



JSS Academy of Higher Education & Research (JSS AHER),
Mysore, India

Compendium

SDG Goal 5



SUSTAINABLE DEVELOPMENT GOAL 5
GENDER EQUALITY

1.Introduction to the goal:

Gender bias is undermining our social fabric and devalues all of us. It is not just a human rights issue; it is a tremendous waste of the world's human potential. By denying women equal rights, we deny half the population a chance to live life at its fullest. Political, economic, and social equality for women will benefit all the world's citizens. Together we can eradicate prejudice and work for equal rights and respect for all.

This goal consists of end gender based discrimination, eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation, Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation, Recognise and value unpaid care and domestic work, Ensure women's full and effective participation and equal opportunities for leadership. Ensure universal access to sexual and reproductive health and reproductive rights. Undertake reforms to give women equal rights to economic resources, Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women, Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

Ending all discrimination against women and girls is not only a basic human right, but also crucial for sustainable future; it is proven that empowering women and girls helps economic growth and development. But although there are more women than ever in the labour market, there are still large inequalities in some regions, with women systematically denied the same work rights as men. Sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public office all remain huge barriers.

It is vital to give women equal rights land and property, sexual and reproductive health, and to technology and the internet. Today there are more women in public office than ever before but encouraging more women leaders will help achieve greater gender equality.

Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued, and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equality is intrinsically linked to sustainable development and is vital to the realization of human rights for all. The overall objective of gender equality is a society in which women and men enjoy the same opportunities, rights, and obligations in all spheres of life. Discrimination against women and girls is a pervasive and long-running phenomenon that characterizes Indian society at every level.

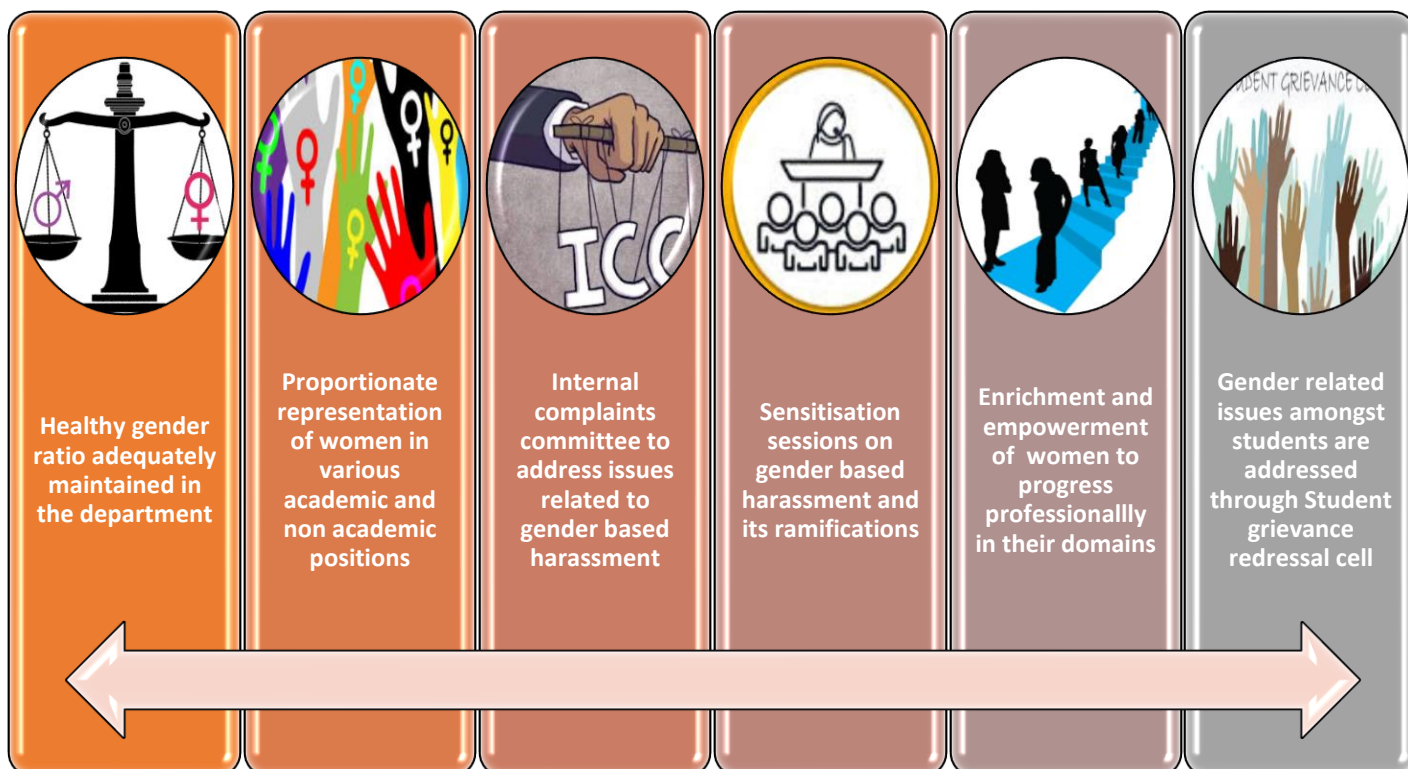
Although the constitution of India grants men and women equal rights, gender disparities remain. Research shows gender discrimination mostly in favour of men in many realms including the workplace. Discrimination affects many aspects in the lives of women from career development and progress to mental health disorders.

