

B.N.COLLEGE

DHUBRI,

ASSAM

Anti Sexual Harassment Policy





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Anti Sexual Harassment Policy

Preamble

In pursuance of the UGC Circular (1998) B.N. College has established a permanent and functional Anti Sexual Harassment Committee in the campus. The committee is quite vigil on the basic human right of gender equality, sexual harassment and abuse.

The College is committed to ensure a congenial and conducive atmosphere in the campus where the students, teachers and non-teaching staff irrespective of their gender can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. The institution strongly supports gender equality and opposes any form of gender discrimination.

The Committee Composition:

- (a) The Chair of President is to be occupied by a woman senior faculty member of the institution.
- (b) The committee should comprise not less than two woman teaching employees.
- (c) The committee comprises not less than two female students enrolled at the undergraduate / post graduate level in the institution to represent the student community.
- (d) The committee comprises one member of NGO fighting for women's cause.
- (e) The committee comprises one member from the Governing Body of the college.
- (f) The committee also comprises one legal expert to guide the committee on legal perspectives of the matter raised before the committee.

Objectives of the Policy:

- To ensure the function of the committee as per the guideline of UGC and the Court of Justice in letter and spirit to create an academic and work environment that is free of sexual harassment or gender-based discrimination.

- To promote a social and psychological environment that will raise awareness about sexual harassment and its various forms.
- To receive and redress complaints received from any member of the College (including students, staff and outsiders on College premises) alleging sexual harassment by another member(s) of the College.
- To take suo-moto cognizance of any act of sexual harassment / gender-based discrimination in the College campus for facilities in the college and to take appropriate action in this regard.
- To conduct prompt necessary inquiry, investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority.
- To ensure the confidentiality of all information pertaining to complaints / proceedings / findings of inquiries or investigations.

Definition of Sexual Harassment:

All such matters will be considered under Sexual Harassment which are described in the provisions of the law of the land and every such acts as envisaged in such laws will be considered and taken up in the committee as per the rules.

Where any of such act(s) is committed in circumstances where the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or enrolment in the college, such conduct is humiliating and may constitute a health and safety problem for the victim. If the victim has reasonable grounds to apprehend that his / her objection to allow such act(s) to happen would disadvantage him /her in connection with her employment or work or studentship including recruiting or promotion or academics creating a hostile work environment.

Jurisdiction:

The rules and regulations of the policy shall be applicable to all the complaints made concerning sexual harassment:

- by a member of the institution against any other member irrespective of whether the act(s) is alleged to have taken place within or outside the campus.
- by an outsider against a member of the college or by a member of the college against an outsider if the act(s) is alleged to have taken place within the campus.
- by a member of the college against an outsider if the act(s) is alleged to have taken place outside the campus. In such cases the Committee shall recommend that the college authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complainant in relation to the complaint.

