



सत्यमेव जयते



No.8/4(83)PM/2013-NCW

To

The Chief Secretary  
Govt. of NCT Delhi,  
Delhi Secretariat, I.P. Estate,  
New Delhi-110002

Sub- Recommendations of the Inquiry Committee

Sir,

I am directed to state that the National Commission for Women (NCW) has taken suo- motu cognizance and constituted an Inquiry Committee under Section 8(1), read with Section 10(1) and (4) of the NCW Act, 1990 to inquire into the media report which appeared in the Statesman Newspaper on 06.08.2013 titled 'Another woman student attacked in J.N.U.' wherein reportedly a 22 year old student was attacked and molested allegedly by her friend at JNU campus.

After looking into the facts and circumstances of the present case, the Commission strongly recommends the following:-

**Recommendations:-**

**i. University oriented-**

- To ensure that proper orientation of faculty and students on prohibition of gender violence/ sexual harassment should be done. Gender sensitization training be conducted, seminars and workshops organized time to time, on appropriate / inappropriate behaviour in order to deter males from any kind of gender violence/ sexual harassment.
- To ensure that Posters/banners of ICC are displayed at prominent places in the University campus giving details not only of the penalty but also the contact details of the ICC Members including phone and email address.
- To encourage female students to report incidents and assure them that they will not suffer any negative consequence on complaining. Simultaneously, to reassure male students / staff that strict action will be taken against false complaints. Thus, reinforcing the fact that all complaints will be dealt with following principles of natural justice.
- To reassure faculty/students that all complaints will be addressed irrespective of the stature of the persons concerned.

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भारत सरकार  
GOVERNMENT OF INDIA  
राष्ट्रीय महिला आयोग  
NATIONAL COMMISSION FOR WOMEN  
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4, DEEN DAYAL UPADHYAYA MARG  
नई दिल्ली-110 002  
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6<sup>th</sup> September, 2013



- **To initiate discussion on gender** in the campus and if possible included in the syllabus. Discussions to cover a wide range of topics such as the sexualization of society; evolving forms of parenthood and family formation; transgender, sexuality, crime and deviance; the meaning of a variety of forms of masculinity and femininity; and the implications of gender and sexuality for health and wellbeing.

- To include short term courses on gender sensitization in the course curriculum at the under-graduate level.

- **To conduct following online programmes** which may be cleared by students before starting of session:

- **Alcohol and drug abuse training** so that students are not only aware of the consequences of drug abuse, but also know how much consumption of alcohol is considered 'responsible drinking'; specially since crimes are often committed under influence of intoxication.

- Students be taught the **precautionary measures to be adopted while venturing into social networking websites**, specially in view of the rising cyber crimes against women, specially harassment and misuse of social networking sites.

- **To conduct pre-marital / relationship counseling** for both male and female students.

- To encourage **formation of Gender Clubs** in the university, the membership of which includes both male and female. It is important that boys are included in discussions of issues that affect women, so that the focus is not only on changing the behavior of girls but also **helping boys understand their responsibilities**.

- To include **Prohibition of Gender violence as a separate module** in the orientation of students; so that it may be understood in terms of the power structures and gendered positions of males and females, which shape the meaning of social-sexual communication at work, including the concept of masculinity.

- **To display at conspicuous places** like college lobby, canteen and parking lot, the penal consequences of sexual harassment; and make students aware of the punishment under Sections 209, 354A and 509 Indian Penal Code.

- **To REVIEW SECURITY SOLUTIONS** within the JNU campus. A variety of security solutions need to be considered. Systems may be installed that limit access to areas or provide extra personal safety, including building access control systems that require a university photo ID proximity card to enter, panic/duress buttons, Video security using closed circuit TV etc. In addition students and staff be sensitized on the need for a safe and secure environment ensuring the entire **JNU community is involved in crime prevention and sensible behavior**. In order to have a safe and successful University experience, each person must take responsibility to recognize one's own vulnerability and reduce risks through preventive action and cooperation. It is critical to create among all an awareness of appropriate safety measures being undertaken in order to reduce exposure to risk and harm.

- **The GSCASH literature** to include names of committee members and details i.e. phone numbers / email ID etc. Since it is given to students at the admission stage, the pamphlet to be updated every year after the GSCASH elections are held.

- To create **greater awareness of GSCASH**, a user friendly access of its link be made available on the website of the University.
- To **immediately constitute the Internal Complaints Committee** since as per law it is mandatory to be constituted irrespective of whether there are complaints or not.
- To **re-strategize methods of increasing interaction between faculty and students**, specially under-graduate students in order to restore the reputation of the university and its culture that brings out the best in every student making JNU a wonderful living and learning experience for all - "learning beyond classrooms - outside classroom".

**ii. Government of NCT of Delhi:-**

- To ensure that all Institutions and others under Govt. of NCT have a **Policy on Prohibition of gender violence/ Sexual Harassment at Workplace** which is well publicized including being displayed at prominent places.
- To ensure that sexual harassment is treated as **misconduct under the service Rules/Regulations** of undertakings / organizations of the Delhi Govt.
- To create **public awareness on prevention and punishment** of sexual harassment through extensive publicity campaign in print and electronic media.
- To **increase patrolling**, specially at lonely stretches, **including CCTV Cameras** at bus stops, in order to restore confidence of people that the Govt. is committed to safety and security of women.

**iii. Media oriented:-**

- To **USE media and communication** strategies to combat violence against women, change attitudes towards women and gender-based stereotypes, and encourage women to report harassment and not fear the perpetrator.
- To **NOT sensationalize** incidents of violence against women in a negative manner in order to increase readership / viewers.
- To take **strict action against** newspapers indulging in such gender insensitive/ misogynistic reporting, and bring the matter before the appropriate authority i.e. Press Council of India, seeking public apology.

I am directed to communicate that the State Government is requested to kindly take appropriate action in the matter and kindly intimate the Commission about action taken expeditiously.

Yours sincerely,



(Raj Singh)  
Deputy Secretary