

Policy Document

Zero Tolerance to Sexual Harassment and Gender Discrimination



**Centre of Excellence
Government College Sanjauli, Shimla
Himachal Pradesh**

Introduction

Our college recognizes that sexual harassment and gender discrimination are pervasive problems that negatively impact our community. Sexual harassment and gender discrimination undermine the safety, dignity, and equality of our students, staff, and faculty. We are committed to creating a safe and inclusive environment where everyone is treated with respect and dignity. Therefore, we have developed a policy of zero tolerance towards sexual harassment and gender discrimination in all its forms.

Policy Statement

Our college is committed to providing a safe and inclusive environment free from sexual harassment and gender discrimination. We recognize that sexual harassment and gender discrimination are serious violations of human rights that undermine the dignity, safety, and equality of individuals in our community. Therefore, we have developed a policy of zero tolerance towards sexual harassment and gender discrimination in all its forms.

Sexual Harassment: Any unwelcome sexual behaviour that creates an intimidating, hostile, or offensive environment. It includes physical, verbal, or non-verbal conduct of a sexual nature, such as unwanted touching, comments or jokes of a sexual nature, displaying sexually suggestive images, or making sexual advances. Sexual harassment can occur between individuals of the same or different genders, and can occur in any context, including in person or online.

Gender Discrimination: Our college also recognizes that gender discrimination is a serious problem that undermines the equality and dignity of individuals in our community. Gender discrimination refers to any unequal treatment based on gender, including discrimination based on gender identity or expression. This includes denying opportunities or benefits to individuals based on their gender, as well as creating a hostile or offensive environment based on gender.

Legal Provisions

The college's policy on sexual harassment and gender discrimination is consistent with the following legal provisions:

- The Vishaka Guidelines, issued by the Supreme Court of India in 1997;
- The UGC's Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses;
- The University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

Women Cell and Prevention of Sexual Harassment (POSH) Committee

The college will have a Women Cell and Prevention of Sexual Harassment (POSH) Committee responsible for implementing the college's policy on sexual harassment and gender discrimination. The Women Cell will be headed by a senior woman faculty member of the college. The POSH Committee will be made up of representatives from the college administration, faculty, and students.

The mandate of the Women Cell and POSH Committee will be to provide a variety of services relating to sexual harassment and gender discrimination. These activities will be divided in two broad categories:

- Prevention of Sexual Harassment and Gender Discrimination, including providing information and resources, and sensitization about sexual harassment and gender discrimination
- Remedies for Sexual Harassment and Gender Discrimination, including counseling and support, and support in the complaint process

The Women Cell and POSH Committee are committed to creating a safe and inclusive environment for all students, faculty, and staff. All stakeholder will be encouraged to contact and consult contact the Women Cell or POSH Committee in case of questions or concerns about sexual harassment or gender discrimination in the College.

The names and contact information of Women Cell or POSH Committee members will be prominently displayed on the College website as well as at prominent places in the College campus.

Prevention of Sexual Harassment

- The prevention of sexual harassment is an important part of our commitment to creating a safe and inclusive environment. The preventive framework will include:
- Sensitization and training to all employees and students on the prevention of sexual harassment and gender discrimination along with the procedures for reporting and addressing complaints. Focus area of sensitization and training will include topics such as:
 - identifying sexual harassment;
 - identifying gender discrimination;
 - the impact of gender discrimination on individuals and the community;
 - the impact of sexual harassment on individuals and the community;
 - strategies for preventing sexual harassment; and
 - strategies for preventing gender discrimination.
- In addition to training, the college will also take steps to create a culture of respect and inclusion. This includes promoting respectful communication, addressing stereotypes and biases, and encouraging open and honest dialogue about issues related to gender and sexuality.
- The college will also provide resources and support services to individuals who have experienced sexual harassment or gender discrimination.

Reporting Sexual Harassment and Gender Discrimination

We encourage all members of our community to report incidents of sexual harassment/gender discrimination. Reports can be made to any staff member or faculty member, and will be treated with sensitivity and respect. Complaints can also be made anonymously if desired.

