



HENRY BAKER COLLEGE, MELUKAVU

(Affiliated to Mahatma Gandhi University, Kottayam, Kerala)

A Christian Minority Educational Institution

Accredited by NAAC with 'A' Grade

An ISO 9001:2015 Certified Institution

ANTI-SEXUAL HARASSMENT POLICY DOCUMENT

With regard to the Supreme Court Judgement and guidelines, to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars to all the universities, advising them to establish a permanent cell and a committee; to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. Keeping the above guidelines in view Henry Baker College has constituted a Committee against Sexual Harassment.

The College has committed itself to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff 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. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence. The Supreme Court has stated that sexual harassment "is a violation of the fundamental right to gender equality and the right to life and liberty".

Based on these, the college adheres to the following:

1. An anti -sexual harassment cell to be made functional with at least two senior women faculty on the committee
2. Office order regarding the constitution of ICC shall be published in the notice board

DECLARATION OF POLICY

Henry Baker College shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, ensures the full enforcement of fundamental rights and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.

OBJECTIVES OF THE POLICY

To fulfill the objectives of the policy, the following shall be observed:

1. To evolve a mechanism for the prevention and redressal of sexual harassment cases and

other acts of gender-based violence in the institution.

2. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.

3. To provide an environment free of gender-based discrimination.

4. To ensure equal access of all facilities and participation in activities of the college

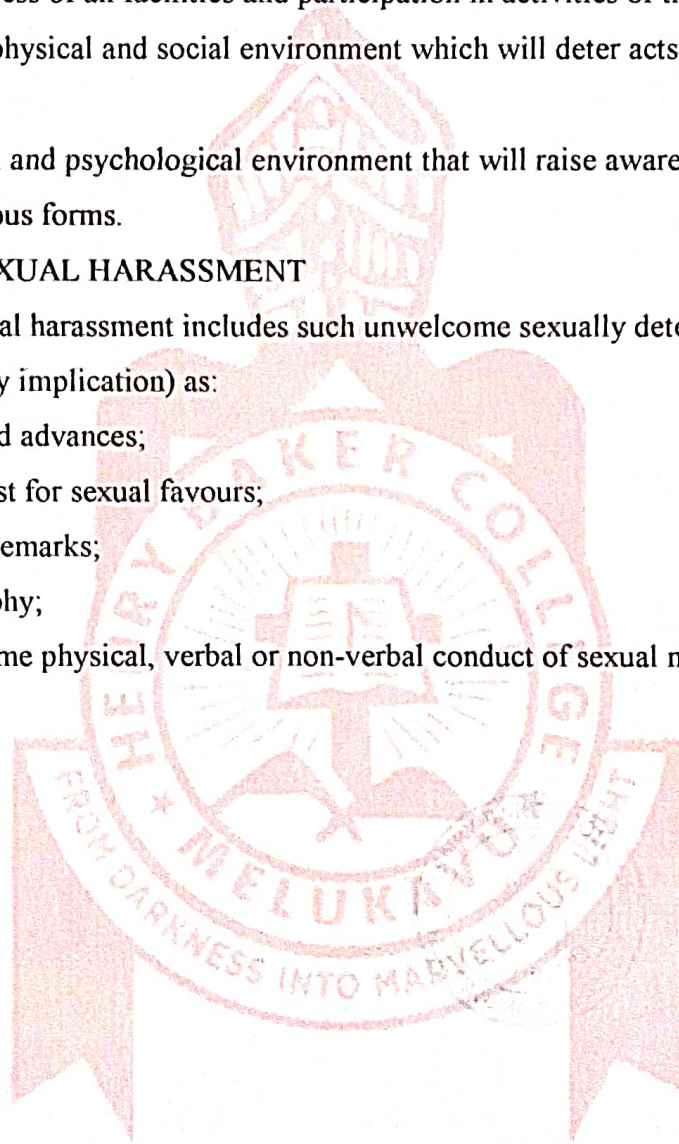
5. To create a secure physical and social environment which will deter acts of sexual harassment

7. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.

DEFINITION OF SEXUAL HARASSMENT

For this purpose, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature



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