

## National Commission for Women

### INQUIRY REPORT

**Subject: Report of the Fact finding team with regard to the administration, discrimination and sexism by the administrative staff and authorities at the University.**

#### Introduction:

The National Commission for Women took cognizance of an e- mail received from R.G.N.U.L dated 19.03.2019 forwarded by Student Association RGNUL, whereas it has been informed that there is gender based inequality at RGNUL wherein girl's students are denied access to library facility area including sports complex and main gate towards the inside story at late hours.

It was reported in the mail the students put allegations against the faculty members of using anonymous remarks and the dictatorial behavior of the administration.

NCW constituted a three member fact finding team to investigate into the matter vide Office Order F.NO.NO8/3303/2019/NCW/RS/NMG. The Fact finding team consisted of the following:

- 1- Chandramukhi Devi, (Chairperson, Inquiry Committe).
- 2- Smt. SosoShazia (Member NCW)
- 3- Advocate Nisha Rishi (Member Inquiry Committee)

Mrs.Neha Mahajan Gupta assisted the Inquiry Committee.

The fact finding team visited Patiala on 20.03.2018 and investigated in to the alleged incident. The fact finding team firstly met DSP (Patiala) Mr. Krishan Kant and Vice Chancellor RGNUL.Mr. Paramjit Jaiswal at the University Campus. The V.C. of the University narrated the occurrence to the investigating team and played the CCTV Footage dated 13.03.2019 of protest in the MESS area the copy of the complaint dated 14.3.2019 as submitted by Warden Boys Hostel is attached herewith as (**Annexure-1**). It was narrated that on the night of 13<sup>th</sup> March 2019 at around 9:5 PM the students created high sound of mess utensils and they damaged the University property. The gate of the hostel was broken and the students created nuisance within the University premises. The list of six students was presented before the Vice Chancellor of the University by Warden Boys Hostel which is (**Annexure A-2**), who created the nuisance and instigated other students to join the protest. These six students were suspended vide order dated 15.03.2019 by the University Administration. The copy of suspension order is (**Annexure A-3**). However suspended students were permitted to take the midterm exams commencing from 18<sup>th</sup> March 2019. The written confession statement of the suspended students is 9 (**Annexure A-4**). Mr. Paramjit Jaiswal V.C. University then explained the demands of the students that raised the protest.



1. Unconditional revocation of suspension of the students.
2. Removal of Professor S.P. Singh.
3. To conduct the elections in the University.
4. Equal timings for boys and girls to access the University Library i.e. till 12:00 A.M.

V.C. had invited Mr. Amant Chahal A.A.G., Punjab & Haryana High Court Alumni of University to resolve the matter between the University and students. University had issued one press note with regard to the Agitation in the University which is (**Annexure A-5**).

- Then the Investigating Committee met the member I.C.C. constituted by the University as per Sexual Harassment of Women at Work Place Act 2013. The list of the 9 members of I.C.C. is (**Annexure A-6**). However the member present at the time of meetings were.
  1. Dr. Sharanjit Kaur Associate Professor of Law.
  2. Gaganpreet Kaur Assistant Professor of Law.
  3. Dr. Manoj Sharma Assistant Professor of Law.
  4. Dr. Shilpa Jain, Assistant Professor of Law.
  5. Dr. Abhinandan Bassi Assistant Professor of Law.
  6. Dr. Harjinder Kaur Librarian.
- These members interacted with the investigating team and told the I.C.C. has come across only one case till now and i.e. pending with the I.C.C. Dr. Shilpa Jain informed the team that she has submitted her resignation on 20.3.2019 in the morning i.e. the day of visit of N.C.W. fact finding team. However this fact was not discussed by V.C. Mr. Paramjit Jaiswal while he was narrating the entire incident to the investigating team. Dr. Shilpa Jain told that she had no knowledge about any complaint against her filed by the University students. As soon as she got to know about the complaint against her she filed her resignation with the University Administration. It is pertinent to mention here that more than 40 girls complaints against Dr. Shilpa Jain's dictatorial behavior and passing of anonymous remarks to the girls students of the University. Dr. Shilpa Jain complained that she had found the girls students in drunkard conditions and had been carrying them to the Hostel Women. On asking by the investigating committee whether any disciplinary action has been taken against such students Dr. Shilpa Jain answered in affirmation however no action has been taken in writing.







- Then the fact finding team met the suspended student of the University:-

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

These students complained about Professor who forceful took away the mobile phone of a suspended student and got its password to access the phone gallery. The students have been complaining about quality of food in the Mess since long and have given notes in the Mess registrar, but to know effect. The mess staff is always without gloves, apron etc. These students were forced to leave the Hostel at 3:00 PM and they decided to sit outside the University to protest the unjustified suspension. The girls students joint the protest at 1:00 AM. The University students of all the batches had given one written request to the Administration demanding the revocation of suspended students. Copy of which is Annexure A-7.

- Then the fact finding team met five student representatives.