The equality effect can appear magical. In more equal countries, human beings are generally happier and healthier; there is less crime, more creativity, more productivity, and – overall – higher real educational attainment.

2.A glance at efforts:

- Ensuring healthy gender ratio in the institution
- Proportionate representation to women in senior academic positions
- Internal complaints committee to address issues related to gender related harassment
- Awareness sessions on gender harassment and its consequences
- Empowering women in all domains of professional enrichment
- Student grievance redressal cell to address the gender related issues among students
- The training and placement cell provides equal opportunity to all students irrespective of their gender, caste, race etc for their placement.
- Considering sanitary hygiene, sanitary napkin dispenser , disposable toilet seat covers, sear sanitizer and napkin incinerator are provided in ladies washrooms.

3.Brief of activities:



4. Women Administrators at JSS Academy of Higher Education & Research



Mrs Kokila M.S

Designation: **Deputy Registrar**

Email Id: dr@jssuni.edu.in

Qualification: B.A., M.A.



Dr Nilani P

Designation: **Deputy Director**

Email Id: p.nilani@jssuni.edu.in

Qualification: B. Pharma, M. Pharma, Ph.D



Dr Madhu B

Designation: **Asst. Director**

Email Id: madhub@jssuni.edu.in

Qualification: MBBS, MD Community Medicine, Ph.D,
DNB (Community Medicine)



Dr Mahima V. Guledgud

Designation: **Dy Controller of Examinations**

Email Id: dr.mahimavg@jssuni.edu.in

Qualification: BDS, MDS Oral Medicine & Radiology



Dr Renuka M

Designation: **Dy Controller of Examinations**

Email Id: renukam@jssuni.edu.in

Qualification: MBBS, MD Community Medicine, Ph.D

Women in leadership positions



Dr M N Suma
Vice Principal (Pre and Para),
Dean & Director, Biomedical Sciences



Dr Pushpalatha K
Professor & Head,
Dept of Anatomy



Dr Rajalakshmi R
Professor & Head,
Dept of Physiology



Dr Vijaya B
Professor & Head,
Dept of Pathology



Dr Jayanthi M K
Professor & Head,
Dept of Pharmacology



Dr Tejasree A
Professor & Head,
Dept of Microbiology



Dr Suma K B
Professor & Head,
Dept of OBG



Dr Pratibha Pereira
Professor & Head,
Dept of Geriatrics



Dr Dhakshaini M R
Deputy Director (Authorities)
JSSAHER



Dr Mahima V G
Deputy Controller of Examination
JSSAHER



Mrs Anushree
Administrative Officer
JSSDCH



Dr Annapoorna B M
HOD, Dept of Cons & Endo
JSSDCH



Dr Sheelakumar G
HOD, Dept of
Periodontology,
JSSDCH



Dr Usha Hegde
HOD, Dept of Oral
Pathology, JSSDCH



Dr Sunila B S
Convener,
Dental Education
Unit, JSSDCH



Dr. S. N. Manjula, Professor and Head Department of Pharmacology
Member: Institutional ISO Committee, Internal Complaints Committee



Dr. Jaishree Vaijanathappa, Assistant Professor Department of Pharmaceutical Chemistry
Member, Cultural Committee
Chairman, Internal Complaints Committee



