



CPSH: ACTION TAKEN TABLE
September 2015- November 2018

Case No.	Type	CPSH Recommendations	Action taken by AUD	Remarks (for CPSH purposes)
Case 2015-1	C1 (AUD student) D1 (AUD student) D2 (AUD student)	<ul style="list-style-type: none">• The IC recommends that D1 and D2 be asked to tender individual written apologies to C which also explicitly state that they accept the culpability of their actions. (Apology letter to be drafted with CPSH oversight.)• AUD management should issue a reprimand/ warning to D1 and D2 for having violated C's trust, human dignity, right to privacy and not having sought informed consent on the basis of full disclosure.• CPSH reserves the right to publicise the case while keeping identities confidential so that the AUD community is sensitised.• D1 and D2 shall be asked to render their time and services to CPSH in planning, publicising and executing gender sensitisation programmes organised by CPSH in the next semester.	The recommendations of CPSH were approved by the Vice chancellor. Accordingly, all the recommendations were implemented through the office of Dean Student Services	
Case 2016-1	C (AUD student) D (AUD student)	<ul style="list-style-type: none">• The IC recommends that the Defendant should write an apology letter to the Complainant. A modified version of the apology letter, which is part	The recommendations of CPSH were approved by the Vice chancellor. Accordingly, all the	

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		<p>of the above-mentioned Policy may be used for the same.</p> <ul style="list-style-type: none">• The University should make the Defendant sign a bond of good behaviour.• A warning letter should be issued to the Defendant by the University (in consultation with CPSH) spelling out the penalties that he will attract should he fail to maintain good behaviour. This could include withholding of character certificate, or delay in declaration of final results should the violation be of a high level.• As the Defendant is a 6th semester student, the punitive measures extolled above should happen within a week to 10 days of the final report of the CPSH on this case being submitted to the Vice-Chancellor.	recommendations were implemented through the office of Dean Student Services	
Case 2016-2	C (AUD student) D1 (AUD student) D2 (AUD student) D3 (AUD student)	<ul style="list-style-type: none">• Taking into consideration that these students are in their first year and will be spending another two years together as classmates and friends, the Committee recommends a mediated dialogue between C, D2, D3, W1 and W3 to sort out the differing perceptions of what was said and how it was understood on both sides. Given the effect that the complaint has had on C and also given that the students accused were shocked and in a state of disbelief that they had in any way harassed C, we would like to suggest that in this dialogue, students need to be counselled about how this form of teasing		

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		<p>may be taken very seriously by the person being teased.</p> <ul style="list-style-type: none">• A second mediated dialogue is recommended between C and D1 to clarify an unresolved aspect of the complaint and C should apologise to D1 for making false allegations about the nature of harassment in his complaint. These dialogues should be mediated by one or two members of the inquiry committee along with a senior faculty member from the School of Human Studies (SHS).• D2 and D3 should verbally apologise to C for unintentionally upsetting him.• C should verbally apologise to D2, D3, W1 and W3 for exaggerating the number of people before whom he alleged he had been humiliated by them.• Observing the curiosity and confusion about homosexuality among students and homophobia surrounding it, a workshop for the wider student community is recommended with facilitators who can help students articulate their concerns and gain greater understanding.• By way of preventive work, the CPSH should schedule several film screening, talks and discussions.		
Case 2016-3	C1 (AUD student) C2 (AUD student) D (AUD student)	<ul style="list-style-type: none">• Given the nature of sexual harassment on D's part and his inability to even recognise it as such, vitiation of the classroom atmosphere, the IC also recommends that the Defendant be under academic leave of absence during the year of intensive psychotherapy. During this period the	The Defendant had filed an appeal to the Vice chancellor. The recommendations of the Appeals committee were approved by the Vice Chancellor. Accordingly, (a) the Academic leave period was reduced to a month.	

