

## ***Rules and Procedures of the Aligarh Muslim University Committee Against Sexual Harassment and for Gender Sensitization***

### **I. SHORT TITLE AND COMMENCEMENT:**

These Rules and Procedures of the Aligarh Muslim University will be called "Rules and Procedures of the Committee Against Sexual Harassment and for Gender Sensitization" (hereinafter as CASHFGS). The provisions of these Rules and Procedures of CASHFGS shall apply to all students, academic staff, and non-teaching staff on active rolls/service of the Aligarh Muslim University as also to residents, service providers, and outsiders who may be within the Campus of AMU at the time of commission of the act attracting CASHFGS Rules, to the extent specified in these Rules and Procedures.

These rules and procedures shall be applicable to all complaints of sexual harassment made:

- a. By a student against a member of the academic or non-teaching staff or a co-student; or by a member of the academic or non-teaching staff against a student or another member of the academic or non-teaching staff; in either case, irrespective of whether sexual harassment is alleged to have taken place within or outside the campus.
- b. By a resident against a student or a member of the academic or non-teaching staff or made by a student or a member of the academic or non-teaching staff against a resident, irrespective of whether sexual harassment is alleged to have taken place within or outside the campus.
- ✓ c. By a service provider or an outsider against a student or a member of the academic or non-teaching staff or made by a student or a member of the academic or non-teaching staff against an outsider or a service provider, if the sexual harassment is alleged to have taken place within the campus.

### **II. DEFINITION OF SEXUAL HARASSMENT**

For this purpose, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

- a) Physical contact and advances;
- b) A demand or request for sexual favours;
- c) Sexually coloured remarks;
- d) Showing pornography;
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Where any of these acts is committed in circumstances where under the victim of such conduct has a reasonable apprehension that in relation to the

