



Green University

Letter No: GUB/GC/38/18/133

Date: 04 October 2018

Subject : Policy Regarding Protection against Sexual Harassment.

Reference : Agenda Item 5 of 29th (4th of 2018) Syndicate Meeting.

As per the decision of 29th (4th of 2018) Syndicate Meeting and in accordance with the approval of competent authority, the Policy Regarding Protection against Sexual Harassment is attached herewith for your kind information and necessary action please.

Md. Saiful Islam
Registrar (Acting)

For Action:
All Concerned

For Kind Information:
Vice Chancellor
Pro Vice Chancellor

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Policy Regarding Protection against Sexual Harassment

1. Introduction

Green University of Bangladesh seeks to provide a congenial environment for academic pursuits free from indiscipline and immoral activities, especially of the nature of sexual harassment. The university takes a stern attitude to any kind of sexual harassment. It will take strict disciplinary and legal action against the offender whenever such a case is brought to the notice of the university authority.

2. Objectives

- a) To formulate a procedure for dealing with all issues of sexual harassment.
- b) To set up a Committee to receive all complaints about sexual harassment, to investigate into the validity of these complaints and recommend measures to be taken about these complaints.
- c) To create a general awareness among the students, teachers, officers and other employees of this university about the issue of sexual harassment as a punishable offence through notification, meetings, seminars etc. and evolve a code of conduct conducive to uninterrupted and dedicated pursuit of knowledge.

3. Definition

Sexual harassment is any kind of sex-related mental, emotional or physical abuse of an individual; student, teacher, officer or other employee of the university.

4. Scope

The following acts constitute sexual harassment:

- a) Unwelcome physical contact or attempt to establish physical contact, such as flirtation, touching, caressing, hugging, kissing or sexual assault.
- b) Sending sexually explicit or implicit letters, email, fax, telephone calls, SMS/MMS/blogging/twittering, networking such as Facebook etc.
- c) Displaying indecent or pornographic pictures, videos, drawings or writings on walls, furniture, noticeboard etc.
- d) Invitation, hint or suggestion to establish any kind of sexual relationship.
- e) Any attempt to establish sexual relationship by deception, coercion, blackmailing, slandering, spreading rumors or by false pretenses etc.
- f) Indecent gestures, jokes, teasing, winking, stalking, eavesdropping, cat-calls, whistling, leering, smacking, throwing kisses, pinching, brushing the body etc.
- g) Taking still or video photographs, recording voices etc. with or without the knowledge of the individual, with a view to exploiting him/her sexually.
- h) Introducing irrelevant sexual topics in conversation, discussion, lecture etc. or referring to one's private, conjugal or sexual life.

- i) Using administrative or professional authority as a means to sexual exploitation.
- j) Restraining someone from academic or extra-academic activities on the ground of sex and/or for the purpose of sexual harassment.

5. Complaint Committee

The university will constitute a Complaint Committee for the redress of all kinds of sexual harassment and abuse. The Committee will consist of minimum five members, as follows:

a) The Convener

A senior female faculty member (if available) nominated by the Board of Trustees of the university.

b) Members

- i) A senior female faculty member nominated by the Syndicate of the university.
- ii) A student counselor/psychiatrist nominated by the Vice Chancellor of the university.
- iii) An eminent person nominated by the Academic Council of the university.
- iv) The Registrar (Member Secretary).

N.B. The majority members of the Committee should be women, two of the members should be from outside the university, preferably from organizations working on gender issues and sexual abuse.

6. Functions of the Complaint Committee

- a) The Complaint Committee will receive all complaints about sexual harassment. A complainant can lodge the complaint to the Convener or any member of the Committee, in writing or verbally.
- b) The Committee will institute an inquiry on the complaint, if it is satisfied that there is a prima facie case in the complaint.
- c) The Committee may call the complainant and the accused and settle the issue in an appropriate manner.
- d) The Committee will institute a full-scale formal inquiry in serious instances of sexual harassment.
- e) The Complaint Committee will recommend to the Vice Chancellor the following punishment, if the guilt is proved:
 - ii) making the offender apologize, beg for forgiveness and promise not to repeat the offence, verbally or in writing;
 - iii) serving warning to the offender;
 - iv) informing the parents/guardians of the offender (in the case of students);

- v) expulsion from the university (in case of students);
- vi) dismissal/demotion/curbing increment (in case of incumbents of the university);
- vii) referring the case to the law enforcing agency/judiciary.

Prepared by

Committee for Preparing Code of Conduct on Sexual Harassment

Prof Dr Engr Md Saifur Rahman

Convenor

Prof Dr Md Ahsanul Haque

Member

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Shabnam
24.13

27/13