Mrs. Shilpa Palaksha Assistant Professor, Department of Pharmacy Practice
Member: Academic Council Board ,QMS-Co-ordinator, Institutional ISO Committee



Mrs. Savitha R S Assistant Professor, Department of Pharmacy practice
Member: Internal Quality Assurance Cell Member, Institutional Library Committee



Dr. Juny Sebastian Lecturer,
Department of Pharmacy Practice, **Member:** Academic Council Board, Anti-Ragging Committee, Hostel
Review Committee, Internal Complaints Committee



Dr. Mahalakshmi A M Lecturer, Department of Pharmacology
Member secretary, -Internal Quality Assurance Cell



Dr. N. Aishwarya ,**Programme Manager,**
Department of Pharmacy Practice



Dr. Nagashree K S
Lecturer, Department of Pharmacology
Member: Anti-Ragging Committee, Cultural Committee, Member, Hostel Review Committee
Member, Institutional ISO Committee



Dr. Mamatha H K
Associate Professor & **Coordinator**
Department of Health System Management Studies
Convenor to Board of Studies, Member of Academic Council and Board of Management



Dr Vanitha Reddy P
Designation: Assistant Professor & **Coordinator**
Department Of Nutrition & Dietetics
Email Id: vanithareddy@jssuni.edu.in
Qualification: B.Sc, M.Sc, Ph.D



Dr Krishnaveni Nagappan
Designation: **Professor & HOD**
Email Id: krisath@jssuni.edu.in
Qualification: B. Pharma, M.Pharma, Ph.D

5. Activities conducted aligning to this goal

Curriculum

Curriculum is enriched with concepts related to labour laws, ethical and legal issues society, incorporating information relating to health care schemes provided specially for women. Students are also given an orientation on Entrepreneurship skills with special focus on schemes for women to become Entrepreneurs

The curriculum is designed by incorporating modules including laws Practice & Conduct of Professionals where to students on areas such as laws like Pre Conception and Pre Natal Diagnostic Technique Act , Medical Termination of Pregnancy Act , Birth & Death Registration Act where the importance of the act to the society as well as professional development and for comprehensive learning by students.

Teaching & Learning

Case studies, role play, brain storming, Seminars, Group Discussions are integral component of curriculum helping the students to get a real exposure to gender related societal problems. Students have the benefit of hands-on-experiential learning by solving real-time problems and issues in gender related issues of the society.

Student Research

Students are encouraged to take up various research projects on areas such as Gender sensitization-equality and opportunities

Outreach Activities

1. An awareness programme on sexual harassment is being organized to sensitize newly admitted students every year during induction Programme by Internal complaints committee Chairman Dr. Suma. M N
2. The Handbook on sexual harassment of women at workplace (Prevention, Prohibition and Redressal) is uploaded on website and same is being circulated among faculty and stakeholders as per JSSAHER policy.
3. In order to create awareness among staff and students, in the departmental noticeboards, boys and girls hostel a notice has been displayed prominently.
4. Students attended a one-day national level seminar on Gender sensitization-equality and opportunities, organised by IQAC cell and Women Welfare Committee, Maharani's Women's Commerce and Management College, February 2020



Publications from the department of Health System Management Studies.

1. Roshan K, Women Entrepreneurs in Healthcare- Unique Start Ups And Its Contribution, Gender sensitization-equality and opportunities, Government of Karnataka, February 2020, 978-93-83241-55-2.
2. Roshan K, Mahin Kousar, A study to assess health issues in India and health care women entrepreneurs in India. Gender sensitization-equality and opportunities, Government of Karnataka, February 2020, 978-93-83241-55-2.
3. Smithashree C R, Shalini Kiran, Women Entrepreneurs in Healthcare, Gender sensitization-equality and opportunities, Government of Karnataka, February 2020, 978-93-83241-55-2.

6. Internal Complaints Committee

Internal Complaints Committee on Sexual Harassment of women at workplace

<https://www.jssuni.edu.in/JSSWeb/WebShowFromDB.aspx?MID=11007&CID=0&PID=10001>

Preamble

A body envisaged to receive complaints on sexual harassment at the workplace from a distressed woman, as well as to inquire into and make recommendations to the employer on the action required pursuant to its inquiry of such complaint made

Composition of committee

It is required to consist of a minimum of four members: A Presiding Officer who has to be a woman employed at a senior level at workplace.

