



AL-AZHAR DENTAL COLLEGE

(APPROVED BY DENTAL COUNCIL OF INDIA
& AFFILIATED TO KERALA UNIVERSITY OF HEALTH SCIENCE)
RUN BY NOORUL ISLAM TRUST
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ANTI-SEXUAL HARRASMENT CELL POLICY

In compliance with the directives of the Supreme Court of India, Al Azhar Dental College has established an Anti-Sexual Harassment Cell aimed at fostering a pleasant and favourable environment within the campus. This is to ensure that the students, faculty, and non-teaching staff can collaborate in a space that is devoid of any form of violence, exploitation, intimidation, or harassment.

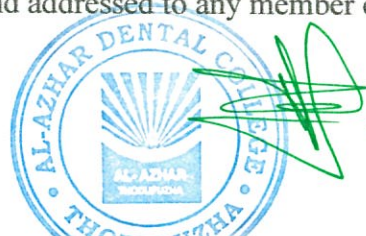
The objectives of the Anti-Sexual Harassment Cell at Al Azhar Dental College are:

1. To prevent discrimination and sexual harassment against women on the campus.
2. To ensure that the institution provides a harassment-free environment.
3. To address any complaints related to harassment.
4. To create an environment that is free from gender-based discrimination.
5. To ensure that all facilities are equally accessible to everyone and that all students can participate in college activities.
6. To promote a social and psychological environment that raises awareness about sexual harassment in all its forms.
7. To hold meetings three times a year to review its policies and guidelines.
8. To hold emergency meetings and conduct inquiries promptly upon receipt of a complaint and take appropriate actions.

MODE OF ACTION BY THE COMMITTEE

The Anti-Sexual Harassment Committee will take action to address any form of sexual harassment, which is defined as unwanted behaviour with sexual connotations that demeans, humiliates, or creates a hostile and intimidating environment, or is intended to induce submission through adverse consequences. This includes physical contact, requests for sexual favours, sexually suggestive remarks, showing pornography, and other unwelcome physical, verbal, or nonverbal conduct of a sexual nature.

Any member of the institution who experiences sexual harassment may file a written complaint, signed and addressed to any member of the committee. The committee will initiate



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an inquiry upon receiving the complaint, involving interviews with the complainant, accused, and any other relevant parties.

The accused will receive a notice from the committee requesting a written explanation of the incident that led to the complaint within one week. If the explanation is not satisfactory, or if no explanation is provided, the committee will determine appropriate action after further meetings.

If the committee cannot establish a prima facie case of sexual harassment against the complainant, the complaint will be dropped. The committee will then submit its findings to the head of the institution for further action.

In cases involving physical molestation or rape on the college or society premises, the accused will be immediately suspended by the head of the institution, pending the completion of an investigation and appropriate legal action taken in accordance with the Indian Penal Code.

PUNISHMENT FOR SEXUAL HARASSMENT

At Al Azhar Dental College, anyone who is found guilty of sexual harassment will be subject to punishment in accordance with the penalties for minor and major misconduct as prescribed by government or university rules.

The following punishments may be imposed on the offender:

- A warning or reprimand
- Suspension or restriction of entry to the institution premises for a specific period of time
- Reformative punishments such as mandatory counselling or community service
- Any other punishment defined by the government or university act
- If the offender is an employee, they will be punished according to the service rules of the institution.

PROTECTION AGAINST VICTIMIZATION

In case the complainant is a student and the accused is a teacher, during the investigation and inquiry, and even after such an inquiry, if the teacher is found guilty, they will not be allowed to act as an examiner for any examination in which the student appears.

The institution also ensures that the complainant will not face any form of victimization or retaliation as a result of filing a complaint of sexual harassment.

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