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		<p>defendant should not be allowed to take classes or be part of any academic events at AUD. He should also not be allowed to do any internship required by the programme during this period of academic leave.</p> <ul style="list-style-type: none">• The Defendant has to undergo compulsory and intensive psychological counseling for at least 1 year to help him with the multiple psychological issues that he is facing and which substantially vitiate the academic atmosphere of the classroom. This should take place in EHSAAAS with a senior counselor.• The period of academic leave and counseling should begin with immediate effect and not later than 1 June 2016.• Rejoining the academic programme should be subject to the recommendations of the Defendant's therapist to ensure that the Defendant is conscious about maintaining appropriate classroom behaviour, which secures the learning of fellow classmates along with his own.• The University should make the Defendant sign a bond of good behaviour drafted by the CPSH not later than 1 June 2016.	<p>(b) The Defendant had undergone sustained psychotherapy at Ehsaas clinic by a senior therapist for a period, not less than his tenure as a student of AUD</p> <p>(c) Warning letter was issued to the Defendant through the office of Dean Student Services</p> <p>(d) Defendant was made to sign the bond of good behaviour drafted by the CPSH by the Dean Student Services .</p>	
<p><i>Am Singh</i></p>		<ul style="list-style-type: none">• The University should issue a warning letter to the Defendant not later than 1 June 2016. The letter should be drafted in consultation with CPSH. It should clearly spell out the outcomes that the defendant will attract should he fail to maintain good behavior. This could include further academic leave of		



		absence for extension of therapy subject to therapist's recommendation or even expulsion from the University.		
Case 2016-4	C1 (AUD student) CW1 (AUD student) D (AUD student)	<p>The Committee is aware that the offences committed by the defendant are serious enough to warrant punishment. At the same time, we feel that punitive actions might drive a young student into a deeper state of psychological distress with possible life-long consequences. Our recommendations are therefore calibrated to both provide a sense of closure and justice to the complainant as well as enable all parties, particularly the defendant, to heal, become more self-aware, and learn to engage with colleagues and peers in more constructive ways.</p> <ul style="list-style-type: none">• Suspension for two weeks from academic participation during which he shall submit apologies to the complainant and the Sociology teacher whose identity is known to the defendant and who have submitted a written statement to CPSH and recorded their trauma.• The University should make the Defendant sign a bond of good behaviour drafted by the CPSH not later than 27 March 2017.• The University should issue a warning letter to the Defendant not later than 27 March 2017. The letter should be drafted in consultation with CPSH. It should clearly spell out the outcomes that the defendant will attract should he fail to maintain good behavior.• The defendant must work with a counselor from EHSAAS to facilitate reflection and deeper	The recommendations of CPSH were approved by the Vice chancellor. Accordingly, all the recommendations were implemented through the office of Dean Student Services	

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		<p>understanding of his behavior and its impact on others.</p> <ul style="list-style-type: none">• A written reprimand to be given to CW1 for his verbal intimidation and threat of physical violence against the defendant. A bond of good behavior should be taken from him.		
Case 2016-5	C1 (AUD student) C2 (AUD student) D (AUD student)	<p>The IC notes that all the students involved in this complaint were in their first semester in their undergraduate degree and have a further five semesters as fellow students. Through its recommendations, the IC would like to provide a sense of closure and justice to the complainants, particularly C1, as well as enable all parties to become more self-aware, and learn to engage with colleagues and peers in more constructive ways.</p> <ul style="list-style-type: none">• The University should issue a warning letter to the Defendant not later than 31 May 2017. The letter should be drafted in consultation with CPSH. It should clearly reprimand the defendant for his behavior and spell out the outcomes that the defendant will attract should he fail to maintain good behavior.• The University should make the Defendant sign a bond of good behaviour drafted by the CPSH not later than 31 May 2017.• C1 must work with a counselor from EHSAAS to help her process this experience and support her in her emotional healing for the future.• D must also work with a counselor from EHSAAS to facilitate reflection and deeper understanding of his behavior and its impact on others. The IC recommends that D assist the CPSH team at	<p>The recommendations of CPSH were approved by the Vice chancellor. Accordingly, all the recommendations were implemented through the office of Dean Student Services</p>	

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		<p>Karampura in organizing gender sensitization activities in the Monsoon Semester 2017 so that he will have concrete opportunities to engage with and reflect upon gender dynamics and healthy relationship building.</p>		
Case 2017-1	C (AUD faculty) D (AUD faculty)	<ul style="list-style-type: none">• The IC recommends that D gives an undertaking (written and handed over under supervision by CPSH) that he has read the AUD Policy against sexual harassment and understands that his gender-based abusive language to the complainant is violative of AUD Policy, violative of all norms of professional conduct and that he understands that this behaviour, and the violation of the restraining order, will attract appropriate penalties.• For the violation of the restraining order, the IC recommends that D be notified by the Dean Academic Services to proceed on leave (unpaid or paid) as per AUD rules and withdraw from all teaching and other academic activities with immediate effect <u>for a period of six months</u>.• Further, given that D has used his official AUD email ID to create a hostile environment for the complainant, the IC recommends that D's AUD email ID be suspended.		
		<ul style="list-style-type: none">• Noting the repeated and continuous nature of D's gendered abusive behaviour towards the complainant, and other female colleagues of the School, the IC recommends that the defendant seek mental health assistance by experts recognised by AUD medical rules during the period of his leave of absence from the university. This leave period may		

