



ANTI-SEXUAL HARASSMENT POLICY



**NALBARI COLLEGE, NALBARI
ASSAM**

Policy Document

Nalbari College

Anti-Sexual Harassment Policy

1. Introduction

Nalbari College is devoted to cultivating a safe and inclusive environment for all students, faculty, and staff. Sexual harassment is unequivocally proscribed and will not be condoned under any circumstances. This policy elucidates the definition of sexual harassment, delineates preventative measures, establishes reporting mechanisms, and articulates the procedures for addressing grievances. Through this comprehensive approach, we aim to uphold a respectful and secure educational milieu for the entire college community.

2. Definition of Sexual Harassment

Sexual harassment includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, academic standing, or participation in college activities.
- Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual.

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment.

Examples of sexual harassment include, but are not limited to:

- **Unwelcome Physical Contact:** Touching, groping, or any other form of physical assault.
- **Sexually Suggestive Remarks:** Making offensive remarks, jokes, or comments of a sexual nature.
- **Displaying Explicit Materials:** Showing or sharing sexually explicit materials such as pictures, videos, or texts.
- **Unwanted Communications:** Sending inappropriate emails, messages, or notes with sexual content.
- **Intimidating Behavior:** Making lewd gestures, using suggestive body language, or staring in a manner that makes the other person uncomfortable.

3. Objectives

The primary objectives of this policy are:

- **Prevention:** To proactively prevent the occurrence of sexual harassment by raising awareness and promoting a culture of respect and dignity.
- **Response:** To ensure that any incidents of sexual harassment are addressed promptly, fairly, and sensitively.
- **Support:** To provide a robust support system for victims of sexual harassment, ensuring their well-being and safety.

4. Preventive Measures

To ensure a harassment-free environment, Nalbari College has implemented the following preventive measures:

- **Awareness Programs:** Conduct regular workshops, seminars, and awareness campaigns to educate the college community about sexual harassment, its impact, and the consequences.
- **Orientation Sessions:** Integrate detailed information about the anti-sexual harassment policy into the orientation programs for new students, faculty, and staff.
- **Code of Conduct:** Establish and communicate a clear code of conduct that outlines acceptable behavior and the consequences of policy violations.
- **Anti-Sexual Harassment Committee:** Form a dedicated committee responsible for overseeing the implementation of the policy and addressing complaints.

5. Anti-Sexual Harassment Committee

- **Composition:** The committee will include faculty members, administrative staff, and student representatives. It will ensure balanced representation of men and women to handle complaints impartially.
- **Responsibilities:** The committee's key responsibilities include:
 - Promoting awareness of the anti-sexual harassment policy across the college.
 - Receiving and addressing complaints of sexual harassment.

- Conducting thorough investigations and making recommendations based on findings.
- Organizing training and sensitization programs to foster a respectful campus culture.

6. Reporting Mechanism

Students, faculty, and staff are encouraged to report any incidents of sexual harassment through the following confidential channels:

- **Helpline:** A dedicated helpline number [7002671159] is available for reporting incidents.
- **Email:** Complaints can be sent to [nalbaricollegel945@gmail.com] for confidential reporting.
- **Complaint Boxes:** These are placed at various locations around the campus for anonymous submissions.

7. Inquiry and Disciplinary Actions

Upon receiving a complaint, the Anti-Sexual Harassment Committee will conduct a comprehensive and impartial inquiry:

- **Inquiry Process:** The committee will complete the inquiry within 90 days, ensuring that all parties are heard and evidence is thoroughly examined.
- **Disciplinary Actions:** Depending on the severity of the incident, disciplinary actions may include:

- A formal apology from the perpetrator.
- Mandatory counseling sessions.
- Issuance of a written warning.
- Suspension or expulsion from the college.
- Termination of employment for staff or faculty.
- Legal action in accordance with relevant laws.

8. Support for Victims

Nalbari College is committed to supporting victims of sexual harassment:

- **Counseling Services:** Professional counseling services will be made available to help victims cope with the trauma.
- **Medical Assistance:** Access to medical care will be provided if needed.
- **Academic Support:** Measures will be taken to ensure that the complainant's academic progress is not adversely affected by the incident.

9. Legal Provisions

This policy is in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and other relevant laws. Sexual harassment is a criminal offense under the Indian Penal Code and applicable state laws.

10. Conclusion

Nalbari College is dedicated to maintaining a campus environment that is free from sexual harassment. We urge all students, faculty, and staff to uphold the values of respect, dignity, and mutual understanding. Together, we can ensure a safe and supportive atmosphere for everyone at Nalbari College.

Contact Information:

- **Anti-Ragging Helpline:** [7002671159]
- **Email:** [nalbaricollegel945@gmail.com]
- **Office:** [GPS coordinates: 26.4363° N, 91.4438° E]



A handwritten signature in blue ink, appearing to be "Dr. Kamal Nayan Patowary".

(Dr. Kamal Nayan Patowary)
Principal
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