

SHIVAJI UNIVERSITY, KOLHAPUR



Dealing with Sexual Harassment at Workplace (Weightage- Two Credits, 30 Hours)

Simultaneously offered as a
Certificate Course as well as a CBCS Course

Structure and Syllabus

To be introduced in 2017-2018

Centre for Women's Studies
Shivaji University
Kolhapur

Dealing with Sexual Harassment at Workplace

(Two-credit; 30-hour Certificate Course at PG Level)

To be introduced in 2017-2018

Relevance of the course

This course primarily addresses the needs of those who work on Internal or Local Complaint Committees on sexual harassment at workplace, or are seeking redressal from such harassment, or are committed to the prevention of sexual harassment. Gender sensitization is a major component of this course, which is the need of the hour in all walks of life and also the pre-requisite for a gender sensitive society.

Weightage and duration: This Course is being simultaneously introduced as a part-time course after graduation as well as a two-credit CBCS course at the Master's level.

Title of the course: Dealing with Sexual Harassment at Workplace

Course code: To be allotted by the system.

Credits: Two

Contact Sessions: 30 Hours

Teaching: Through a one-week workshop or through the series of one-day workshops

Conducted by: The Centre for Women's Studies

Curriculum development, course coordination and teaching: Dr. Medha Nanivadekar

Course offered during: Even and Odd Semester

Fee Structure

Fee will be the same as already approved by the University for the two-credit UGC Recommended Certificate Course in Gender Sensitisation as per the details given below. It does not include an access to BBK Library and the Internet Hall.

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|------------------------|---|
| Admission Fee - | 10 |
| Registration Fee - | 50 |
| Tuition Fee - | 100* (*Tuition fee will be five times high for employed persons: Rs. 500) |
| Total- | 160 / Rs. 560 for employed persons to be paid at the time of admission |
| Examination Fee | 150 To be paid along with the examination form |

Fee for CBCS Course: No separate fee will be charged if this Course is opted under Choice-based Credit System (CBCS). Candidates seeking this Course under the CBCS are advised to check its availability in a particular Semester.

Eligibility: Graduation in any faculty.

Admission

Priority will be given to members of sexual harassment complaints committees constituted as per the Act of 2013 as well as to aggrieved women who have filed or intend to file a complaint of sexual harassment. Some batches will be announced exclusively for ICC members.

Intake: 30 per batch, with the possibility of multiple batches per semester

Attendance: Attendance for all six modules is mandatory.

Medium

The medium of instruction is English. Majority of reading resources are available primarily in English. Candidates are allowed to use Marathi for class participation as well as for internal and external evaluation.

Reading material:

Relevant reading material is available in the Centre for Women's Studies for reference. Online resources are used extensively and soft copies are made available to candidates free of charge. Most of these are in English.

Evaluation

Reflection of candidate's gender sensitivity will be the criterion for evaluation in addition to knowledge. The 50-mark evaluation will consist of 25 marks for term-work in the form of a term-paper/ field work/ case studies and so on, as assigned by the teacher; and 25 marks for an oral examination.

Grading: As per Shivaji University's applicable norms for CBCS Courses at the post-graduate level

Dealing with Sexual Harassment at Workplace
Weightage- Two Credits; 30 Hours; Maximum Marks: 50
To be introduced in 2017-2018

Module-1: Gender sensitisation

1. Biological sex and socially constructed gender
2. Process of social construction of gender

Module-2: Gender stereotypes

3. Understanding gender stereotypes
4. Harm caused by gender stereotypes

Module-3: Gender sensitization for understanding patriarchy

5. Understanding patriarchy as a system and as an ideology
6. Understanding sexual harassment as gender-based violence

Module-4: Insights from the Landmark Judgements

7. Vishaka Judgement of 1997
8. The judgement in Apparel Export Promotion Council vs. A. K. Chopra, 1999

Module-5: The Act of 2013 and the UGC Regulations about Sexual Harassment at Workplace

9. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
10. University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

Module -6: Gender sensitivity as a pre-requisite for judicious inquiry into complaints

11. The principle of natural justice and the standard of proof applicable to complaints committees
12. Gender relations as power relations

Resources: (Additional resources will be recommended by the course teacher.)

- Bhasin, Kamla (1993) What is Patriarchy? Kali for Women, New Delhi
- Bhasin, Kamala (2000), Understanding Gender, Kali for Women, New Delhi
- Michael Kaufman “The Seven Ps of Men’s violence” www.michaelkaufman.com
- Jaysing, Indira (2004) Ed. Law Relating to Sexual Harassment at the Workplace, Universal Law Publishing Company, Delhi.
- SAKSHAM: Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses, UGC, New Delhi. December 2013
- Supreme Court Guidelines for preventing sexual harassment at the workplace, 1997 (Vishaka guidelines)
- Supreme Court judgement in Apparel Export Promotion Council vs. A.K. Chopra, 1999
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015