

# SHIVAJI UNIVERSITY, KOLHAPUR



Structure and Revised Syllabus  
of  
**Prevention of Sexual Harassment at  
Workplace**  
(Four Credits, 60 Hours)

To be implemented simultaneously  
as an  
Interdisciplinary Certificate Course at the PG Level  
and also as a  
Four-Credit Course under the Choice Based Credit System  
For M.A. (Social Science Faculty) and M.S.W.

Course Code WS-4  
To be implemented in June 2014  
(Subject to the modifications made from time to time)

**Centre for Women's Studies  
Shivaji University  
Kolhapur**

**Interdisciplinary Certificate Course in Prevention of Sexual  
Harassment at Workplace**

(Four Credits, 60 Hours)

Revised in April 2014 for implementation in June 2014

Course Code WS-4

**Relevance of the course**

- The implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act in December 2013 has generated a great demand for gender sensitive professionals to work on internal complaints committees. This course is designed to develop a critical understanding about the nature, causes and adverse impact of sexual harassment at the workplace as a form of gender-based violence and the role of individuals in its prevention and the role of committee members in its redressal.
- It is targeted at male and female members and chairpersons of the committees for prevention of sexual harassment at work, NGO workers, social activists, teachers in schools, colleges and university departments and post-graduate students. designed for developing a critical understanding of the reasons for gender equality and its impact on women as well as men.

**Course Structure:**

- Duration of the course is 60 hours.
- It consists of total 100 marks. Theory examination for maximum 80 marks and internal assessment for maximum 20 marks.

**Admission:**

1. Admission is open to any graduate of any discipline.
2. At least 75% attendance is required to enable to student to appear for theory examination.
3. Maximum intake for the course is 25.
4. **Fee structure-** (As applicable to courses supported by salary grant. No additional fee if offered as an interdisciplinary credit course under CBCS)

Admission Fee -	10
Registration Fee -	50
Tuition Fee -	100*
Total-	160 (To be paid at the time of admission)

\* Tuition fee will be five times high for employed persons.

### **Examination and assessment**

- The Examination for this course shall be by a theory paper, seminar, project, fieldwork and assignments.
- The student has to submit the assignments/ seminar papers before the date of the theory examination.

### **Grading**

<b>Aggregate of Total Marks</b>	<b>Letter Grade</b>	<b>Class</b>
70-100	O	Distinction
60-69	A	First Class
55-59	B+	Higher Second Class
50-54	B	Second Class
40-49	C	Pass
39 or less	D	Fail

# Certificate Course in Prevention of Sexual Harassment at Workplace

Course Code WS-CC-SH

Contact Hours : 60

Credits : 04

Examination Duration : 3 hours

Maximum Marks : 100

Internal : 20

External : 80

## I. Understanding Sexual Harassment

- a. What is and is not sexual harassment
- b. Understanding sexual harassment as gender-based violence
- c. Nature, victims, causes and impact of gender-based violence

## II. Landmarks in the Prevention of Sexual Harassment at the Workplace

- a. Supreme Court Guidelines for preventing sexual harassment at the workplace. 1997 (Vishaka guidelines)
- b. Supreme Court judgement in Apparel Export Promotion Council vs. A.K. Chopra 1999
- c. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

## III. Towards effective working of Internal Complaints Committees

- a. Procedure of the working of Internal Complaints Committees
- b. Appreciation of Evidence and applicable Standard of Proof; Principle of Natural Justice
- c. Rights of the parties and authority of the members of the complaints committees.
- d. Gender sensitivity of members as a precondition for effective working of Complaints Committees

## IV Prevention is better than punishment

- a. Responsibility of employers and employees in prevention of sexual harassment at workplace
- b. Role of men in prevention of sexual harassment at workplace
- c. Gender sensitive language, work culture and workplace

**Readings:**

(Additional readings will be recommended by the course teacher.)

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

Brod, Harry and Kaufman, Michael. 1994. Theorizing Masculinities, Sage Publications. Thousand Oaks.

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