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		<p>be extended as per medical advice in accordance with AUD leave rules.</p> <ul style="list-style-type: none">• D may return to work, and have the email ID restored, only with a fitness certificate from above mentioned recognised experts.• Should gender-based abusive behaviour by D recommence after the above recommendations are carried out, his services be suspended as per AUD's service rules.• The IC recommends that other issues revealed during the inquiry but outside its purview—related to D's use of abusive language to other faculty members of the School in the faculty-student email group, coming inebriated to class, matters about the negative culture of academic dialogue in the School, particularly in faculty meetings, and about norms for private clinical practice—be investigated by appropriate disciplinary bodies of the university.		
Case 2017-2	C (Non-AUD, student) D (AUD faculty) Z (Visiting Faculty, AUD)	<p>Recommendations concerning D: Based on the conclusion that D stands guilty of charges of sexual harassment, the IC makes the following recommendations. This is also in consideration of the position of power and responsibility that D holds in AUD.</p> <ul style="list-style-type: none">• D should step down from any administrative position he may be holding currently and should not be in any administrative position for at least two years from the date of implementation of recommendations of the IC.• D should be issued a warning letter by AUD that a complaint of sexual harassment against by him in		

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<p><i>Ant Shari</i></p>		<p>the future can have serious consequences. This may even include suspension from service or any such steps as provided by AUD rules.</p> <ul style="list-style-type: none">• D should undergo a suitable course on Sexual Harassment at Workplace as identified by CPSH.• D should sign a formal undertaking (drafted in consultation with CPSH) that he has read and understood the AUD Policy and will conduct himself appropriately in adherence to the AUD Policy. <p>Other Recommendations: In the course of deposition from C, there was a discussion of Z against whom C has lodged a case of sexual harassment at USU where he is currently employed. C also provided some evidence pointing to exploitative behaviour on Z's part towards students in his charge. This had taken place during the time when Z was a visiting faculty at AUD. Two members of the IC also met with the AUD Professor to whose notice this was brought to, albeit not as a complaint. The discussions brought to fore certain lacunae in reporting to, or consulting with CPSH on matters of sexual harassment by AUD faculty, that too by faculty in administratively responsible positions. Due to this the IC further recommends the following.</p>		
		<ul style="list-style-type: none">• All faculty undergo at least a mandatory online course or module on 'Sexual Harassment at Workplace'.• Faculty holding administrative positions should sign an undertaking that they are conversant with the AUD Policy and shall consult with when in doubt/		



		<p>report to CPSH any incident of sexual harassment brought to their notice.</p> <ul style="list-style-type: none">• Visiting faculty should be given a copy of the AUD Policy and should sign an undertaking that they understand that they will be covered by the AUD Policy.• The evidence submitted by C with respect to Z should be sent to Z's US University by the AUD administration with a suitable covering letter (drafted in consultation with CPSH).• AUD constitutes a committee which includes CPSH members to frame/draft a set of "do's and don'ts" vis-à-vis interaction between members of the AUD community that would help moderate behaviour and prevent incidents of sexual harassment, misogyny, gender based violence and encourage gender sensitivity.		
Case 2017-3	C (AUD student) D (AUD student)	<ul style="list-style-type: none">• The existing Restraint Order should be extended till the end of the stay of C and D in the University, whichever is later.• D should be prohibited from entering any of campuses of AUD, where C is a student, unless there is a valid official reason. Before visiting the campus that C is a student in, he should seek the permission from Dean Student Services in writing. In such case, he should be escorted out the campus as soon as the reason is over.• If D is found violating the terms of restraint order, a case for suspending him from the university for a semester should be made.• D may be asked to undergo counselling. He may also be asked to take online certificate course	The recommendations of CPSH were approved by the Vice chancellor. Accordingly, all the recommendations were implemented through the office of Dean Student Services	



		<p>prescribed by CPSH and asked to produce certificate.</p> <ul style="list-style-type: none">• D should be asked to perform community service by way of work in the Library of the campus he is registered. It is recommended that he be asked to work in the Library for an hour a day for 30 days and provide a certificate from the Librarian.• C may also be offered counselling if she considers it important.		
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