

SIBSAGAR COMMERCE COLLEGE



Sexual harassment policy Of Sibsagar commerce college sivasagar

Sibsagar Commerce College is committed to creating and maintaining a working, living, and learning environment that is creative, productive and fulfilling. This includes ensuring that each student, teacher and non-teaching staff work together, in an environment of mutual trust, freedom of expression and dignity, free from all forms of violence, harassment, exploitation, discrimination and intimidation. The Supreme Court judgement on (Vishaka & Others vs. The State of Rajasthan & Others).

I. OBJECTIVES OF THE POLICY:

- To prevent sexual harassment, and to ensure and create a safe environment in the campus.
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.
- Deal with cases of discrimination and sexual harassment, in a time bound manner, aiming at ensuring support services to the victim and termination of the harassed.
- To ensure that the victim and accused receives the necessary rehabilitation.

II. DEFINITION OF SEXUAL HARASSMENT:

Sexual harassment is any unwelcome conduct of sexual nature. It can include verbal, Non-verbal and physical conduct that ranges from sexual gestures or teasing to sexual assaults, acts of sexual violence, including domestic and dating violence, sexually motivated stalking and coerced activity. Examples include, but are not limited to the following:

- **Verbal:** sexual remarks, creating and spreading rumors, comments, jokes, letters, e-mails communicating unwelcome stories about someone's social or sexual life, unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like, propositions or pressure for social or sexual contact.




Principal
Dr. Saumar Jyoti Mahanta
Sibsagar Commerce College
Sivasagar, Assam

●**Non-verbal:** Displaying sexually explicit stares, gestures or suggestive pictures, including secretly video recording sexual acts or objects.

●**Physical:** Unwanted touching, patting, grabbing, pinching, including sexual assault, exhibition of pornography, lurid stares, sounds or display of a derogatory nature, sexually motivated stalking and rape. Touching or brushing against any part of the body and the like, forcible physical touch or molestation and physical confinement against one's will and any other act likely to violate one's privacy and dignity. Sexual harassment need not be intentional. The intent of the person who is alleged to have behaved improperly is not relevant to determining whether a violation has occurred. The relevant determination is whether a reasonable person similarly situated could have interpreted the alleged behavior to be sexual harassment. The entire above definition is perceived as having the purpose and/or effect of interfering with a student /faculty's performance or of creating an intimidating, hostile, or offensive environment. The following is also sexual harassment and is covered by the committee:

- Eve-teasing,
- Unsavory remarks
- Gender based insults or sexist remarks
- Threatening to post the contents or posting contents on social media including Facebook, twitter, What's app that will violate one's privacy and dignity.


III. COMMITTEE:

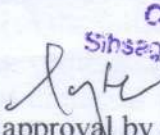
The Committee is called as Internal Complaints Committee (ICC) consists of members of the faculty, administration, service staff and students' representatives. The members of the committee for the current academic year are:

Name	Designation	Department	Email
Dr. Lakhimi Dutta	Convener	English	pinkumech@gmail.com
Mr Ashok kumar Khandelia	Member	accountancy	akhandelia47@gmail.com
Miss Mrinali Mahanta	Member	commerce	mrinalimahanta01@gmail.com
Miss Rocktima Baruah	Girls common room secretary	Sociology	roktimabaruah@gamel.com

Note: * student representative on the committee nominated by the Presiding officer for single academic year.

#Representative from State women commission, name as send by the commission and representative from NGO since it's a gender-neutral policy and therefore two-man representatives are appointed by the presiding officer and one man student representative.


Principal
Sibsagar Commerce College
Sivasagar, Assam


Co-ordinator, IQAC
Sibsagar Commerce College
Sivasagar
Date of approval by G.B:
Effective from:

