

**Policy
for
Zero Tolerance to Sexual
Harassment and Gender
Discrimination**



UDAI PRATAP COLLEGE, VARANASI-221002

(An Autonomous Institution Affiliated to Mahatma Gandhi Kashi Vidyapith, Varanasi)

Introduction

Udai Pratap College recognizes that sexual harassment and gender discrimination are pervasive problems that negatively impact our community. Sexual harassment and gender discrimination undermine the safety, dignity, and equality of our students, staff, and faculty. We are committed to creating a safe and inclusive environment where everyone is treated with respect and dignity. Therefore, we have developed a policy of zero tolerance towards sexual harassment and gender discrimination in all its forms.

Policy Statement

Our college is committed to providing a safe and inclusive environment free from sexual harassment and gender discrimination. We recognize that sexual harassment and gender discrimination are serious violations of human rights that undermine the dignity, safety, and equality of individuals in our community. Therefore, we have developed a policy of zero tolerance towards sexual harassment and gender discrimination in all its forms.

Sexual Harassment: Any unwelcome sexual behavior that creates an intimidating, hostile, or offensive environment. It includes physical, verbal or non-verbal conduct of a sexual nature, such as unwanted touching, comments or jokes of a sexual nature, displaying sexually suggestive images, or making sexual advances. Sexual harassment can occur between individuals of the same or different genders, and can occur in any context, including in person or online.

Gender Discrimination: Our College acknowledges that gender discrimination is a grave issue that compromises the equality and worth of every person in our society. Any unfair treatment based on a person's gender is referred to as gender discrimination, including discrimination based on a person's gender identity or expression. This includes denying chances or privileges to people based on their gender, as well as fostering an environment that is unfriendly or insulting.

Legal Provisions:

The college's policy on sexual harassment and gender discrimination is consistent with the following legal provisions:

- The Vishaka Guidelines, issued by the Supreme Court of India in 1997;
- The UGCs Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses;
- The University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

Women Cell and Internal Complaint Committee

The Women Cell (WC) and Internal Complaint Committee (ICC) of the institution will be in charge of carrying out the college's anti-sexual harassment and gender discrimination policy.

A senior female faculty member of the college will serve as the head of the Women's Cell. The University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 shall govern the composition of the ICC.

The mandate of the Women Cell:

- Prevention of Sexual Harassment and Gender Discrimination, including providing information and resources, and sensitization about sexual harassment and gender discrimination
- Remedies for Sexual Harassment and Gender Discrimination, including counseling and support, and support in the complaint process.
- Inform employees and students of the recourse available to them if they are victims of sexual harassment; organise regular orientation or training programmes for students and faculty members, steer the process of settlement or conciliation, etc., with sensitivity;

The mandate of the ICC:

- Proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within the college or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;

- ICC shall be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and prevent sexual harassment on its campus;
- Treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- Treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- Prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

The Women Cell and IIC are committed to creating a safe and inclusive environment for all students, faculty, and staff. All stakeholders will be encouraged to contact and consult contact the Women Cell or ICC in case of questions or concerns about sexual harassment or gender discrimination in the College. The names and contact information of Women Cell and ICC members will be prominently displayed on the College website as well as at prominent places in the College campus.

Prevention of Sexual Harassment

- The prevention of sexual harassment is an important part of our commitment to creating a safe and inclusive environment. The preventive framework will include:
- Sensitization and training to all employees and students on the prevention of sexual harassment and gender discrimination along with the procedures for reporting and addressing complaints. Focus area of sensitization and training will include topics such as:
 - identifying sexual harassment;
 - identifying gender discrimination;
 - the impact of gender discrimination on individuals and the community;
 - The effects of sexual harassment on both people and the community; tactics to stop sexual harassment; and tactics to stop gender discrimination.
- The college will take action to establish an inclusive and respectful culture in addition to providing training. This entails encouraging polite conversation, addressing stereotypes and biases, and fostering an honest and open discussion about topics pertaining to gender and sexuality.

- The college will additionally offer assistance and resources to those who have been subjected to gender discrimination or sexual harassment.

Reporting Sexual Harassment and Gender Discrimination

We urge everyone in the community to report instances of gender discrimination and sexual harassment. Any teacher or staff person will be receptive to reports, and they will be handled with tact and dignity. If desired, complaints may also be made anonymously.

Complaint Procedure

- **Who can file a complaint:** Students, faculty members, and college administrative staff members who feel they have experienced sexual harassment or gender discrimination are urged to report the occurrence.
- **To Whom:** A complaint can be addressed to either the ICC or any individual member of the Committee.
- **How:** A complaint can be made in person, through email or in writing.
- **Confidentiality:** To the greatest extent feasible, all complaints of gender discrimination and sexual harassment will be processed in private. The coordinator and all other committee members will take all appropriate measures to safeguard the respondent's and complainant's privacy.
- **Protection of Complainant:** The College will also take steps to ensure that the complainant is protected from retaliation or further harassment.

Remedies

The college takes accusations of gender discrimination seriously and will deal with offenders appropriately.

- As soon as the college receives a complaint, it will look into the matter. Three individuals will make up the complaints committee, which will oversee the probe. The committee will be impartial toward all parties involved in the complaint and versed in the protocols for addressing allegations of gender discrimination.
- The inquiry will be carried out promptly and in a private manner. Both the accused and the complainant will be able to present witnesses and evidence to the committee. The committee will use the preponderance of the evidence to determine whether or

not an offense has been committed. The committee will advise the college of appropriate action if it finds that an offense has been committed.

Sanctions for Sexual Harassment / Gender Discrimination

Sanctions for gender discrimination may include:

- Counseling
- Disciplinary action
- Termination of employment
- Expulsion from the college

The college will also take the following actions to stop gender discrimination and sexual harassment in addition to the previously mentioned ones:


Create a culture of respect and inclusion. The college will promote a culture of respect and inclusion by providing training on sexual harassment and gender discrimination to all members of the college community. The college will also create opportunities for dialogue and discussion on these issues.

Resource Support: The college will provide resources for victims of sexual harassment and gender discrimination, including counseling, support groups, and legal assistance.

Hold perpetrators accountable. The college will hold perpetrators of sexual harassment and gender discrimination accountable, up to and including expulsion from the college. The college is committed to creating a safe and inclusive environment for all.

Conclusions

Our College is committed to providing a safe and inclusive environment for all students, faculty, and staff. This policy is intended to prevent sexual harassment and gender discrimination and to ensure that all members of the college community are treated with respect.


Principal
PRINCIPAL
UDAI PRATAP COLLEGE
VARANASI