

PREVENTION OF SEXUAL HARASSMENT POLICY

Responsible Executive	
Responsible Office	

1. Statement of Policy

St Berchmans College, Changanacherry, Kerala has committed itself to provide a congenial and conducive atmosphere to the students, teachers and non-teaching staff. They can work together in an environment free of violence, harassment 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.

2. Objective of this Policy

- 2.1 To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.
- 2.2 To provide an environment free of gender-based discrimination.
- 2.3 To ensure equal access to all facilities and participation in activities of the college.
- 2.4 To create a secure physical and social environment that will deter acts of sexual harassment.
- 2.5 To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.

3. Individuals and entities affected by this policy

This policy governs the conduct of all students, teachers, non-teaching staff and other employees, and third parties whose actions impact the college's educational and working environment, regardless of sexual orientation or gender identity. This policy applies to all locations of the college, college-sponsored activities, and incidents occurring off-campus which affect the college environment or mission. This policy and the law protects: -

- 3.1 All Students
- 3.2 Teaching staff
- 3.3 Non-teaching staff
- 3.4 Other stakeholders of the institution

4. Roles and Responsibilities

- 4.1 An anti-sexual harassment committee to be made functional with the Principal and the director of the self-financing section.
- 4.2 The Committee shall be headed by a senior woman faculty of the college, who is in charge of the women cell of the college.
- 4.3 The committee shall include, two senior women teaching faculty members and one senior male teaching faculty member and a lady non-teaching staff.
- 4.4 The committee should also include a female parent or guardian from the PTA executive committee.

4.5 A female student representative from the college union.

4.6 Members of the committee:

- 4.6.1 Rev. Fr. Reji P Kurian (Principal)
- 4.6.2 Rev Dr Teddy C Anthappai (Director, Self-financing section)
- 4.6.3 Dr Benny Mathew (Vice Principal & Senior male faculty)
- 4.6.4 Dr Sweety K Ennacheril (Women's Cell Coordinator)
- 4.6.5 Ms Annie Chacko (Senior lady faculty members)
- 4.6.6 Dr Anila Scaria
- 4.6.7 Dr Liji Jacob
- 4.6.8 Ms Jincykutty Joseph (Female non-teaching staff)
- 4.6.9 Representative from PTA
- 4.6.10 Lady union representative

4.7 Preventive steps.

- 4.7.1 To facilitate a safe environment that is free of sexual harassment;
- 4.7.2 To promote behaviours that create an atmosphere that ensures gender equality and equal opportunities.
- 4.7.3 Ensure the publicity of the Policy in all academic departments, hostels, offices of administration, as well as in all public places on the campus.
- 4.7.4 Organize programmes for gender sensitization through workshops, seminars, posters, film shows, debates, etc.

4.8 Remedial steps.

- 4.8.1 To ensure that the mechanism for registering complaints is safe, accessible and sensitive.
- 4.8.2 To take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
- 4.8.3 To advise the competent authority to issue warnings or take the help of the law to stop the harasser, if the complainant consents.
- 4.8.4 To seek medical, police and legal intervention with the consent of the complainant.
- 4.8.5 To make arrangements for appropriate psychological, emotional and physical support (in form of counselling, security and other assistance) to the victim if so desires.

4.9 Complaint Filing Process

- 4.9.1 The complaint should be lodged at the earliest after the incident. The complaint should be given in writing and authenticated by the complainant under his/her dated signature or thumb impression as the case may be.
- 4.9.2 Complaints can be lodged directly with any member committee, or through existing channels for lodging grievances. The person to whom the complaint is made should bring it to the notice of the committee within two working days of its receipt
- 4.9.3 The committee shall prepare an annual report of all the complaints received and the actions taken and shall keep a record of the same

5. Feedback