



Yogoda Satsanga Palpara Mahavidyalaya

NAAC Accredited (B-Grade) and NCTE Recognized (B.Ed. and M.Ed Courses)
affiliated to

Vidyasagar University, Midnapore and WBUTTEPA, Kolkata, (Govt. of West Bengal)

At + P.O : Palpara, Dist : Purba Medinipur, PIN Code – 721458, West Bengal, India

Date:12.09.2019

Policy Document for

Zero Tolerance to Sexual Harassment and Gender Discrimination

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.

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 in line with the following legal provisions:

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- The Vishaka Guidelines, issued by the Supreme Court of India in 1997;
- The UGCs 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/Anti Sexual Harassment Cell

The College has a Women Cell/Anti- Sexual Harassment Cell (WC/ASHC) responsible for implementing the college's policy on sexual harassment and gender discrimination. The Women Cell is headed by a senior woman faculty member of the college. The Anti-Sexual Harassment Cell (ASHC) as per the Prevention of Sexual Harassment (PoSH) Act, officially known as the "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013" is made up of representatives from the college administration, faculty, and students.

The mandate of the WC/ASHC is 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 services and support in the complaint process.

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

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



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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 sexual harassment on individuals and the community
 - the impact of gender discrimination 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 urge everyone in our community to report instances of gender discrimination/sexual harassment. Any teacher or staff person will be receptive to reports, and they will be handled with tact and dignity. If requested, anonymous complaints may also be submitted.

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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 victims of sexual harassment or gender discrimination is encouraged to report the incident.
- **To Whom:** A complaint can be addressed to either the ASHC or any individual member of the PoSH Committee through Email or weblink (<https://docs.google.com/forms/d/e/1FAIpQLSfGpu4rrx5coySOmWIHNNspGiJpvFEyo7hLo2nkd0COpyfkuQ/viewform>) 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 Convenor, 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 an Inquiry 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



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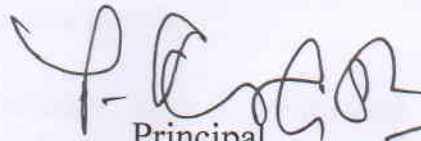
committee determines that an offence has occurred, it will recommend appropriate action to the College.

Penalties for Sexual Harassment or Gender Discrimination:

Penalties for gender discrimination may include:

- ✓ Counseling
- ✓ Disciplinary action
- ✓ Termination of employment
- ✓ Expulsion from the college

By order of the G.B.


Principal 12/09/2019

Yogoda Satsanga Palpara Mahavidyalaya

Principal
Y.S. Palpara Mahavidyalaya