SL #	NAME	POSITION	MOBILE PHONE
1	DR. M.N. SUMA Prof. & HOD, Dept., of Bio - Chemistry, JSS Medical College, Mysuru	CHAIRPERSON	8105687797
2	SMT. MADHURI TATHACHARI Managing Trustee, Bhramara Trust, Mysore	Member	9448465436
3	PROFESSOR SHIVANANDA BHARATHI JSS Law College, Mysore	Member	9986070590
4	DR. DIVYA RAO BJ Asst. Prof. Dept., of HSMS, JSSAHE&R, Mysore	Member	9886779653
5	DR. M N NAGANANDINI Asst. Prof. Jss College of Pharmacy, Mysore	Member	9632876016
6	DR. B GOWRAMMA Asst. Prof. Dept., of Phramaceutical Chemistry, Jss College of Pharmacy, Ooty	Member	94421111
7	MRS. N PALLAVI Asst. Prof. Dept., of Water & Health, Fauclty of Life Sciences, JSSAHE&R, Mysuru	Member	9980889207
8	SMT. S SUMITHRA Computer Programmer, JSS Dental College & Hospital Mysore	Member	9880431839
9	SMT. KOKILA M.S Deputy Registrar (Sr. Grade) JSS AHER Mysore	MEMBER SECRETARY	9480030005

Objectives

- Prevent discrimination and sexual harassment against women by promoting gender equality among students and employees.
- Make recommendations to the Chairperson for changes in the rules for students in the prospectus and the bye-laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner aiming at ensuring support services to the victim and termination of the harassment.
- Recommend appropriate punitive action against the guilty party.

Activities

- To create awareness among staff and students, in all the departmental notice boards of the college, boys and gents hostel and Hospital a notice has been displayed prominently indicating the following:
 1. List of committee members
 2. what constitutes sexual harassment
 3. Punishment under various sections of Indian Penal code
- An awareness programme on sexual harassment is being organized to sensitize newly admitted student every year during induction Programme by non-practicing law officer.
- Few of our faculty was deputed for training programme on Prevention, Prohibition and Redressal of Sexual/Gender Harassment.
- The committee meets twice a year to discuss about the objectives of the cell.
- The Hand book on sexual harassment of women at work place (Prevention, Prohibition and Redressal) is uploaded on website and same is being circulated among faculty and stakeholders.
- An awareness talk on gender sensitization was delivered by Dr.Suresh, Principal JSS Law college for Pharmacy students
- Dr.Vidya C S briefed about the activities of Internal compliance committee in foundation course for I year B. Pharm students.



Name	Position
Dr.Jaishree V, Asst. Professor	Chairman
Lady Constable N R Mohalla Police Station, Mysuru	Member
Dr.Manjula S Nanjundaiah Asst. Professor	Member
Mrs. Sumana Advocate, Mysuru	Member
Dr.JunySebastian Lecturer	Member
Mrs. G Vinutha Technician	Member
Mrs. Bindu Staff, Administrative Office	Member

Internal Complaints Committee Members:**JSS COLLEGE OF PHARMACY**

Name and Designation	Position
Dr.Akkamahadevi P.Professor of Anaesthesia JSS Medical College, Mysuru - 570 015	Chairperson
Prof.K.S.Suresh, Chief executive JSS Law College, Mysuru - 570 023	Member
Sri.K.K.Shivakumar, Law Officer JSS Mahavidyapeetha, Mysuru - 570 004	Member
Smt. Sudhaphaneesh, # 19, 4th Cross, 'F' Block J P Nagar, Mysuru - 570 031	Member
Dr. M.N.Sumana, Professor and Head of Microbiology Warden, JSS Hostel for Women JSS Medical College, Mysuru - 570 015	Member
Dr.M Renuka, Student Welfare Officer, Professor of Com. Medicine JSS Medical College, Mysuru - 570 015	Member
Dr.M.N.Suma, Professor of Biochemistry JSS Medical College, Mysuru - 570 015	Member
Dr.Suchitha S, Asso. Prof. of Pathology JSS Medical College, Mysuru - 570 015	Member
Smt. Soubhagya, S.D.A JSS Medical College, Mysuru - 570 015	Member
Dr. Aparna Mohandas, PG in Community Medicine JSS Medical College, Mysuru - 570 015	Member
Ms Sivaambika P S, PG in General Surgery JSS Medical College, Mysuru - 570 015	Member
Ms.Tanvi Nagpal, VIII-Term JSS Medical College, Mysuru - 570 015	Member
Ms. Amita V.Khatawkar, VIII-Term JSS Medical College, Mysuru - 570 015	Member

