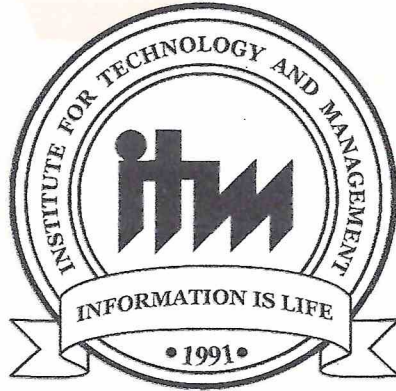# Anti Sexual Harassment Policy

ITM Vocational University

Plot 6512, Ajwa Nimeta Road, Ravaal, Taluka, Waghodia, Dist. Vadodara - 391 760

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Anti-Sexual Harassment Policy for ITM Vocational University

Preamble:

In accordance with the legal frameworks and guidelines set forth by the Supreme Court of India, the University Grants Commission (UGC), and other relevant authorities, ITM Vocational University is committed to fostering a safe, respectful, and inclusive environment for all its members. This policy is established to prevent, address, and remedy instances of sexual harassment within the university community.

In light of the imperative to uphold human dignity and ensure a conducive environment for learning and growth, ITM Vocational University recognizes the urgent need to address the pervasive issue of sexual harassment. Grounded in the principles of equality, respect, and justice, this preamble underscores the university's unwavering commitment to fostering a culture of inclusivity and safety. Guided by the constitutional mandate and legal frameworks set forth by the Supreme Court of India and the University Grants Commission (UGC), ITM Vocational University stands resolute in its mission to combat all forms of sexual harassment within its community. Drawing inspiration from the foundational rights enshrined in the Constitution of India, this preamble serves as a testament to the university's dedication to upholding the fundamental principles of human rights and gender equality. Through the establishment of robust policies and proactive measures, ITM Vocational University endeavours to create an environment where every individual, irrespective of gender or background, can pursue their academic and professional aspirations with confidence and dignity. This preamble serves as a clarion call to action, rallying the university community to stand together in the fight against sexual harassment and to uphold the values of integrity, respect, and solidarity.

Declaration of Policy:

ITM Vocational University acknowledges the inherent dignity of every individual and is dedicated to upholding their fundamental rights as enshrined in the Constitution of India. Therefore, any form of sexual harassment, whether explicit or implicit, is deemed unacceptable and unlawful within the university premises.

Objectives of the Policy:

1. To adhere to the directives of the Supreme Court, UGC, and other regulatory bodies regarding the prevention and prohibition of sexual harassment.

2. To establish mechanisms for the prevention, redressal, and resolution of sexual harassment complaints.

3. To ensure the effective implementation of the policy through transparent reporting and follow-up procedures.

4. To promote gender equality and create an environment free from discrimination and harassment.

5. To provide equal access to all university facilities and opportunities for all members of the community.

6. To foster awareness and understanding of sexual harassment and its impact on individuals and the community at large.

Definition of Sexual Harassment:

Sexual harassment encompasses any unwelcome sexually determined behaviour, whether verbal, non-verbal, physical, or visual, that:

1. Involves unwelcome physical contact or advances.

2. Includes requests for sexual favours.

3. Consists of sexually coloured remarks or jokes.

4. Involves the display of sexually explicit material.

5. Comprises any other unwelcome conduct of a sexual nature.

Sexual harassment occurs when such behaviour creates a hostile, intimidating, or offensive environment for the victim, or when the victim feels disadvantaged or threatened due to their objection to such behaviour.

Jurisdiction:

This policy applies to all complaints of sexual harassment involving any member of the ITM Vocational University community, regardless of whether the alleged harassment occurs on or off-campus.

Composition of the Anti-Sexual Harassment Committee:

The Anti-Sexual Harassment Committee shall comprise the following members:

1. A Presiding Officer, preferably a senior faculty member or administrator, who shall be appointed by the university administration.

2. At least two faculty members and a non-teaching staff member, chosen based on their commitment to gender equality and social justice.

3. A student, representing different academic levels within the university.

4. One member from an external organization or association dedicated to the cause of gender equality or with expertise in addressing sexual harassment issues.

Roles and Responsibilities of the Committee:

1. To create and maintain a work and educational environment free from sexual harassment.

2. To take proactive measures to prevent instances of sexual harassment.

3. To receive, investigate, and address complaints of sexual harassment in a timely and confidential manner.

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4. To provide support and assistance to complainants, including access to counseling and other support services.

5. To recommend appropriate disciplinary actions against perpetrators of sexual harassment.

6. To educate and raise awareness among the university community about sexual harassment prevention and intervention strategies.

Powers of the Committee:

1. The authority to conduct investigations, summon witnesses, and request relevant documents or information.

2. The ability to recommend interim measures to ensure the safety and well-being of complainants during the investigation process.

3. The power to recommend disciplinary actions against individuals found guilty of sexual harassment or retaliation.

Functions of the Committee:

1. Preventive Measures: Implement measures to create a safe and respectful environment, including awareness campaigns, training sessions, and policy dissemination.

2. Complaint Handling: Receive, document, and investigate complaints of sexual harassment in accordance with established procedures.

3. Support Services: Provide support and assistance to complainants, including counselling, legal guidance, and other resources.

4. Disciplinary Action: Recommend appropriate disciplinary actions against individuals found guilty of sexual harassment or related misconduct.

5. Reporting and Follow-Up: Maintain records of all complaints, investigations, and outcomes, and provide regular updates to the university administration.

Procedure to be Followed by the Committee:

1. The Committee shall convene upon receipt of a complaint and conduct a thorough investigation in accordance with established procedures.

2. Both the complainant and the respondent shall be given an opportunity to present their case and provide relevant evidence.

3. The Committee shall ensure confidentiality and impartiality throughout the investigation process.

4. Upon completion of the investigation, the Committee shall submit a report of its findings and recommendations to the university administration for appropriate action.

5. The university administration shall promptly implement the Committee's recommendations and provide support to all parties involved in the complaint.

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Conclusion:

ITM Vocational University is committed to fostering a culture of respect, equality, and safety for all its members. By adhering to this Anti-Sexual Harassment Policy, the university aims to create an environment where every individual can thrive academically, professionally, and personally, free from the fear of harassment or discrimination.