



ANTI-SEXUAL HARASSMENT POLICY

Al Jamia Arts and Science College Perinthalmanna has adopted a zero-tolerance policy towards any form of disrespect and exploitation of women. The college is fully committed to fostering a welcoming and supportive atmosphere that enables students, teachers and non-teaching staff to collaborate without fear of violence, harassment, exploitation, or intimidation. This commitment extends to combating all types of gender-based violence, sexual harassment, and discrimination. It is the responsibility of every member to uphold the right to freedom of expression and association while actively promoting gender equality and opposing all forms of gender discrimination and violence. The ICC is also responsible for raising awareness about sexual harassment and gender-based violence and conducting training programs for employees and students to prevent such incidents. The ICC also monitors the implementation of policies related to preventing sexual harassment and gender-based violence in the institution.

POLICY AND REGULATIONS OF THE COMMITTEE

Create awareness among the staff and students on the issue of sexual harassment, its consequences, and the legal provisions to prevent it.

- ❖ Establish a mechanism for receiving and addressing complaints of sexual harassment.
- ❖ ICC should define the procedure for filing a complaint of sexual harassment, which should be in line with the provisions of the Act.
- ❖ The ICC should carry out an inquiry into the complaint and submit a report to the management.
- ❖ The ICC should recommend appropriate action against the perpetrator of sexual harassment, which may include warning, suspension, termination, or any other penalty as per the provisions of the act.
- ❖ The ICC should provide support and assistance to the complainant during the enquiry process.
- ❖ The ICC should ensure the confidentiality of the complaint and identify the complainant and perpetrator.
- ❖ The ICC should submit an annual report to the management on the complaints received, the inquiry process, and the action taken against the perpetrators.

OBJECTIVES

- ❖ To prevent and address cases of sexual harassment and gender-based violence within the institution.

- ❖ To create awareness among members of the institution about sexual harassment and gender-based violence and its impact.
- ❖ To provide a safe and secure environment for women employees and students.
- ❖ To ensure that complaints of sexual harassment are dealt with in a timely, sensitive and confidential manner.
- ❖ To take appropriate action against the offenders in case of any complaint received by the ICC.
- ❖ To create a culture of gender sensitivity and respect within the institution.
- ❖ To establish a grievance redressal mechanism for women employees and students in the institution.
- ❖ To promote gender equality and non-discrimination based on gender within the institution.
- ❖ To encourage women employees and students to come forward and report any incident of sexual harassment or gender-based violence without fear of retaliation or victimization.

COMPLAINT REGISTRATION

“Complaint Box” has been placed near the office for dropping the grievance letter, ensuring anonymity and confidentiality for the complainant.



Al Jamia Arts and Science College,
Perinthalmanna