Ms.Srishti Mishra, VI-Term & Student Council President	Member
Dr.Vidya C S Professor Dept. of Anatomy JSS Medical College, Mysuru - 570 015	Member Secretary

Internal Complaints Committee Members:**JSS MEDICAL COLLEGE**

N A M E	P O S I T I O N
Dr. S. Ravindra	Chairperson
Dr. Chandrashekar B.R.	Co-Chairperson
Dr. Deepika P.C.	Member
Dr. Girish M.S	Member
Mrs. Anushree S.M.	Member
Mrs. Shalini K.S.	Member
Mrs. Roopa S.	Member
Mrs. Sumithra S	Member
Dr. Kathyayani C.P.	Member
Dr. Harshitha N	Student Member
Ms. Chandini C.K.	Student Member

Internal Complaints Committee Members: **JSS DENTAL COLLEGE**

7. Internal Complaints Committee on Sexual Harassment of women at workplace

7.1 Preamble

Sexual / Gender Harassment committee was constituted on 1.2.2012 at JSS Medical College. The first meeting was held on 1.2.12. Principal welcomed all the members and instructed the committee to investigate any gender discrimination and harassment against women by promoting gender amity among students and staff.

7.2 Objectives:

- Prevent discrimination and sexual harassment against women by promoting gender equality among students and employees
- Make recommendations to the Chairperson for changes in the rules for students in the prospectus and the bye-laws, to make them gender-just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against

women, by the students and the employees.

- Deal with cases of discrimination and sexual harassment against women, in a time bound manner aiming at ensuring support services to the victim and termination of the harassment
- Recommend appropriate punitive action against the guilty party.

7.3 Objective of Women's Grievance Redressal Cell

- The cell deals with the cases/ complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college
- The cell shall process all the individual complaints and take immediate suitable action
- The cell will aid the faculty / colleges for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The principal will be the chairman of the cell and may appoint members of the cell
- The cell may form / review the guidelines /policy for redressal of the grievances as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.

7.4 Grievance Procedure

- Any women employee / female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute by writing a letter or putting the complaint in the Principals Office the complaints will be afforded with full confidentiality after receiving the complaint the chairman shall convene the meeting of the cell
- The chairman will appoint investigation committee. coordinator will convene the meetings the investigation committee shall then decide the course of action to proceed
- The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment by the complainer/ her representative.
- In case the investigation committee decides to proceed with the complaint, the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee heard and if satisfied that a warning is just and proper, he will be warned about his behaviour and non-occurrence of it.
- In case the complainer requests that the complaint should proceeded with beyond mere a warning, the same may be proceed with in the manner prescribed hereafter.

7.5 Procedure for investigation

- If the complainer wishes proceed beyond a mere a warning to the accused ,the accused shall be given in writing by the investigation committee an opportunity to explain within one week why he should not be, for good and sufficient reasons ,be punished for the act of sexual harassment on his part.
- If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the investigation committee will decide whether the offense deserves a minor penalty or a major penalty

- If the investigation committee deciding that the accused be imposed a minor penalty, the said penalty will be recommended by the investigation committee the chairman of the cell for decision
- If the investigation committee comes to conclude that the accused in case if his guilt proved, should be imposed a major penalty, it shall make a recommendation of action. If the accused is an employee, he may be placed under suspension under the provisions of act
- If a person is charged with physical molestation or rape on college/society's be shall be immediately placed under suspension pending the completion of the dentition and enquiry Appropriate actions can be initiated as per the laws of Indian penal code.

7.6 Punishment for sexual harassment

- Any member of the institute fraternity (student/employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalty for major or minor misconduct as prescribed under government/ university rules.
- A student guilty of sexual harassment shall be liable for any of the following penalties:
 - a. Warning or reprimand.
 - b. Suspension from university college for a period of one month.
 - c. Debarment from appearing for the examination for a period up to three years
 - d. Rustication from the university as the case may be
 - e. Any other punishment a defined by the government /university act

7.7 Protection against Victimization

The committee noted ant approved the policy on Protection against Victimization of the Women Grievance Redressal Cell as following

- In the event of the complainant being a student and the accused being teacher during the pendency of the investigation and inquiry and even after such enquiry if the teacher is found to be guilty, the accused will not act as an examiner for any examination for which the student appears
- In the event the complainer and the accused both being employees, during the pendency of the investigation and inquiry even after such an enquiry if the accused is found to be guilty, the accused shall not write the condition report of the complainer, it is otherwise so authorized.

