

ANTI-SEXUAL HARASSMENT CELL

Policy:

The Anti-Sexual Harassment cell at Nagarjuna College of Management Studies was formed in order to avert the occurrence of Sexual Harassment that affects the mind and environment of the students within the institution. The Cell has formulated strict rules and regulations for the students to avoid actions that disturb the mental peace of the students and employees helps to build a friendly environment and co-exists peacefully.

As per Indian Judiciary, Sexual Harassment is defined as

As per POSH Act, sexual harassment include any unwelcome sexually determined behavior, verbal or non –verbal whether directly or by implications, such as physical contact and advances, demand or request for sexual favors, making sexually colored remarks, showing pornography, or any other any such acts.

The act further clarifies that sexual harassment also includes:

1. Implied or explicit promises of preferential treatment in the institution.
2. Implied or explicit threat about employment related decisions.
3. Implied or explicit threat of unfavorable employment related actions.
4. Interference with work or creating an intimidating or hostile work environment.
5. Humiliating treatment that is likely to affect the employee's health or safety.

Declaration of Policy

Nagarjuna College of Management Studies, shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, ensures the full enforcement of "Fundamental Rights" under articles 14, 15, 19(1) (g) and 21 of the Constitution of India, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful. Some of the unlawful acts are as follows:

1. Any student or employee conducts verbal or physical threats.
2. Any act of Insulting, abusive, embarrassing or patronizing behavior or comments.
3. Any sign of offensive gestures, language, rumors, gossip or jokes.
4. Any conduct of humiliating, intimidating, demeaning and/ or persistent criticism and open hostility.

5. Any act of making student or employee to Isolation or exclusion from normal work or study place.
6. Any act of Publishing, circulating, displaying pornographic, racist sexually suggestive or otherwise offensive pictures or other materials.
7. Any conduct of unwanted physical contact, ranging from an invasion of space to a serious assault.
8. Any conduct of eve-teasing and unsavory remarks, jokes causing or likely to cause awkwardness or embarrassment.
9. Any act of gender based insults or sexist remarks.
10. Any conduct of unwelcome sexual overtone in any manner such as over phone, emails, Social Media etc.
11. Any act of touching or brushing against any part of the body and the like
12. Any act of displaying offensive or derogatory pictures, cartoons, pamphlets or sayings.
13. Any act of forcible physical touch or molestation.
14. Any conduct of physical confinement against once will and any other act likely to violate once privacy will be dealt with serious steps.

VISION

We envision a safe environment and protection against sexual harassment of women and men and to ensure gender equality.

MISSION

1. To provide a secure environment - free of gender-based discrimination.
2. To ensure equal access to all facilities and participation in activities of the college.
3. Prevention and redressal of sexual harassment cases and other acts of gender based violence in the institution.
4. Implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.

Objectives:

1. To raise awareness about Anti-sexual harassment awareness and its effects on the behavior of the students and employees.
2. To prevent and address incidents of sexual harassment.
3. Creating a safe and supportive environment for students and employees.

Scope

This policy applies to the students, faculty members, administrative staff and any member associated with NCMS College. All the persons, at every level, will be subject to discipline, up to and including discharge or dismissal, for the violation of this policy. Any person employed or

not of any designation and students is prohibited from sexually harassing anyone both on and off-campus and during or out of work/academic hours.

Anti Sexual Harassment Committee (ASHC)

The members of the committee shall carry out the functions that are relevant within the scope of the Anti Sexual Harassment Committee (ASHC) policy by continuously contributing, monitoring and enforcing the guidelines drawn by the All India Council for Technical Education (AICTE), New Delhi.

Composition:

1. Principal
2. Two senior members (T & NT)

Functions

1. Provide a confidential platform for individual to report incidents.
2. Conduct workshops, seminars, and campaigns to raise awareness about sexual harassment.
3. Receive and register complaints of sexual harassment, if any.
4. Provide emotional and psychological support to victims of sexual harassment.

Punishments

1. Cancellation of admission.
2. Suspension from attending classes.
3. Withholding/withdrawing scholarships/fellowships and other benefits.

Meetings: Thrice a year or as per the requirement.



PRINCIPAL

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NAGARJUNA COLLEGE OF MANAGEMENT STUDIES

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