sexual Harassment of Woman, 2015 to all the members of ICC.

- 5) Helpline numbers for Women Safety are displayed on main webpage of Kurukshetra University website.
- 6) Installation of drop boxes in hostels, Library, Art faculty and in the departments running graduate courses.

B. Anti-Ragging Committee: To create organization wide awareness on Zero Tolerance to ragging the following has been undertaken:

- 1) Information regarding Ragging being a punishable act is made available on main webpage of Kurukshetra University website along with necessary information and helpline phone numbers & email IDs. This information is displayed on clicking **University Anti-Ragging Helpline** TAB (See photograph below).



**TO VIEW INFORMATION ON
WEBSITE**

**[CLICK HERE](#) AND
SCROLL DOWN**

- 2) Posters are displayed at different places (e.g. library, teaching departments, university market, hostels, canteen, entrance gates of University, examination branch, administrative blocks, Deans' Building) on the premises of Kurukshetra University to create wide awareness about Zero Tolerance to ragging on KUK campus. Poster also informs students about Ragging being a Punishable Act under UGC Regulations and as per provisions of Haryana Prohibition of Ragging in Educational Institution Ordinance, 2012. Also, helpline numbers and email IDs are displayed.

- 3) Documentary on Anti-Ragging is downloaded from UGC-Website and displayed during Induction Programme at University Level. Also, as per instructions all Chairpersons, Directors, Principals on the University Campus sensitize both senior as well as junior students towards the menace of ragging.



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WELCOMES
All its students

**Ragging is a sin, violation of human rights, illegal and hence punishable.
Let us eradicate this evil and maintain Kurukshetra University a
RAGGING FREE CAMPUS**

Ragging is strictly prohibited in the Kurukshetra University and anyone found guilty of ragging and/or abetting ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be punished in accordance with UGC Regulations and as per provisions of Haryana Prohibition of Ragging in Educational Institutions Act 2012 as well as under the provisions of any penal law for the time being in force.

For help, contact any of the following:

1. Dean Students' Welfare	(70821-13109)	5. Supervisor (Security)	(70821-13066)
2. Proctor	(70821-13124)	6. Chief Warden (Girls)	(70821-13023)
3. Dy. Proctor	(94167-85665)	7. Chief Warden (Boys)	(70821-13081)
4. Chief Security Officer	(70821-13044)	8. All Wardens, Boys' & Girls' Hostels	

Students can submit their complaints related to ragging or any other disciplinary act to any of the following:

1. Vice-Chancellor:	vc@kuk.ac.in
2. Registrar:	registrar@kuk.ac.in
3. Dean Students' Welfare:	dsw@kuk.ac.in
4. Proctor:	proctor@kuk.ac.in

University Security Helpline (24x7) : 70821-13077

IMPORTANT: Students can report about their grievances to the Students' Grievances Redressal Cell, Dean Students' Welfare Office, Kurukshetra University, Kurukshetra. Ph. No. 01744-238096, E-mail: dsw@kuk.ac.in

UGC anti ragging helpline toll free:-1800-180-5522 helpline@antiragging.in

ZERO TOLERANCE TO RAGGING

Undertaking on Policies

All Chairpersons, Directors and Principals on the University Campus take self-declaration from every student and their parents on the prescribed proforma given in Prospectus as per UGC Guidelines to curb the menace of ragging.

TO VIEW PROFORMA of UNDERTAKING
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<u>CLICK HERE</u>

C. SC CELL: For wide awareness regarding SC Cell among student community, faculty members and non-teaching staff, a separate webpage is dedicated for SC Cell on website of Kurukshetra University.

<u>CLICK HERE</u> TO VIEW WEB PAGE OF SC CELL

D. Equal Opportunity Cell (EOC) for Differently Abled persons: For wide awareness regarding EOC, a dedicated webpage is available on the website of the University.

<u>CLICK HERE</u> TO VIEW WEB PAGE OF Equal Opportunity Cell (EOC)
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