Programmes Conducted by Internal Complaints Committee (ICC)

Orientation program was conducted by the ICC committee to Faculty and PG students of JSS Dental College & Hospital on the topic Gender Justice and sexual harassment at workplace. The guest speaker was Dr Nandini C P, Asso. Professor, Damodaram Sanjivayya National Law University, Visakhapatnam.

As per the decision taken in the committee on 3.2.13 , in order to create awareness among staff and students , in all the departmental notice boards of the college , boys and gents hostel and Hospital a notice was displayed prominently indicating the following:

- A. List of committee members
- B. what constitutes sexual harassment
- C. Punishment under various sections of Indian Penal code

The details were incorporated in the student academic calendar and distributed to all the students.

An awareness programme on sexual harassment is being organized to sensitize newly admitted students every year during induction Programme by non-practicing law officer.

Few of our faculty was deputed for training programme on Prevention, Prohibition and Redressal of Sexual / Gender Harassment.

The committee meets twice a year to discuss about the objectives of the cell.

The Handbook on sexual harassment of women at workplace (Prevention, Prohibition and Redressal) is uploaded on website and same is being circulated among faculty and stake holders.

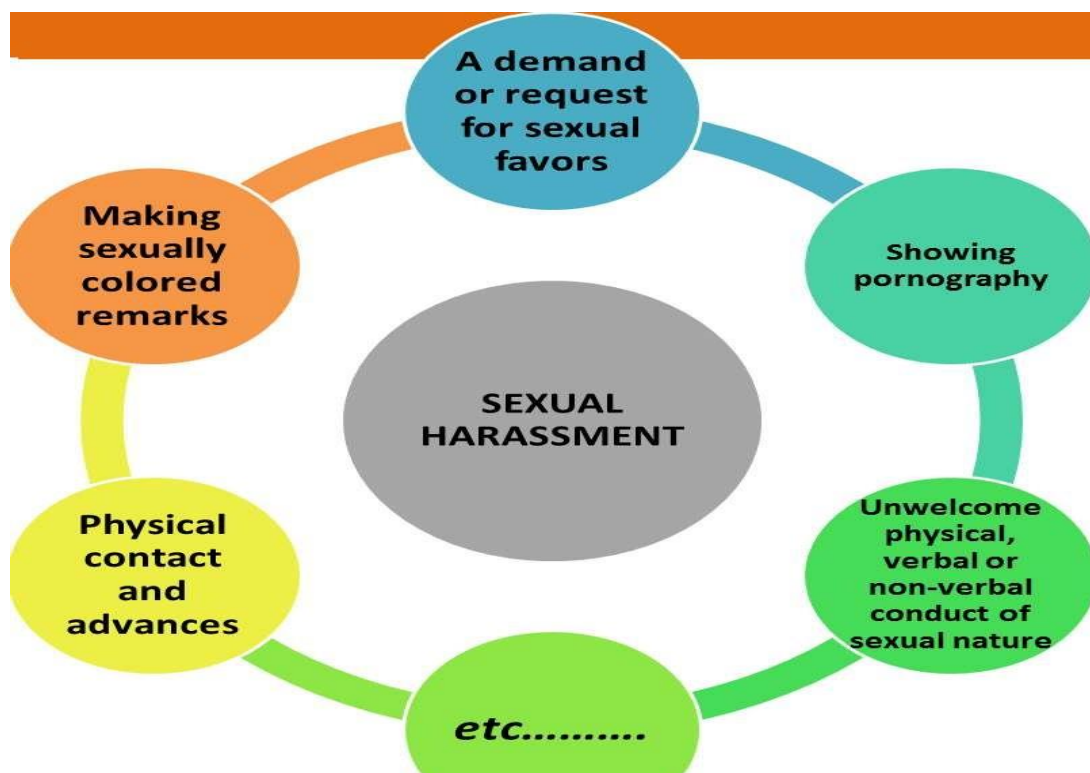
The committee was reconstituted on 24.9.2019. Meeting was scheduled on 27th September 2019 at JSS Medical College with the introduction of new members and implementation of rules and regulations as per UGC guidelines was discussed. Till September 2020 no case was reported under this committee.