1. Shreyans Jain
2. Aditya Kashyap,
3. Rashika Raina
4. Akash Mishra
5. Kushagra Gupta

It came to the knowledge of the team that the student representatives have no knowledge about the formation or constitution of I.C.C. No seminars are organized by the University with regard to Sexual Harassment of Women University has not issued any guidelines with regard to sexual harassment. The students also told that there is no Forum to file the complaints for the students. Access registers are maintained only for the girls students. The outer walls of the girls hostel are higher than the boys hostel. It was intimated that Dr.Shilpa Jain carries rude behavior towards the students. The students also told about last year's protest i.e. in 2018 when the students orginazed one party at Urban Estate, Patiala with the assistance of one professor of the University when the girls students were denied entrance to University at 2:00 AM and were allowed to enter at 7:00 AM and the students were forced to spent whole night outside the hostel. The student's representatives have given one written representation with regard to the present protest to the V.C. of RGNUL University which is Annexure A-

*[Handwritten signature]*

8 and the agreement arrived at between the students representative and University is Annexure A-9 whereby the suspension of the six students have been revoked unconditionally, captain S.P. Singh has been sent on compulsory leave, University has agreed to constitute a student representative General Body, has allowed access to the designated areas within the University campus between 8:00 PM to 12:00 PM.

- Realizing the sensitivities involved in the matter with regard to administration, discrimination and sexism by the administrative staff and authorities at the University, the Chairperson of the Inquiry Committee (Member, NCW) decided to meet the students alone at Hostel. Here firstly N.C.W. Committee met Ms [REDACTED] a fourth year student who did not have any problem in the hostel. Then the girls gathered in the T.V. Hall of the hostel at Ground Floor. Girls started narrating the problems one by one.

1. Girls are pressurized to stay back in rooms and parents are intimidated even petty issues.
2. Once the mother of student got expired, the girls students was forced to travel all alone without the company of any of her friend.
3. Leave register is maintained only for the girls students.
4. Leave passes are not signed in time.
5. If a girls gets one mint late to the hostel she is denied access to the hostel.
6. Girls are asked questions about having physical relation with boys by the gynecologist appointed by the University.
7. Girls are taught to be scared at every point of life. Doctor Shilpa Jain and Professor Manjot Kumar threatened the students of dire consequences.
8. The girls denied the fact that they did not protest for the suspension of the boys rather they had their own issues was only for the suspension.
9. That once the girls student complained about the harassment by the canteen boy, but that has not been dealt strictly by the University administration.
10. Dr. Shilpa Jain has become all powerful and as a hostel warden she forces everybody to follow or they will face the consequences in the grades.
11. Labour working within the University Premises makes video of the Girls Student and stares at them when the girls complained about this attitude of the labour, the University Administration failed to take any strict action.



12. Students from the influential background are privileged even date-sheet is changed for the daughter of V.C.

13. Hostel Warden must not be from teaching faculty.

#### **OBSERVATIONS:**

- **NO REDRESSAL MECHANISM**

Students were not aware of any such mechanism and authorities were never available to resolve the issues.

- **LACK OF AWARENESS FOR I.C.C.**

The students as well as teachers were not aware of the legal remedies available in terms of any complaint relating to sexual harassment at work place.

- **NO INTERACTION PROGRAMME**

University Administration does not hold any student- teacher interaction programme where students could share their problems.

#### **IMPULSIVE BEHAVIOR OF THE FACULTY**

- It could noticed that Dr. Shilpa Jain Professor S.P. Singh, Dr. Manoj Kumar Sharma, Dr. Gaytri Sharma, Professor Vipin, Professor Anand Pawar have been rude to the student and have passed anonymous marks to the student,

#### **RIGHT TO PRIVACY IS INFRINGED**

- The taking away of the mobile phone of the student and access to the gallery is surely an infringement of right to privacy.
- The Hostel Warden must be separate from that of teaching faculty.

#### **RECOMMENDATIONS**

- **GENDER DISCRIMINATION:**

University Administration needs to be more sensitive on gender issue and must ensure gender equality. Rules for the boys and girls should be same at all levels.

#### **WORKING OF I.C.C.**

- University Administration is advised to maintain the proper functioning of the I.C.C. and students must be aware of the I.C.C. formulated at University level and its functioning.

#### **SEPARATE GRIEVANCE CELL**





- University Administration is advised to maintain one separate 10 member grievance cell of student's choice. The students must feel free to file their complaints with the cell.

- **MAINTENANCE OF RECORD**

Every written complaint and disciplinary action must be maintained.

**RIGHT TO PRIVACY, LIBERTY**

- Students should feel free to move within the University Premises and rules and regulations should be seems for the boys and girls. The right to privacy is primary right of every citizen and it should not infringed at any level.

**AWARENESS CAMPUS AND SEMINARS**

- University must hold seminars awareness campus on sexual harassment of women on regular basis.

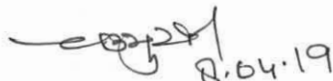
**MAINTENANCE OF COMPLAINT BOXES**


- Complaint boxes should be maintained outside common places such as library, mess facility area where students could drop the complaints and such complaints should be dealt with a careful thought by the I.C.C.


**INTERACTION PROGRAMME**

Vice Chancellor of the University is advised to hold open interaction programme with the University students to avoid any chaos /protest in future.

- The administration is advised to intimate N.C.W. the enquiry pending against the faculty members.
- University Administration must keep the post of Hostel Warden separate from
- Through professional counselor counseling is required to all the students to guide the students their rights and duties.
- EVERY CITIZEN HAS A RIGHT TO LIVE WITH DIGNITY AND SELF RESPECT AND IT MUST BE ENSURED AT EVERY STAGE OF LIFE. University ADMINISTRATION MUST ENSURE THAT AS WELL

  
8.04.19  
Ms. Chandramukhi Devi,  
(Chairperson)

  
Advocate Nisha Rishi  
(Member)

  
8/4/19  
Ms. SosoShazla  
(Member)



