

# **Sexual Harassment Redressal Policy or Anti Sexual harassment Policy**

## **Sexual Harassment:**

Sexual Harassment meant an unwelcome sexual advances or physical contact and explicit sexual overtures. It may be physical, verbal or visual. Some circumstances are-

1. Demand or request for sexual favour.
2. Physical contact and advances.
3. Making sexually colored remarks.
4. Showing Pornography
5. Implicit or explicit promise of preferential treatment
6. Implicit or explicit threat of detrimental treatment
7. Humiliating treatment likely to affect her health, safety and dignity
8. Creating an intimidating or offensive or hostile work environment for her.

## **Objectives:**

1. Committed to providing the safe environment for all employees and students.
2. Treat all incidents seriously and investigate all allegations.
3. Take disciplinary action promptly.
4. Keep a confidential record of all discussion.

## **Internal Committee(Sexual Harassment and Redressal Cell)**

The internal committee or cell shall comprises of the following members.

1. Convener, who shall be a woman faculty member at senior level of the college.
2. Four faculty members, where 50% shall be female.
3. One member from medical expert (i.e. Doctor)

## **Redressal Techniques:**

1. An aggrieved woman or girl student may make in written complaint of sexual harassment to the SHRC.
2. The SHRC may, before initiating an inquiry, at the request of the aggrieved person take step to settle the matter.
3. Where the committee arrives at a conclusion that the allegation have been provide, it shall recommend to the authority of the college to take action for sexual harassment as an act of mis conduct in accordance with the rules of the college.

Some other act of sexual harassment, the college may

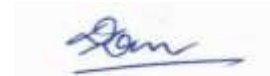
- a) Suspend or restrict entry in to the campus for a specific period.
- b) Expel from the college
- c) Male reformative punishment like counseling.
- d) Take other disciplinary action as decided by the committee.

## **Preventive Measures:**

1. Strict vigilance in vulnerable areas.
2. Intensive patrolling in the campus.
3. College or SHR cell will organizes sanitization workshops or Awareness programme on sexual harassment.

Interpretation:

All reasonable steps to prevent the harassment occurring, to address any written complaint about unwelcome sexual advances, unsolicited act of physical intimacy or sexual nature, the college authority and specific cell (SHR/ Sexual Harassment and Redressal cell) may take such measures as my necessary for removal of difficulties. The decision of the principal of the college shall be considered as final.



Dr. Dipali Das Talukdar  
Convener  
Anti- Sexual Harassment Committee  
Morigaon College