The following constitute sexual harassment (The list is only Indicative and not exhaustive)

- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Other unwelcome physical verbal or nonverbal conduct of a sexual nature
- Eve teasing
- Unsavoury remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets, or savings.
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy

Internal Complaints Committee (ICC) on Sexual Harassment of women at workplace of JSSAHER

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted as a comprehensive legislation to provide a safe, secure, and enabling environment, free from sexual harassment to every woman. Constituting an Internal Complaints Committee at a workplace is a necessary obligation as per the act. Educational institutions are also bound by the Supreme Court's directive and the Act. JSSAHER is committed to creating and maintaining an environment which is free of all forms of gender violence, sexual harassment, and discrimination based on sex/gender. JSSAHER has an Internal Complaints Committee where there is representation of the members from the various colleges (dated Lr. No.: REG/WCW/26/2011-12, DT 23.10.2017 &2019)



Activities of Internal Complaints Committee on Sexual Harassment of women at workplace of JSSAHER

In order to create awareness among staff and students, in all the departmental notice boards of the college , boys and gents hostel and Hospital , a notice has been displayed prominently indicating the following:

1. List of committee members
2. what constitutes sexual harassment
3. Punishment under various sections of Indian Penal code

The details were incorporated in the student academic calendar and distributed to all the students in academic year 2019-2020.

- An awareness programme on sexual harassment is being organized to sensitize newly admitted students every year during induction Programme by non-practicing law officer at JSSAHER.
- The Deputy Registrar and Vice Principal of JSS Medical College attended training programme on Prevention, Prohibition and Redressal of Sexual / Gender Harassment organised by MHRD, Govt.of India.
- After the training program, they constituted a committee in JSSAHER and in its Constituent Colleges and University Department and they trained the members.
- The committee meets twice a year to discuss about the progress on the committees actions and monitoring.
- The Handbook on sexual harassment of women at workplace (Prevention, Prohibition and Redressal) is uploaded on website and same is being circulated among faculty and stake holders.
- The committee was reconstituted a Internal Complaints Committee.
- Meeting was scheduled in October 2019 at JSS Medical College with the introduction of new members and implementation of rules and regulations as per UGC guidelines was discussed In march 2020.
- Orientation programme on gender sensitization was arranged for teaching staff, non-teaching staff and security personnel.
- Workshop on Life And Liberty To Foster Safe Workplace was conducted in March 2020.
- Poster presentations on women empowerment and prevention of sexual harassment was presented by staff and students and the best posters was awarded with cash prize.
- Dr. Chandrakanth H V Professor and Head, Department of Forensic Medicine spoke on Prevention of sexual harassment in induction programme for Biomedical Sciences students.
- Awareness talk on Prevention of sexual harassment was delivered by Dr Chandrakanth H V Professor and Head, Department of Forensic Medicine in induction programme for Biomedical Sciences. MSc and MPH students.
- Dr Vidya C S briefed about the activities of Internal compliance committee in foundation course for I year MBBS students
- Dr Suma M N Vice Principal (pre and para-clinical) of JSS Medical College, spoke on prevention of sexual harassment at workplace for first year Hospital administration students



Ending all discrimination against women and girls is not only a basic human right, it's crucial for sustainable future; it's proven that empowering women and girls helps economic growth and development.

UNDP has made gender equality central to its work and we've seen remarkable progress in the past 20 years. There are more girls in school now compared to 15 years ago, and most regions have reached gender parity in primary education.

But although there are more women than ever in the labour market, there are still large inequalities in some regions, with women systematically denied the same work rights as men. Sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public office all remain huge barriers. Climate change and disasters continue to have a disproportionate effect on women and children, as do conflict and migration.

It is vital to give women equal rights land and property, sexual and reproductive health, and to technology and the internet. Today there are more women in public office than ever before, but encouraging more women leaders will help achieve greater gender equality

The institution created Anti Sexual harassment cell and women empowerment cell to end all all forms of discrimination against all women and girls everywhere



Gender bias is undermining our social fabric and devalues all of us. It is not just a human rights issue; it is a tremendous waste of the world's human potential. By denying women equal rights, we deny half the population a chance to live life at its fullest. Political, economic, and social equality for women will benefit all the world's citizens. Together we can eradicate prejudice and work for equal rights and respect for all

