

ANTI SEXUAL HARASSMENT POLICY

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INTRODUCTION

The Anti-Sexual Harassment Cell of the College functions to eradicate any kind of sexual abuse. The soul motto of this policy is to provide protection against sexual harassment and giving immediate redressal of complaints. The Cell is well-designed with distinct objectives that are implemented to uphold zero tolerance towards sexual harassment. It addresses every complaint of the students, teaching and non-teaching staff members with utmost care and attention and the problem is resolved within the shortest time period possible. The Cell follows a systematic procedure in filing, investigating and resolving the issue and is impartial towards anyone to safeguard the integrity, privacy and rights of every person. The policy paves the way to give a healthy and safe educational atmosphere for all.

OBJECTIVES OF THE POLICY

- To fulfill the directive of the Supreme Court, the sexual harassment of women at workplace Act 2013 and the Anna University in respect of implementing a policy against sexual harassment in the institution.
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in the institution.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To provide an environment free of gender-based discrimination.
- To ensure equal access of all facilities and participation in activities of the college
- To create a secure physical and social environment which will deter acts of sexual harassment

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DEFINITION OF SEXUAL HARASSMENT

Sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

1. Physical contact by threatening.
2. A demand or request for sexual favors.
3. Sexually colored remarks.
4. Showing pornography.
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

The following is also sexual harassment and is covered by the committee

- Eve-teasing
- Unsavory remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls)
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy

Anti Sexual Harassment Cell assures all the complaints of the students, teaching and non-teaching staffs will be treated with dignity and respect and the complaints should be maintained confidential.

False Reporting: Intentionally making a false report or providing false information will be penalized.

COMPOSITION OF THE ANTI – SEXUAL HARASSMENT COMMITTEE

- The Committee shall be headed by Principal as a Chairperson and a senior woman faculty of the college and shall be designated as the “Convener”
- The committee shall have two senior teaching faculty members, among which one is senior male teaching faculty member.
- The committee consist an advocate for the legal knowledge.
- It consist not less than three female teaching employees.
- It consists two student members who shall be enrolled at the undergraduate level

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MEMBERS OF ANTI – SEXUAL HARASSMENT COMMITTEE:

S.NO.	NAME	DESIGNATION	ROLE	CONTACT DETAILS
1	Dr. K.G. Parthiban	Principal	Chair Person	principal@dhaanishcollege.in
2	Dr. M. Dhilshath Banu	ASP/ S& H	Convener	dhilshathbanu@dhaanishcollege.in
3	Mr. Subbiah	Advocate	Member	adv.subbuss@gmail.com
4	Ms. N. Indhumathi	AP/ CSE	Member	indhumathi@dhaanishcollege.in
5	Ms. Sangeetha	AP/ R&A	Member	sangeetha@dhaanishcollege.in
6	Ms. K.R. Mamatha	AP/ BME	Member	mamatha@dhaanishcollege.in
7	Mr. R. Gunasekaran	AP/ S&H	Member	gunasekaran@dhaanishcollege.in
8	Ms. M. Jemila Banu	Student, III/ FT	Member	jemilabanu@dhaanishcollege.in
9	Ms. Y. Thenmozhi	Student, IV/ BME	Member	thenmozhi@dhaanishcollege.in

Or

Complaints can be sent to girlsconfidential@dhaanishcollege.in