

POLICY ON PROHIBITION OF SEXUAL HARASSMENT

The College adopts and follows **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.**

Carmel College of Arts, Science & Commerce for Women has 100% girls at Undergraduate level and 0.1% boys at Post-Graduate level with a faculty of 80 % females and 20 % males.

A committee thus representative of the population to address the issues of Sexual Harassment is constituted by the Principal / Vice Principal.

- The names and contact details of the current members of the Committee for Sexual Harassment (CSH) are made available to the students via the College Handbook.
- The names of the committee members are also prominently displayed in public spaces, accessed areas – Office, Auditorium, Canteen etc.
- CSH is committed to creating and maintaining a safe, secure and comfortable study as well as workplace, free from impropriety, indignity and fear, for everyone.
- CSH conducts annual awareness programs to ensure that the students and staff remain attentive and responsive to the issue of sexual harassment.
- Further, the Committee investigates complaints or allegations of sexual harassment and addresses them in a timely, impartial and sensitive manner according to the guidelines of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- CSH is committed to ensuring the investigation is impartial and follows due process.
- This Policy is without prejudice to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 that was enacted into law on April 22, 2013. Sexual harassment of women, within or outside a workplace, is further defined and criminalized under section 354A of the Indian Penal Code, 1860.

Date of Implementation: February 2020

Policy Review Date: February 2023