Complaint Procedure

- **Who can file a complaint:** Any student, faculty member or personnel from the college administrative staff, who believes that they have been the victim of sexual harassment or gender discrimination is encouraged to report the incident.
- **To Whom:** A complaint can be addressed to either the POSH Committee or any individual member of the Post Committee.
- **How:** A complaint can be made in person, through email or in writing.
- **Confidentiality:** All complaints of sexual harassment and gender discrimination will be handled in a confidential manner to the extent possible. All members of the Committee, including the Coordinator, will take all necessary steps to protect the confidentiality of the complainant and the respondent.
- **Protection of Complainant:** The college will also take steps to ensure that the complainant is protected from retaliation or further harassment.

Remedies

The college takes allegations of gender discrimination seriously and will take appropriate action against individuals who engage in such behaviour.

- Upon receipt of a complaint, the college will initiate an investigation into the incident. The investigation will be conducted by a complaints committee, which will be composed of three members. The committee will be trained in the procedures for handling complaints of gender discrimination and will be independent of the parties involved in the complaint.
- The investigation will be conducted in a prompt and confidential manner. The complainant and the accused will have an opportunity to present evidence and witnesses to the committee. The committee will make a determination as to whether an offence has been committed based on a preponderance of the evidence. If the committee determines that an offence has occurred, it will recommend appropriate action to the College.

Sanctions for Sexual Harassment/Gender Discrimination

Sanctions for gender discrimination may include:

- Counselling
- Disciplinary action
- Termination of employment
- Expulsion from the college

Conclusion

Our College is committed to providing a safe and inclusive environment for all students, faculty, and staff. This policy is intended to prevent sexual harassment and gender discrimination and to ensure that all members of the college community are treated with respect.


In addition to the above, the college will take the following steps to prevent sexual harassment and gender discrimination:

Create a culture of respect and inclusion. The college will promote a culture of respect and inclusion by providing training on sexual harassment and gender discrimination to all members of the college community. The college will also create opportunities for dialogue and discussion on these issues.

Provide resources for victims of sexual harassment and gender discrimination. The college will provide resources for victims of sexual harassment and gender discrimination, including counseling, support groups, and legal assistance.

Hold perpetrators accountable. The college will hold perpetrators of sexual harassment and gender discrimination accountable, up to and including expulsion from the college.

The college is committed to creating a safe and inclusive environment for all.


Principal
Govt. College Sanjauli
Shimla-06
GOE, Govt. College
Sanjauli, Shimla-6

ZERO TOLERANCE TO RAGGING

If an individual or a group gives Mental/Physical Torture to a new Student, Because of which He/She is afraid to pursue His/Her studies in a congenial academic atmosphere.

"IT SHALL BE TREATED AS RAGGING"

WARNING
RAGGING IS A CRIME



IN CASE OF EMERGENCY

Students Can

COLLEGE OFFICE : 0177-2640382

PRINCIPAL : (M.) 94184-74124

COORDINATOR (M.) 94183-10988

CONVENOR (anti ragging) (M.) 94184-88292

WOMEN CELL AND PREVENTION OF SEXUAL HARASSMENT COMMITTEE

- 1. Mrs. Bharti Bhagra (Convenor), 94183-10988**
- 2. Sh. Rajesh Dhorta, 98160-57188**
- 3. Dr. Ram Lal Sharma, 94184-55488**
- 4. Mrs. Manisha Kohli, 94183-82473**
- 5. Dr. Kamna Mehendru, 94181-60034**
- 6. Dr. Sandhya Sharma, 98169-67019**

CENTRE OF EXCELLENCE
GOVERNMENT COLLEGE SANJAULI, SHIMLA-6

SEXUAL HARASSMENT AT THE WORKPLACE

What is Sexual Harassment?

Sexual harassment is engaging in a course of vexatious comments or conduct that is known or ought to be known to be unwelcome, based on the prohibited grounds of sex, sexual orientation, gender identity, and gender expression. In some cases, one incident could be serious enough to be sexual harassment.

