

National Institute of Fashion Technology
Hauz khas, New Delhi
Establishment Department

1227(1)/NIFT/HO/Estt.II/SexualHarassmentatWorkplace-Workshop/2-18

23.02.2018

CIRCULAR


Sub : Sexual Harassment at Workplace-NIFT

1. These are sensitive issues pertaining to mental and social health of the students, employees having direct repercussions on any organization, but particularly educational institutions that deal with young, creative and impressionable minds. In order to facilitate nurturing of talent in the area of fashion design, technology and management, it is necessary that a conducive atmosphere, where the students, faculty and employees know their rights and duties and are able to work together harmoniously in an environment of respect and dignity is fostered.

2. There will invariably be complaints and concerns of harassment at the work place in any educational institution with a large cohort of female and male faculty, students and employees, to which NIFT is no exception. Some of these may be raised by the students, faculty or the employees of the Institute/Campuses, some may remain unvoiced, and some may have root in frivolous or motivated rumour mongering. Where genuine, it is the responsibility of the institution to be able to respond swiftly and decisively. Many slights or violations can be 'unintended' where the trespasser does not recognize the cause for grievance. But it is important to have a clear understanding of acceptable and non acceptable behavior, and to develop that sensitivity to gender concerns that will ensure that decisions and actions are equitable and just in matters of this nature.

3. Thus, the students, faculty and employees need to be sensitized towards gender equity and neutrality for which workshop / seminars may be conducted regularly every year. The legal and administrative framework in this regard, viz., the Sexual Harassment Act: DoPT Guidelines, provisions of CCS Conduct Rules and CCS (CCA) Rules and Role of Internal Complaints Committee also need to be very clear.

4. Such workshops/seminars may be conducted during Orientation Programmes and any other opportune time to be decided by the Director Campus. All faculty, students and staff must be encouraged to participate in these activities. Action taken on the above should be reported to HO. The internal complaints committee will have responsibility for coordinating the same, and preparing an annual report on initiatives for gender equity by the campuses and the HO.


26/2/18
(Simesh Verma)
Registrar

To

- All Campus Directors
- Dean(A)/CVO/All HODs/Heads/CPs
- All DD(F&A)/Ads/COE/OSD NIFT Head Office
- Astd. Board Secy. & LO, NIFT HO/Vigilance Officers
- PS to DG-NIFT

Copy to: Head IT-for uploading the same on NIFT website