



ST. FRANCIS COLLEGE

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Affiliated to Bengaluru City University: Recognized by Govt. of Karnataka & Approved by AICTE

COLLEGE CODE : 1214

POLICY: PREVENTION OF SEXUAL HARASSMENT COMMITTEE

About Committee

The primary key to exert a healthy and safe educational atmosphere is to build the surrounding free from any kind of discrimination and bullying. With this as the first and foremost thought, the Prevention of Sexual Harassment Committee of the College functions to eradicate any kind of sexual abuse. The Committee is well-designed with distinct objectives that are implemented to uphold zero tolerance towards sexual harassment. It addresses every complaint of the students with utmost care and attention and the problem is resolved within the shortest time period possible. The Committee follows a systematic procedure in filing, investigating and resolving the issue and is impartial towards anyone to safeguard the integrity, privacy and rights of every person. The Prevention of Sexual Harassment (POSH) Committee in a college is typically referred to as the Internal Complaints Committee (ICC) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 in India. The committee is responsible for addressing complaints of sexual harassment and ensuring a safe environment for all students and staff

Prevention of Sexual Harassment Policy

The policy of this Committee is to provide protection against sexual harassment, prevent its occurrence, and address complaints related to it, along with any associated matters. The Policy also endeavors to set expectations regarding student's behavior and provide with a framework for reporting concerns.

Objectives

To fulfill the directive of the Supreme Court, as per UGC directives and the Bengaluru City University in respect of implementing policy against sexual harassment in the institution.

1. To frame a well-structured and possibly practical policy to maintain a healthy environment.
2. To understand the root cause of the problem and prevent it from occurring henceforth.
3. To enrich the knowledge of students about what constitutes sexual harassment.
4. Organize awareness programmes and campaigns for the benefit of students on sexual harassment and gender-based discrimination.
5. Ensure that all information pertaining either to complaints registered and the proceedings and findings of any inquiries and/or investigations are kept strictly confidential
6. To avoid any disturbances caused by gender-based discriminations.

What Constitutes Sexual Harassment?

Sexual harassment includes behaviors that directly or indirectly lead to abuse of a person:

- Unwelcome touching
- Staring or leering
- Suggestive comments or jokes
- Intrusive questions about a person's private life or body
- Insults or taunts based on sex
- Sexually explicit physical contact and
- Sexually explicit emails or SMS text messages or any kind of communication.

Activities of Prevention of Sexual Harassment Committee

- To work out details for the implementation of the policy and to prepare a detailed plan of action, both short and long term.
- To immediately attend to the grievances of the students.
- To investigate the case impartially and take action when necessary.
- To periodically modify the policies to suit the present flow of the Committee.

- To create awareness about sexual harassment in professional environment.
- To encourage students to rise complaints without any hesitation in times of crisis.
- To display the functioning of the Cell and to be easily approachable.

Reporting Procedures

• Student who believes they have been subjected to sexual harassment should report to the Prevention of sexual committee.

- The students can report in person or can email at posh.stfranciscollege.edu.in
- The reporting individual will be treated with respect and confidentiality.

Investigation Procedures

- Upon receipt of a report, the college will promptly initiate an investigation.
- The investigation will be conducted by Prevention of sexual harassment committee members.
- The investigator will interview the complainant, the respondent, and any witnesses.
- The investigator will collect and review evidence.
- The investigator will prepare a written report of the findings.

Disciplinary Actions

If the investigation determines that sexual harassment has occurred, the college will take appropriate disciplinary action against the perpetrator.

Disciplinary actions may include


- Warning
- Suspension
- Expulsion
- other appropriate measures

Guidelines for Students

1. Know your rights and college policies.
2. Report incidents of sexual harassment.
3. Be mindful of your behavior and language.
4. Respect others' boundaries.
5. Seek support if you're a victim.
6. Participate in prevention efforts and raise awareness.

Confidentiality:

The College will maintain the confidentiality of all parties involved in a sexual harassment investigation, to the extent permitted by law. However, the college may be required to disclose information to law enforcement or other authorities as necessary.


PRINCIPAL