Sexual Harassment includes, but is not limited to:

- Asking for sex in exchange for a benefit or a favour
- Degrading words and comments
- Degrading pictures or objects
- Making unnecessary physical contact, including unwanted touch
- Calling people sex-specific derogatory names
- Repeatedly asking for deals, and not taking "no" for an answer
- Making sex-related comments about a person's physical characteristics or actions.
- Saying or doing something because you think a person does not conform to sex-role stereotypes
- Posting or sharing pornography, sexual pictures or cartoons, sexually explicit graffiti, or other sexual images (including those online)
- Cracking sexual jokes
- Bragging about sexual prowess
- Refusing to refer to a person by their self-identified name or personal pronoun
- Requiring a person to prove their gender

Employer's Responsibility

- Create a safe and respectful work environment
- Develop a policy and procedures to address harassment
- Promptly and appropriately respond to issues as they arise
- Educate managers about their roles and responsibilities
- Ensure that senior managers lead by example



If it happens to you

- Remember it's not your fault
- Talk to someone you can trust
- Document incidents
- Learn about your rights and options for getting the behaviour to stop

Your options for resolution

- If it is safe and if you are comfortable, speak to harasser
- Speak to your seniors, mentor or teacher
- Go to the next person in authority if the harassment continues
- Make a formal complaint
- If you are threatened or assaulted, contact the police

If it happens to someone else

- Object when you see sexual harassment-- Tell the person this behaviour is not okay
- Educate yourself on the issue
- Support friends and co-workers who disclose they've been sexually harassed
- Respect whatever choice the person makes
- Request that your organization develops clear policies and procedures on the matter.

धूम्रपान रहित

क्षेत्र।



यहाँ धूम्रपान
करना एक
अपराध है।

उल्लंघन करने पर 500/- रुपये तक

जुमाना किया जाएगा।

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यहाँ धूम्रपान
करना एक
अपराध है !

उल्लंघन करने पर 500/- रुपये तक

जुर्माना किया जाएगा !

DON'T RAG

ALSO DON'T BE A MUTE WITNESS TO RAGGING

WHAT IS RAGGING

ANY ACT RESULTING IN:-

- Mental / Physical / Sexual Abuse.
- Verbal Abuse.
- Indecent Behaviour.
- Criminal Intimidation / Wrongful Restraint.
- Undermining Human Dignity.
- Financial Exploitation
- Extortion
- Use of Force.

Each of the Above is a Criminal Offence

A STUDENT INVOLVED IN RAGGING CAN BE:-

- Expelled from the Institution.
- Banned from the Mess / Hostel
- His / Her Scholarship Can Be Withdrawn.
- Debarred from Examination.
- Denied Admission To Any Institution.
- Prosecuted For Criminal Action.
- Institutions Have Been Asked To File F.I.R. With Local Police Against Those Who Rag / Abet Ragging.

Join Hands to Make Your Campus Ragging Free

Contact No. (0) 0177-2640332

Principal

आप कैमरे की
नज़र में है।

YOU ARE UNDER ELECTRONIC
SURVEILLANCE

तम्बाकू मुक्त शिक्षण संस्थान

इस शिक्षण संस्थान के 100 गज (300 फुट) के दायरे में किसी भी तरह के तम्बाकू उत्पाद बेचना कानूनन (कोटपा-2003 की धारा 6-बी के अन्तर्गत) अपराध है।

उत्प्रेषणकर्ता को 500/- रु तक का जुर्माना किया जाएगा

आदेशानुसार

शिक्षण संस्थान के मुख्य का नाम: दीक्षा मल्होत्रा

शिक्षण संस्थान का नाम: राजकीय महाविद्यालय, संजौली, शिमला-6

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ALSO DON'T BE A MUTE WITNESS TO RAGGING

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- Indecent Behaviour.
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- Exor.
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A STUDENT INCURRING

RAGGING CAN BE

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शिक्षण संस्थान का नाम: राजकीय महाविद्यालय, संजौली, शिमला-6