



NASRA COLLEGE OF ARTS AND SCIENCE, TIRURKAD

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ANTI SEXUAL HARASSMENT POLICY

Nasra College is committed to molding a generation which safeguards the virtues of gender equality and equity. The institution attempts to uphold the constitutional mandate ensuring the human rights of all those who fall within its jurisdiction. As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Cell was established in Nasra College to provide a healthy and congenial atmosphere to the staff and students of the College. The Cell meets the following objectives:

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- To provide information regarding counseling and support services in our campus.
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.
- To promote awareness about sexual harassment through educational initiatives which encourages and foster a respectful and safe campus environment
- To develop guidelines and norms for a policy against sexual harassment, To develop principles and procedures for combating sexual
- To work out details for the implementation of the policy.
- To prepare a detailed plan of actions, both short and long term.
- To collaborate with the Women's Cell, Nasra College. To organize gender sensitization awareness programs.

Dr. P. Zubair

Principal

Nasra College of Arts and Science

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Definition

According to THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013, sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

Physical contact and advances; or

A demand or request for sexual favors, or

Making sexually colored remarks or

Showing pornography, or

Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Any act falling under the purview of following cases will be considered as an incident of sexual harassment

Why is it important?

Any student/staff member can be a potential victim and hence it's understand how to recognize and deal with sexual harassment.

Potential consequences for a student seen as a harasser-disciplinary action could be in the form period of time, debarring from holding posts such as member of committees or even expulsion. Potential consequence for a staff member seen as a harasser-disciplinary action could be in the form of warning, written apology, stoppage of increment, withholding of promotion, debarring entry into campus, suspension for a specific period of time, debarring from holding posts such as member of committees or even dismissal.

Dr. P. Zubair
Principal
Nasra College of Arts and Science
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Procedure for Approaching Cell

The Cell deals with issues relating to sexual harassment in the college campus. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the Principal, or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.


What to do if you feel you are being sexually harassed?

Know your rights-Sexual harassment is illegal.

Speak up-try telling the person to stop. State clearly and firmly that you want a particular behavior to cease.

Get information and support - If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the College authorities without further loss of time.

Keep records that might be useful for pursuing the case.


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