



Office-Principal

Govt. Jagannath Munnalal Choudhary Mahila Mahavidyalaya, Mandla, Madhya Pradesh



Towards Excellence...

Phone/Fax: 07642-252536

Email: hegjcman@mp.gov.in

Website: <http://www.gimcgirlscollegemandla.in>

AISHE Code: C-33429

College Code: 3502

Prevention of Harassment and Discrimination Policy

All members of the college community have a Right to Work, study and live in an environment that is free from any form of sexual violence and/or sexual misconduct. This Policy and its related Sexual Violence and Misconduct Procedures set out the way in which the college addresses sexual violence and/or misconduct. It encourages due diligence in the prevention of sexual violence and/or misconduct, ensures that those affected by sexual violence and/or misconduct are believed when they seek support from the college and are appropriately accommodated. This Policy ensures that the college has a fair and reasonable investigation process that protects the rights of all individuals and holds individuals who have committed an act of sexual violence and/or misconduct accountable. It is this Policy's intention to make individuals feel comfortable about making a report and/or filing a formal complaint in good faith about sexual violence and/or misconduct that they have experienced or witnessed.

Scope:

This Policy applies to incidents of sexual violence that occur on college property that involve a member of the college community. This includes incidents of sexual misconduct by employees of the college.

This Policy sets out, in part, the college's rules with respect to sexual misconduct committed by an employee against a student or students, as well as potential disciplinary measures that may be imposed against any employee who has committed an act of sexual misconduct in contravention of this Policy.

This Policy also applies to incidents of sexual violence involving a member of the college community, including incidents of sexual misconduct by an employee of the college, that occur off college property at any college-sanctioned program or event that may or may not pose a subsequent risk to the safety of college community member or at any time (i.e., non-sanctioned program/event or general course of life) and that pose a subsequent risk to the safety of college community members while on college property or which are sufficiently linked to and affect the college community. Nothing in this Policy limits or proscribes the response of the college where it receives an allegation or complaint that an employee of the college committed an act of sexual misconduct toward a student of the college. It is within the college's sole discretion to impose a disciplinary measure that it deems fit. However, for added clarity, this Policy sets out examples of disciplinary measures that may be imposed for contravention of the Policy with respect to sexual misconduct committed by an employee toward a student of the college. The determination of the appropriate level of discipline shall be made in accordance with any policies or procedures relating to the discipline of the college's employees.

Nothing in this Policy is intended to discourage, prevent or preclude an individual from filing a report and/or complaint under any other college policy and/or initiating legal action (civil or criminal) or exercising any other legal rights.

This Policy relates to acts of sexual violence and misconduct. Issues of sexual harassment or discrimination and other related misconduct shall also be reviewed/managed under this policy, and cross-referenced when required with the College's Harassment, Discrimination and Violence Prevention Policy and Procedures.

This Policy should also be read in conjunction with other college policies, guidelines or standards, including but not limited to the Sexual Violence and Misconduct Procedures. Other relevant policies, guidelines and standards have been set out below.

Focus points of the policy are: -

1. A committee to be constituted to deal with the complaints of sexual harassment.
2. “**Visakha Guidelines**” are adopted to from the noun for the policy.
3. To provide a natural confidential and supportive environment for women in the campus.
4. Separate and meaningful discussion with student, teaching and non-teaching staff to analysis the outreach of this committee.
5. Various awareness programme like counselling, workshop seminar be conducted to promote about sexual harassment.

