

Anti-Sexual Harassment Policy

Preamble: With regard to the supreme court Judgment and guidelines issued in 1997 to provide the effective enforcement of the basic human right of gender equality and guarantee against sexual Harassment and abuse. More particularly sexual harassment at work places. The university grant commission has issued circular since 1998, to all the universities advising them to establish a permanent cell and committee to combat sexual harassment, violence against women, ragging at the universities and college, keeping the above guidelines in view Indian academy degree college – Autonomous has constituted a committee against sexual Harassment.

Indian Academy College – Autonomous has committed itself to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Objective

- To fulfil the directive of the Supreme Court, the sexual harassment of women at workplace Act 2013 and the Bengaluru North University in respect of implementing a policy against sexual harassment in the institution
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures
- To provide an environment free of gender-based discrimination
- To ensure equal access of all facilities and participation in activities of the college

- To create a secure physical and social environment which will deter acts of sexual harassment
- Prevent discrimination and sexual harassment by promoting gender amity among students and employees
- Lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against students and the employees
- Deal with cases of discrimination and sexual harassment in a time bound manner aiming at ensuring support services to the victim
- Recommend appropriate punitive action against the guilty
- **Prohibition of Drugs, Alcohol and Tobacco:** Students are not to be found in possession of/ making use of/ under the influence of any prohibited substances, narcotics, alcohol and such inebriants, tobacco and tobacco products etc. in any form.

Roles and Responsibility of Anti- Sexual harassment committee:

- To ensure provision of a work and educational environment that is free from sexual harassment (Sexual harassment is defined by law from the perspective of the person who feels they have been harassed and it occurs if the person who feels they have been harassed feels offended, humiliated, or intimidated by the conduct and it is reasonable, in all the circumstances that the person who feels they have been harassed would feel offended, humiliated or intimidated).
- 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 favors 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
- Obtain high level support from the chief operating officer and Principal & Director for implementing a comprehensive strategy:
- Providing information to all staff and students about what constitutes sexual harassment and about their responsibility not to sexually harass other staff and students

Providing information and training to managers, supervisors and staff conducting teaching and learning activities on meeting their responsibilities in relation to

maintaining a work and study environment free from sexual harassment.

- Develop a written policy which prohibits sexual harassment. The Institution shall have a Sexual Harassment Policy. The policy outlines the Institute's key commitments and legal responsibilities and provides a definition of sexual harassment and behaviors that are not acceptable.