



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

Annexure I

Policy of the Anti-Sexual Harassment Committee/Women's Cell

Effective Date: 05/09/2018

Introduction:

The Anti-Sexual Harassment Committee, serving as the Women's Cell, is dedicated to fostering a safe and respectful environment within [College Name], located in the rural area of East Midnapore, West Bengal. This policy underscores our commitment to preventing and addressing sexual harassment, supporting victims, and cultivating a culture of dignity and respect for all members.

Policy Statement:

1. Scope:

This policy applies to all members of the Yogoda Satsanga Palpara Mahavidyalaya, Palpara, Purba Medinipur, West Bengal, 721458, including students, faculty, staff, and visitors.

2. Definition of Sexual Harassment:

Sexual harassment is defined as any unwelcome conduct of a sexual nature that creates a hostile, intimidating, or offensive environment. This includes but is not limited to verbal, non-verbal, or physical conduct.

3. Zero Tolerance:

Y.S. Palpara Mahavidyalaya maintains a zero-tolerance stance towards sexual harassment in any form. All reports will be treated seriously and addressed promptly and impartially.

4. Committee Structure:



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The Anti-Sexual Harassment Committee and Women's Cell will comprise members appointed from diverse sections of the college, ensuring representation from faculty, staff, and student bodies. It will also include an external member.

5. Prevention and Awareness in the Rural Context:

The committee will organize awareness programs tailored to the rural context, including workshops, campaigns, and outreach activities to educate the community about the prevention of sexual harassment, recognizing it, and reporting procedures.

6. Reporting Mechanism:

Multiple reporting mechanisms will be established, including a confidential complaint box, designated committee members, and an accessible online reporting system. Efforts will be made to ensure the ease of reporting in the rural setting.

7. Confidentiality:

The committee is committed to maintaining the confidentiality of the complainant and the accused to the extent permitted by law, taking into consideration the close-knit nature of the rural community.

8. Investigation and Resolution:

All complaints will be investigated promptly, impartially, and fairly. Disciplinary action, if warranted, will be taken based on the severity of the offense, considering the rural context.

9. Support Services:

The committee will provide culturally sensitive support services, including counseling and legal assistance, to victims of sexual harassment in the rural setting.

10. Non-Retaliation:

Y.S. Palpara Mahavidyalaya strictly prohibits retaliation against individuals who report incidents of sexual harassment or participate in investigations.

11. Community Engagement:



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The committee will actively engage with the rural community through outreach programs, ensuring that the policies and support services are effectively communicated and understood.

12. Review and Revision:

This policy will be reviewed regularly to ensure its effectiveness and may be revised based on changing circumstances, legal requirements, or emerging best practices, taking into account the rural context.

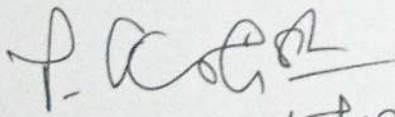
Acknowledgment:

By becoming a member of Yogoda Satsanga Palpara Mahavidyalaya, each individual agrees to adhere to and uphold this Anti-Sexual Harassment Committee and Women's Cell Policy.

Enforcement:

Violations of this policy will result in disciplinary action, which may include counseling, training, suspension, termination, or other appropriate measures.

Approved by:


5/09/2018

Date: 05/09/2018

Principal
Y.S. Palpara Mahavidyalaya