

THE NORTH-EASTERN HILL UNIVERSITY ORDINANCES

OD-9

ON THE NORTH-EASTERN HILL UNIVERSITY WOMEN'S CELL

Under Section 26 (q) of NEHU Act, 1973

1. A Women's Cell shall be set up in the University to assist the Vice-Chancellor in realising the following aims and objectives.
 - i. Gender sensitization.
 - ii. Create awareness on the rights of women.
 - iii. Prevention of sex discrimination in job and career opportunities.
 - iv. Prevention of sexual harassment in the University campus.
 - v. Mediation and redressal as may be found necessary following any case of sex discrimination or sexual harassment.

EXPLANATION NOTE

SEXUAL HARASSMENT INCLUDES SUCH UNWELCOME SEXUAL BEHAVIOURS AS :

- a. Physical contacts and advances
 - b. A demand for sexual favours.
 - c. Sexually coloured remarks.
 - d. Showing pornography.
 - e. Any other unwelcome physical, verbal or non verbal conduct of sexual nature which directly or impliedly humiliates or intimates women or creates harassment psychologically.
2. The women's Cell shall be constituted as under :
 - i. A Chairperson to be nominated by the Vice-Chancellor from amongst senior women employees not below the rank of a Reader or Deputy Registrar.
 - ii. Dean, Students' Welfare as Ex-Officio member.
 - iii. Two women belonging to the students' community to be nominated by the Vice-Chancellor on the recommendation of the Dean, Students' Welfare.
 - iv. Four persons belonging to the employees' community — two representing the non-teaching community and two representing the teaching community to be nominated by the Vice-Chancellor on the recommendation of the General Body of the respective employees' association, provided that one representative from each of the communities should be a woman.
 - v. One legal expert with expertise in handling cases of women's issues to be nominated by the Vice-Chancellor on the recommendation of the Chairperson of the Cell.
 - vi. Two Social Workers working in the relevant field to be nominated by the Vice-Chancellor on the recommendation of the Chairperson of the Cell, one of whom should be a woman.
 - vii. Any other member(s) to be co-opted by the Cell as and when necessary with the approval of the Vice-Chancellor.
 3. The terms of the members except ex-officio shall be three years.
 4. The powers and functions of the Women's Cell :

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- i. To organise seminars, workshops, awareness camps and such other activities necessary to sensitise the University community on issues of gender justice and sexual harassment.
 - ii. To recommend to the Chairman, Executive Council, measures for creation of a secure and cordial learning/working atmosphere between men and women.
 - iii. To examine complaints against sexual harassment or sexual discrimination and take necessary remedial measures wherever possible or submit its findings with recommendations to the Chairman, Executive Council.
 - iv. To pursue for time-bound treatment of the complaints, wherever necessary.
 - v. To provide special counsellors to the victim as and when necessary.
 - vi. To report to the Chairman, Executive Council, if there lies a prima-facie case for legal or disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.
 - vii. To suggest measures and ensure protection of the general welfare of the women in the University community.
5. The modalities of the functioning of the Cell shall be as under :
- i. Complaints shall be lodged with the Cell by the Victim concerned at the earliest but not later than 30(Thirty) days from the date of occurrence of the incident of sexual harassment or sex discrimination. Complaints may also be lodged by a third party or any member of the University community about any undesirable situation which directly or indirectly affects the women of the University community in general.
 - ii. The Cell should have a regular Office space with the necessary infrastructure to be provided by the University to facilitate meetings with the complainants and to provide expert/professional counselling, when necessary.
 - iii. The Cell should meet regularly at least four times a year. Emergent meetings may also be held on any occasion as the exigency may be, provided that in emergent meeting only the respective exigent case(s) should be transacted upon. The Cell will always endeavour to have time bound treatment of the complaints and ensure that justice is not delayed.
 - iv. The Cell should maintain due confidentiality while dealing with complaints of sexual harassment if it is convinced that openness would directly or indirectly humiliate the parties concerned.
 - v. The Cell will evolve modalities on working timings and receipt of complaints etc. and these should be widely notified within the University.
6. Conduct of Meetings of the Women's Cell :
- i. Quorum. One third of the total members, subject to a minimum of four members of the Cell, shall make the quorum for a meeting of the Cell.
 - ii. The Chairperson shall preside over all the meetings of the Cell. In the absence of the Chairperson, the senior-most woman member of the Cell (seniority by cadre) shall preside over the meetings.
 - iii. The Women's Cell shall, as far as possible, try to arrive at a consensus on cases decided. However, should there be a division resulting in a tie, the Chairperson shall have the casting vote.