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Title of the Thesis: "The Sexual Harassment of Women in University Campuses in Delhi"

ABSTRACT

Bringing both philosophical and legal aspects to the consideration, present research is an attempt to study sexual harassment as an ethical issue in academic institutions, the issues raised by the respondents of the three universities, understanding the regulation of campus grievances, and addresses arguments that may be in conflict with academic freedom and choices in the matter of consensual sexual relationships.

The present study is an exploratory research conducted in three universities of Delhi – University 'X', University 'Y' and University 'Z'. It is aimed to determine the scope and incidence of various types of sexual harassment behaviors experienced by four groups of women on campus: undergraduate women; postgraduate women; research scholars; and faculty. The purpose of this research is to explore types of sexual harassment behaviors experienced by women in each group; the occurrence of each type of behavior. To examine the responses of the victims to the harassment; factors which would make victims more likely to report incidents of sexual harassment; profile of harasser; profile of victim; victim's awareness of the university policy on sexual harassment, grievance procedure, complaint centers and legislatures and to study the role of civil societies / supporting networks and associations.

The research explored various aspect including nature, kind and type of sexual harassment in three Universities of Delhi with respect to its prevention related to policy and program. The subject per se is ridden with a lack of uniformity in conceptualization, which precludes the possibility of predetermining the various facets in their entirety. The research on such area has demanded inductive inquiry. The focus in this research is in understanding how element of prevention can be incorporated in the institutions of academic excellence. The true scale of sexual harassment in Indian academics is unknown. None of the Indian studies have attempted to study sexual harassment in university campuses in a holistic manner.

This research brings forth the organizational context of universities, highlighting their mechanisms to deal with sexual harassment and the effectiveness of different complaint mechanism in higher educational institutions of Delhi. The research contributes to the greater understanding of the occurrence of sexual harassment among women college students and women faculty. It also provide university administration with information which could be used in designing program in preventing sexual harassment and will result in the further development and refinement of institutional policy on sexual harassment, the removal of barriers to the career development of women in higher education, and the reduction and prevention of sexual harassment on campus.

The research finding reveals that sexual harassment is an abuse of power. This study is an elaborate account of sexual harassment which has studied two types of sexual harassment based on the literature: A) Quid pro quo; B) Hostile work environment. In this pursuit the given study analyzed the behavior notified by the respondents from maximum to minimum (while moving in campus) range from sexual looks which is larger extreme to rape and assault which is at lesser end of continuum. The researcher has tried to gather experience from women who have endured it and from people who have heard their stories. Every second person knows a person who is

harassed in the campus and about more than half admit that they had an indirect offer of *quid pro quo* irrespective of full majority who have undergone hostile form of harassment especially street harassment. The sports person acknowledged harassment in selection to sports team. And many student respondents state harassment is frequent in national cadet corps. It is revealed that in *Quid pro quo* situation research scholars / M Phil, ad-hoc teachers and contractual employee are major target of the sexual harassing behavior. The research scholars in majority admit that they were asked by their research guide for sexual relation in return of completion of thesis. The permanent faculty members denied in majority, about any kind of sexually harassing behavior other than less severe form of harassment like sexual looks as well as gender harassment. Most of the proposals of compromises were received by young temporary or guest lecturers of the three universities.

The present study brings forth voids in sexual harassment policies like no provision inculcated in sexual harassment policy to overcome power imbalance between victim and perpetrator which start from initial stage of filing a complaint. The policies also ignore preventive efforts to decrease sexual harassment in Universities. This study examined the aspects from the experience of its respondents at different levels that can play a role in its prevention, and in offering protection and support for victims. It is important to identify these factors not only at the academic or organizational levels, but also at the national level. The study revealed that every individual has a part to play in helping to create a zero-tolerance environment for sexual harassment at any place, whether it is providing support to recipients of sexual harassment, or speaking up against it.

This research is to explore the scenario of sexual harassment, where it was disclosed that most of the sexual harassment complaints are discharged in preliminary screening and has been considered as consensual in nature. The study reveals diverse view point of respondents but the faculty in large majority believed that sexual harassment is most clear-cut when a professor deliberately uses his power over a student by threatening her with reprisals or promising her a reward to endure her participation in a sexual relationship. In this way, a professor-student consensual sexual relationship may “degenerate” into *quid pro quo* sexual harassment.

The research has recommended to institutions to define sexual harassing behaviors to educate it to entire campus community and should conduct climate survey from time to time. The Universities should have NGOs, support groups and associations such as family service and counseling centers, community legal clinics, associations, and unions. There should be visibility of the Student Counseling Center which should offer counseling, referral information and support to the victim. Sexual harassment policies should be reviewed from time to time. And contractual employees as well as research scholars should be addressed separately in policy. The sexual harassment policy should have time bound provision in resolution of complaints. Institutions should have their consensual sexual relation policies which our Indian universities lack. It is also recommended that Institutions must provide clear and safe means of reporting harassment and must widely disseminate this information about reporting procedures to campus community. In present time there is a need of a campus-wide stalking policy. The Institutional policy should have clear cut policy for disciplinary measure regarding proven cases of sexual harassment for harasser of all level and position. Universities should also ensure the safety and security of the women on campus by various means. The social work syllabus should have unit on sexual harassment. There should be compulsory training and sensitization of social work student on sexual harassment and skill training given to student for dealing with the cases of sexual harassment especially promoting counseling and support services.