

Date 14-05-2024

ANTI SEXUAL HARASSMENT COMMITTEE- GUIDELINES

In compliance with the Supreme Court Judgement and guidelines issued in 1997, Al Azhar Dental College has established a committee for prevention of sexual harassment aimed at providing a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender.


The members of the committee are

1. Dr. Vinod Kumar RB –Principal, Al Azhar Dental College – Chairperson
2. Dr. Anjana Mohan Kumar – Coordinator
3. Dr. Amal E. A – AO, Al Azhar dental college
4. Dr Litto Manuel
5. Dr Bijimole Jose
6. Dr. Vinni Mary Oommen
7. Dr Renu Ann Mathew
8. Mr. Suneer Ibrahim – NGO representative
9. Smt. Aseena Muhammed
10. Ms. Anjali Ramankutty – social worker
11. Mrs. Naseera M H

Objectives

1. To prevent discrimination and sexual harassment of women on campus
2. To ensure the institution provides a harassment free environment
3. To address any complaints related to harassment
4. To provide an environment free of gender-based discrimination
5. To ensure equal access of all facilities and participation in activities of the college
6. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.
7. To create a secure physical and social environment which will deter acts of sexual harassment
8. To meet three times a year to review its policy and guidelines and to conduct emergency meetings as and when required.




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Mode of action by the committee

Sexual harassment means any unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviours like

- Physical contact and advances
- A demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or nonverbal conduct of sexual nature

Any member of the institution can submit a written complaint which is duly signed concerning sexual harassment to any of the anti-sexual harassment committee members.

On receiving the complaint, an enquiry will be initiated with meetings with the complainer, accused and any other person of relevance.

The accused will be given a notice by the investigation committee to explain within one week regarding the incident that led to the complaint against him/her and why action should not be taken for the accused act.


If the written explanation of the accused is not found to be satisfactory or if he/she does not provide any written explanation the investigation committee will decide the course of action after a meeting.

The complaint will stand dropped if the committee after an enquiry will not be able to prove prima facie an offence of sexual harassment to the complainer.

The committee will forward the findings of the enquiry to the higher authority for further action.

If a person is charged with physical molestation or rape on college / society's premises he shall be immediately placed under suspension pending the completion of the investigation and enquiry. Appropriate actions can be initiated as per the laws of the Indian Penal Code.




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Punishment for sexual harassment

Any member of the institution found guilty of sexual harassment is liable to be punished. This shall be subject to the same penalties for minor and major misconduct as prescribed under government or university rules.

The person found guilty shall be liable for any of the following

1. Warning or reprimanded
2. Suspension or restriction of entry to the premises of the institution for a specified time period.
3. Reformative punishments like mandatory counselling or performance of community services
4. Any other punishment as defined by the government or university act
5. If the offender is an employee, and found guilty he/she shall be punished in accordance with the service rules of the institution.

Protection against victimization

In the event of the complainer being a student and the accused being a teacher, during the pending of the investigation and inquiry and even after such an enquiry if the teacher is found guilty, the accused will not act as an examiner for any examination for which the student appears.



11/6/24
19/5/24

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