



GOVERNMENT DEGREE COLLEGE (MEN)

ACCREDITED BY NAAC WITH B++ (CGPA 2.90)

Srikakulam - 532001, Andhra Pradesh, India

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Introduction

This Sexual Harassment Policy for Government Degree College for Men, Srikakulam is designed to foster a safe and inclusive environment for all members of the college community keeping in view of ICC UGC guidelines. It aims to prevent and address incidents of sexual harassment promptly and effectively. The policy applies to all students, faculty, staff, visitors, and anyone associated with the college. It is our commitment to uphold the dignity and respect of every individual, and to provide avenues for reporting and resolution of any harassment complaints.

Policy Statement

Definition of Sexual Harassment:

Sexual harassment encompasses unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature when: Submission to or rejection of such conduct is made, explicitly or implicitly, a term or condition of an individual's education or employment.

The conduct has the purpose or effect of unreasonably interfering with an individual's education or employment, or creating an intimidating, hostile, or offensive environment.

Prohibited Conduct:

Government Degree College for Men, Srikakulam strictly prohibits all forms of sexual harassment. This includes but is not limited to:

- Unwanted sexual comments, gestures, or jokes.
- Display of sexually suggestive material.
- Inappropriate touching or physical contact.
- Sexual coercion or pressure for sexual favors.
- Cyber-harassment or online sexual harassment.
- Any other unwelcome conduct of a sexual nature.

Reporting and Complaint Procedure:

Any person who believes they have been subjected to sexual harassment, or who has witnessed such behavior, should promptly report it to one of the designated college officials (provide names and contact information).

Reports can be made in person, in writing, or through an anonymous reporting system (if available). The identity of the complainant will be kept confidential to the extent permitted by law.

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Government Degree College (Men), Srikakulam will conduct a thorough and impartial investigation upon receiving a complaint. The process will be carried out promptly, respecting the privacy and rights of all parties involved.

Support and Resources:

Government Degree College (Men), Srikakulam, will provide support to individuals who have experienced sexual harassment, including access to counseling services, academic accommodations, and other appropriate measures.

A list of external resources, including local support services and legal assistance, will be made available to complainants.

Prevention and Education:

Government Degree College (Men), Srikakulam, is committed to educating the community about sexual harassment prevention. This will include workshops, seminars, and awareness campaigns to promote respectful behavior and understanding of the policy.

Non-Retaliation:

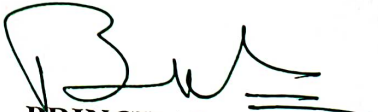
Retaliation against any person who reports sexual harassment or participates in an investigation is strictly prohibited. Any such acts will be treated as a serious violation of this policy and dealt with accordingly.

Consequences for Violation:

Individuals found in violation of this policy will be subject to appropriate disciplinary action, up to and including termination of employment or expulsion from the college, in accordance with applicable laws and regulations.

Conclusion:

Government Degree College (Men), Srikakulam, is committed to maintaining a safe and inclusive environment, free from sexual harassment. This policy serves as a guide to ensure that all members of the college community are treated with dignity, respect, and fairness. By adhering to this policy, we foster an atmosphere conducive to learning, growth, and mutual respect.


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