This goal consists of ending gender based discrimination, eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation, Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation, Recognise and value unpaid care and domestic work, Ensure women's full and effective participation and equal opportunities for leadership. Ensure universal access to sexual and reproductive health and reproductive rights. Undertake reforms to give women equal rights to economic resources, Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women, Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

Ending all discrimination against women and girls is not only a basic human right, it's crucial for sustainable future; it's proven that empowering women and girls helps economic growth and development. But although there are more women than ever in the labour market, there are still large inequalities in some regions, with women systematically denied the same work rights as men. Sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public office all remain huge barriers

It is vital to give women equal rights land and property, sexual and reproductive health, and to technology and the internet. Today there are more women in public office than ever before but encouraging more women leaders will help achieve greater gender equality. Women and girls represent half of the world's population and therefore also half of its potential. But, today gender inequality persists everywhere and stagnates social progress. Women continue to be underrepresented at all levels of political leadership. Inequalities faced by girls can begin right at birth and follow them all their lives. Providing the precious educational rights and employment opportunities to women can erase several issues related to gender inequality.

JSS Academy of Higher Education & Research has been supporting educational needs of students from different sectors without any discrimination. The policies of the institute have been very well received by the public which has given them the trust to allow their wards, especially those belonging to minority communities and particularly girl students to be admitted to basic and higher studies. The Faculty of JSSAHER hosts around 53% of female students and a 50% among them belong to minority communities who are from families which normally do not allow them to continue higher studies. JSSAHER does not tolerate any such activities that show signs of discrimination based on gender, economy, castes and communities, thereby providing a safe environment for the students to concentrate on the purposes towards which they have chosen the institute. JSS Academy of Higher Education & Research follows the motive of gender equality even among its employees. The number of female employees in both teaching and non-teaching sectors clearly touches 40% in the campus, inching towards attaining halfway mark. Further, a strong anti-ragging, anti-sexual harassment, and gender sensitization committee functions at the institute level, where students have also been a part of the committee in some levels. JSSAHER ensures that students, especially girls are being treated with equal respect and has made sure that they feel comfortable even during their personal issues.

PUNISHMENTS FOR SEXUAL HARASSMENT

The following constitute Sexual Harassment-
The list is only indicative and not exhaustive.

- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Other unwelcome physical, verbal or non verbal conduct of a sexual nature
- Eve-teasing
- Unsavoury remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy.

Contact :

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Section of IPC	Details	Punishment
326A	Voluntarily causing grievous hurt by use of acid, etc.	Ten years/life imprisonment fine of 10 lakhs rupees.
326B	Voluntarily throwing or attempting to throw acid.	Five to seven years imprisonment with fine
354	Assault or use of criminal force to woman with intent to outrage her modesty	1 to 5 years imprisonment with fine
354A	(1) Sexual harassment of the nature of unwelcome physical contact and advances or a demand or request for sexual favours.	Upto 5 years imprisonment or with fine or with both
	(2) Sexual harassment of the nature of making sexually coloured remark or showing pornography or any other unwelcome physical, verbal or non - verbal conduct of sexual nature.	Upto 1 year imprisonment or with fine or with both
354B	Assault or use of criminal force to woman with intent to disrobe	3 to 7 years imprisonment with fine
354C	Voyeurism	1 to 3 years imprisonment with fine for first conviction. 3 to 7 years imprisonment with fine for second or subsequent conviction
354D	Stalking (Whoever follows a person and contacts, or attempts to contact such person to foster personal interaction repeatedly, despite a clear indication of disinterest by such person, or whoever monitors the use by a person of the internet, email or any other form of electronic communication, or watches or spies on a person in a manner that results in a fear of violence or serious alarm or distress in the mind of such person, or interferes with the mental peace of such person)	1 to 3 years imprisonment with fine
376	(1) Sexual assault	7 years to life rigorous imprisonment with fine
	(2) Sexual assault by a person on the management or on the staff of a hospital, and sexual assault committed by a person in a position of trust or authority towards the person assaulted.	10 years to life rigorous imprisonment with fine
376A	Person committing an offence of sexual assault and inflicting injury which causes death or causes the person to be in a persistent vegetative state.	20 years to life rigorous imprisonment.
376C	Sexual intercourse by a person in authority	5 to 10 years rigorous imprisonment with fine
376D	Sexual assault by gang.	20 years to life rigorous imprisonment.
376E	Repeat offenders.	imprisonment for life.



