



GURU NANAK COLLEGE BUDHLADA

Under the Management of Shiromani Gurdwara Parbandhak Committee, Sri Amritsar Sahib

NAAC - SSR - Cycle - II

Mechanism to Handle the Cases of Sexual Harassment

As our Guru Nanak College is dedicated to imparting value-based quality education to students and to providing a safe and secure environment that is free of violence and harassment, therefore, an Anti-Sexual Harassment Cell has been established as per the guidelines issued by UGC, NAAC, and Supreme Court. This cell is committed to preventing sexual harassment and abuse and also to providing a healthy and compatible environment for all staff members and students of the college. The cell has well-developed the objectives of sexual harassment to uphold the zero-tolerance policy regarding sexual harassment so that every staff member and student feels safe, happy, and supported. To achieve gender equality and to prevent sexual harassment various activities like guest lectures, webinars, seminars, awareness campaigns, orientation programs, and poster-making competitions are organized by the cell.

Meaning of Sexual Harassment:

Under the Act of 2013(Prevention, Prohibition, and Redressal), the meaning of sexual harassment includes any one or more of the following unwelcome acts or behavior, whether directly or indirectly:

1. Physical contact and advances
2. A demand or request for sexual favors
3. Making sexually colored remarks
4. Showing pornography
5. Any other physical, verbal, or non-verbal conduct of a sexual nature

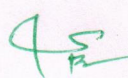
Hence these acts of sexual harassment create an intimidating environment.

Objectives:

1. To facilitate a safe, supportive and confidential environment for all staff members and in the college.
2. Promote awareness about sexual harassment through various educational activities this creates a safe and compatible campus environment.
3. To ensure fair and empathetic support services to the victimized in a time-bound manner.
4. To take strict action and relevant punitive action against the guilty or violators.
5. Implementation of written complaints through proper procedure.

As per the "Vishaka Guidelines" issued by the Supreme Court of India in 1997 regarding sexual harassment in workplace and as per the circulars of University Grants Commission (UGC) issued since 1998 to all the universities to establish a permanent cell in order to develop guidelines to conflict sexual harassment, an Anti Sexual Harassment Cell has been established by the college to prevent sexual harassment and to provide a healthy environment for girl's students of the college.

Following measures are taken by the cell to prevent any case of sexual harassment:


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1. CCTV cameras have been installed at the focal points.
2. Separate lawn and common room have been earmarked for the girls.
3. College provides transport facility to only Girls to give them safe environment.
4. Dedicated transport facility with CCTV surveillance is provided to female students.
5. Security at the college entry gate and in the girls' hostel has been ensured.
6. Every teacher is assigned proctorial duty to keep a close eye on the students.
7. Awareness about the cell and its guidelines, preventing is provided time to time.

COMPOSITION OF ANTI SEXUAL HARASSMENT CELL

Mechanism to be followed by the Cell:


Female or male students must make a complaint of sexual harassment to the anti sexual harassment cell. Complaints should be submitted written way to any members of cell. Normally a complaint should be lodged within a week after the incident, but in special circumstances the time limit for the submission of complaint may be extended to a month.

1. When complaint is received by the cell then the members of cell meet.
2. Complaints should be taken up by the cell for resolution through counseling as possible. Later them after two days the accused shall be given opportunity to present and defend their cases.

Following disciplinary action could be initiated in the form of:

1. Warning
2. Written
3. Bond of good behavior
4. Denial of re admission
5. Dismiss
6. Suspension

(Dr. Kuldip Singh)
Principal


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