

HIGH COURT OF ANDHRA PRADESH AT AMARAVATI

GENDER SENSITIZATION AND INTERNAL COMPLAINTS COMMITTEE (GSICC)

The aggrieved woman, i.e., female of any age (excluding the female who is already governed by the High Court service regulations), whether employed or not, who claims to have been subjected to any act of sexual harassment by any person in the precincts of the High Court of Andhra Pradesh, i.e., the whole premises of the High Court including the Court Block, open grounds, parking, chambers, libraries, canteens, Bar-rooms, and/or any other part of the premises under the control of the Hon'ble The Chief Justice of the High Court of Andhra Pradesh, with respect to any one or more of the following unwelcome acts or behaviour (whether directly or by implication).

- Physical contact and advances – Any demand or request for sexual favours
- Making sexually coloured remarks
- Showing or exhibiting pornography and/or sexually explicit material by any means
- Sending undesirable sexually coloured written messages, text messages, e-mail messages, or any such messages by electronic or other means
- Stalking or consistently following aggrieved woman in the High Court precincts & outside
- Voyeurism including overt or tacit observation by the Respondent by any means of the aggrieved woman in her private moments
- Any conduct whereby the respondent takes advantage of his position and subjects the aggrieved woman to any form of sexual harassment and seeks sexual favours specially while holding out career advancements whether explicitly or implicitly as an incentive or a natural result of submitting to the insinuations/demands of the Respondent
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
- Implied or explicit promise of preferential treatment in her legal career
- Implied or explicit threat of detrimental treatment in her legal career
- Implied or explicit threat about her present or future legal career
- Interferes with her work or creating an intimidating or offensive or hostile work environment for her; or
- Any treatment having a sexual colour or content likely to affect her emotional and/or physical health or safety

MAY MAKE A COMPLAINT IN WRITING TO THE GSICC THROUGH ITS MEMBER SECRETARY

Where the aggrieved woman is unable to make a complaint in writing due to any reason, any Member of the GSICC or volunteer, as the case may be, will render all reasonable assistance for making the complaint in writing and where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or for any other reason, her legal heir or such other person directly concerned with her interests may make a complaint.

PENAL CONSEQUENCES OF SEXUAL HARASSMENT (as per Regulation No.11)

(1) Admonition. (2) Admonition with publication of such admonition in the Court precincts including cause lists and High Court Website. (3) Prohibition from harassing the victim in any manner including, but not limited to, prohibition from communicating with her in any manner such as phones, messages, electronic means, physical or other means for a specified period. (4) Debarment of entry into the High Court precincts for a specified period extending upto maximum period of one year. (5) In appropriate cases, to recommend filing of a criminal complaint and/or a disciplinary complaint before the concerned disciplinary authority governing the respondent (including the concerned Bar Council) for taking appropriate action. (6) To pass all orders, directions, and/or direct taking steps necessary for putting an end to the sexual harassment of the aggrieved woman.

GENDER SENSITIZATION COMMITTEE:

1. "Hon'ble Ms. Justice J.Uma Devi.
2. Hon'ble Smt.Justice K.Vijaya Lakshmi.
3. Sri Y.V. Ravi Prasad, Senior Advocate (Male)
4. Ms. Sridevi, Advocate (Female)
5. Smt. A. Jayanti, Advocate (Female)
6. Sri Ganupalli Tirupati Rao, Member of NGO.
7. Smt. A. Savithamma, Assistant Registrar"

- The Contact details of Member Secretary:

Smt. A. Savithamma, Assistant Registrar, 2nd Floor, High Court of Andhra Pradesh at Amaravati; Official Landline No.0863-2372663.


REGISTRAR GENERAL

25/10/2020