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S.A.V.V.P. Samiti's

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**SHRI ANNADANESHWAR ARTS, SCIENCE, COMMERCE**



**COLLEGE AND P. G. CENTER, NAREGAL-582119**

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Re-Accredited "B" Grade by NAAC

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## POLICY ON SEXUAL HARASSMENT

A.V.V.P Samiti's Shri Annadaneshwar College is firmly committed to fostering a safe and inclusive environment where students, teachers, and non-teaching staff can collaborate without fear of violence, harassment, exploitation, or intimidation. This commitment extends to eradicating all forms of gender violence, sexual harassment, and gender-based discrimination. We emphasize the right to freedom of expression and association, endorse gender equality, and reject all forms of gender discrimination and violence.

### **Legal Basis**

In an important judgement in August 1997, the Supreme Court of India declared sexual harassment a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and a breach of the "Right to Freedom" under Article 19(1)(g). A subsequent Supreme Court Judgment in January 1999 reinforced the need to eliminate such behavior without compromise, emphasizing its infringement upon the fundamental rights to gender equality and the right to life and liberty. In response, our college, affiliated with a university, has made the following mandatory:

1. Formation of an anti-sexual harassment cell with a minimum of two senior women faculty members.
2. Adoption and public dissemination of an anti-sexual harassment policy.
3. Submission of an affidavit by each college declaring the adoption of this policy and the operation of the anti-sexual harassment cell.

## **DEFINITION OF SEXUAL HARASSMENT**

Sexual harassment, for our purposes, encompasses unwelcome sexually determined behavior, whether explicit or implied, including:

1. Physical contact and advances.
2. Requests for sexual favors.
3. Sexually colored remarks.
4. Display of pornography.
5. Any other unwelcome physical, verbal, or non-verbal sexual conduct.

## **DECLARATION OF POLICY**

A.V.V.P Samiti's Shri Annadaneshwar College values the dignity of all individuals, promotes human resource development, respects human rights, and enforces "Fundamental Rights" under Articles 14, 15, 19(1)(g), and 21 of the Constitution of India. We prohibit all forms of sexual harassment in the realms of employment, education, or training.

## **OBJECTIVES OF THE POLICY**

1. Establish mechanisms to prevent and address sexual harassment and gender-based violence.
2. Implement the policy effectively through proper reporting and follow-up procedures.
3. Ensure a discrimination-free environment with equal access to college facilities and activities.
4. Create a secure physical and social environment to deter sexual harassment.
5. Promote awareness about sexual harassment in its various forms.

## **JURISDICTION**

This policy applies to all complaints of sexual harassment:

1. Made by a member of the institution against another member, whether on or off-campus.
2. Made by an outsider against a college member or vice versa, within the campus.
3. Made by a college member against an outsider outside the campus. In such cases, the Committee will assist the complainant in pursuing the complaint.

### **Composition of the Anti-Sexual Harassment Committee:**

1. Chairperson: A senior woman faculty member.
2. Committee members: Two senior women teaching faculty members, at least one senior male teaching faculty member, one woman administrative staff, one woman class-IV staff, and three nominated female student representatives.
3. Additional members: Principal, a nominated person from the college management, and, subject to acceptance, the Inspector of Police from Gadag Police Station. Also, a parent of a college female student.

### **POWERS OF THE COMMITTEE**

The Committee can:

1. Summon witnesses and request documents or information from any employee or student.
2. Direct individuals to provide documents or information.
3. Retain relevant documents/information.
4. Issue interim directions.
5. Recommend action against those found guilty of sexual harassment, retaliation, or making false charges.

### **FUNCTIONS OF THE COMMITTEE**

#### **PREVENTIVE STEPS:**

1. Foster a safe, harassment-free environment.
2. Promote behaviors that ensure gender equality and equal opportunities.

#### **REMEDIAL STEPS:**

1. Ensure a safe and accessible mechanism for registering complaints.
2. Investigate complaints, provide support to victims, recommend penalties, and take action against harassers as needed.
3. Advise authorities on issuing warnings or involving the law, with the complainant's consent.

4. Seek medical, police, and legal assistance with the complainant's consent.
5. Arrange psychological, emotional, and physical support, including counseling and security, for victims upon request.

  
PRINCIPAL

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CHAIRMAN,  
Chairman  
GOVERNING BODY.  
S. A. COLLEGE, NAREGAL.