



Institutional Policies

Anti-Sexual Harassment Cell

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CHRIST COLLEGE

OF SCIENCE AND MANAGEMENT

(Affiliated to Bengaluru North University, Recognized by Govt. of Karnataka)
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Table of Contents

1. Preface	-----	Page 2
2. Objectives	-----	Page 2
3. Composition of the Committee	-----	Page 2
4. Roles and Responsibilities of Anti Sexual Harassment Committee	-----	Page 3
5. Anti-Sexual Harassment Squad	-----	Page 3
6. Roles and Responsibilities of Anti Sexual Harassment Squad	-----	Page 3
7. Policy Guidelines	-----	Page 4
8. Jurisdiction	-----	Page 5
9. Redressal Procedure	-----	Page 5
10. False/Baseless Complaints	-----	Page 5
11. Punishments	-----	Page 6



Anti-Sexual Harassment Policy

1. Preface

Christ College of Science and Management, Alambady, is committed to moulding a generation which safeguards the virtues of gender equality and equity. Our college attempts to uphold the constitutional mandate ensuring the human rights of all those who fall within its jurisdiction. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.

2. Objectives

- To fulfil the directive of the Supreme Court, as per UGC directives and the Bangalore North University in respect of implementing a policy against sexual harassment in the institution.
- To sensitise students on gender equity and to prevent sexual harassment in any form
- To ensure equal access of all facilities and participation in activities of the college
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.

3. Composition of the Committee

- Principal
- Vice Principal
- Faculty Representatives - A Presiding Officer who shall be a woman faculty member employed at a senior level at the educational institution
- Legal Advisor, preferably committed to the cause of women or who have had experience in social work or have legal knowledge

- Student Representatives - Not less than three students, who shall be enrolled at the undergraduate and masters' levels respectively.

4. Roles and Responsibilities of Anti Sexual Harassment Committee

- To ensure provision of a work and educational environment that is free from sexual harassment
- To take all reasonable steps (active and preventive in nature) to prevent the harassment occurring;
- To address any oral/written complaint about: unwelcome sexual advances, unsolicited acts of physical intimacy, unwelcome requests for sexual favours or other unwelcome conduct of asexual nature. Unwelcome conduct of a sexual nature includes oral or written statements of a sexual nature to a person, or in a person's presence.
- Regularly distribute and promote the policy at all levels of the organization; Provide the policy and other relevant information on sexual harassment to new staff as a standard part of induction; Periodically review the policy to ensure it is operating effectively and contains up to date information.
- Display anti-sexual harassment posters on notice boards in common work areas and distribute relevant brochures; Conduct regular awareness raising sessions for all staff on sexual harassment issues.

5. Anti-Sexual Harassment Squad

- Formation Mobile squad shall be formed from time to time to facilitate up keeping and upholding the objectives of the cell. The squad so formed shall be with the approval of the Head of the Institution and known only to Anti-Ragging Committee.

6. Roles and Responsibilities of Anti-Sexual Harassment Squad

- The Anti-Sexual Harassment squad is formed for overseeing the implementation of the recommendations of the anti-sexual harassment committee.

- The Anti-Sexual Harassment squad shall be maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times in the campus.
- In any case of issues sighted, the situation shall be secured, reported to the Anti-Sexual Harassment Committee for further course of actions

7. Policy Guidelines

According to **the sexual harassment of women at the workplace (prevention, prohibition and redressal) act 2013**, sexual harassment includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- Physical contact and advances; or
- A demand or request for sexual favours; or
- Making sexually coloured remarks; or
- Showing pornography; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Any act falling under the purview of following cases will be considered as an incident of sexual harassment:

- Unwelcome sexual advances, verbal, non-verbal and/or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of a derogatory nature.
- Interfering with her work or creating an intimidating, offensive, or hostile environment for her
- When a person uses the body or any part of it or any object as an extension of the body with a sexual purpose in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.
- When deprecatory comments, conduct or any such behaviour is based on the gender identity/sexual orientation of the person and/or when the premises or any public 5 forum of the institute is used to denigrate/discriminate against

person(s), or create a hostile environment on the basis of a person's gender identity/sexual orientation.

- When a person shows any humiliating treatment to woman that is likely to affect her health and safety.

8. Jurisdiction

Complaints against sexual harassment can be made by

- A student of Christ College of Science and Management against another student of the College
- A student of Christ College of Science and Management against a staff (teaching or non- teaching) of the college
- A staff of Christ College of Science and Management against another staff of the college
- A staff (Teaching or non-teaching) against a student of the Christ College of Science and Management

9. Redressal Procedure

- The complainant will have to submit a written and signed complaint addressed to the Coordinator of the Cell.
- The coordinator will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the Cell will discuss the complaint.
- If the case falls outside the purview of the Cell, the complaint will be informed to the Principal.
- If the case comes within the purview of the Cell, an enquiry committee will be set up and the committee will submit a report and recommend the action to be taken by the Principal.
- If any legal action is required, the complaint will be forwarded to the police with the help of an advocate.

10. False/Baseless complaint

- If the enquiry committee finds no merit in a complaint, the chairperson of the committee may issue a show-case notice to the complainant requiring him/her

to explain within three days as to why disciplinary action should not be taken against him/her.

11. Punishments

Any student/staff member can be a potential victim and hence it's important for everyone to understand how to recognize and deal with sexual harassment.

- **Potential consequence for a student seen as a harasser** – disciplinary action could be in the form of warning, written apology, debarring entry into a hostel/ campus, suspension for a specific period of time, debarring from holding posts such as member of committees or even expulsion. –
- **Potential consequence for a staff member seen as a harasser** – disciplinary action could be in the form of warning, written apology, stoppage of increment, withholding of promotion, debarring entry into campus, suspension for a specific period of time, debarring from holding posts such as member of committees or even dismissal

Institutional Anti-Sexual Harassment Helpline:

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Principal