

Kohima College Kohima

Anti Sexual Harassment Cell

Anti Sexual Harassment Policy

Kohima College is committed to provide a safe and healthy environment for all the students, faculty and staff and prohibits any forms of discrimination and sexual harassment in the campus. The college will treat all incidents seriously and promptly investigate all allegations of sexual harassment. Any person found to have sexually harassed another will face disciplinary action.

The Anti sexual Harassment Cell of the college was set up on 29th of June 2018, in accordance with UGC guidelines and college notification No/KCK/ Comtt/ 2018 and framed the policy called 'Anti sexual harassment policy' with an aim to create and maintain a harmonious learning atmosphere in the college, where everyone treats each other with respect and dignity. This policy has been framed specifically in compliance with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and intends to prohibit occurrences of any forms of sexual harassment and also details procedures to follow when an individual believes that s/he has been sexually violated. This policy This Policy seeks to assist individuals who believe they have been subjected to such behaviour with appropriate support and remedial action.

Applicability

This policy will extend to all students, faculty and staff of the college.

Definition of sexual harassment

Sexual harassment is an unwelcome conduct of a sexual nature which may be physical, verbal and non-verbal that makes a person feel offended, humiliated and/or intimidated. Anyone can be a victim of sexual harassment, regardless of their sex and of the sex of the harasser. What matters is that it is unwanted and unwelcome by the person against whom the conduct is directed. Sexual harassment would mean and includes any or all of the following unwelcome acts or behavior (directly or implied) but not limited to

- i. Any verbal or physical threats, insults or sinister remarks based on gender, race, mental and physical disabilities
- ii. Inappropriate physical contact
- iii. Sexually-suggestive gestures
- iv. Confinement against one's will that is likely to violate one's integrity
- v. Eve teasing, lewd stares which offends the individual's sensibilities

- vi. Singling out or targeting an individual for less favorable treatment.
- vii. Sending sexually colored SMS, email or phone calls
- viii. Display of sexually explicit or suggestive material

Objective

- i. To provide a safe environment for every individual in the campus.
- ii. To evolve a mechanism for the prevention, prohibition and redressal of sexual harassment of students, faculty and staff of the College.
- iii. Conduct activities to raise awareness about issues of sexual harassment through distribution of I.E.C materials, posters and wall paintings.
- iv. To ensure equal access to all facilities and participation in activities of the college
- v. To ensure implementation of the Policy by taking all necessary steps.

Jurisdiction

It will be applicable to all complaints of sexual harassment made by

- i. a member of the college against any other member within and outside the college campus.
- ii. an outsider against a member of the college or by a member of the college against an outsider.

Anti Sexual Harassment Cell

This cell has been constituted to consider and redress complaints of Sexual Harassment under the provisions of The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Cell ties up with State Resources Centre for Women (SRCW) Nagaland, the Sakhi One Stop Centre, Beti Bachao Beti Padhao for strengthening the sensitization and awareness activities and address any related issues. The Cell will record, assist and provide resources to the complainant in pursuing the complaint. The members of the cell are as follows

- | | | |
|------|-----------------|--------------|
| i. | Dr. Meyisangla | Convenor |
| ii. | Rokouvonuo Dozo | Member |
| iii. | Dr. Avinuo Kire | Member, Secy |

Complaints and Inquiry procedures

All sexual harassment is prohibited, whether it takes place in the campus or outside including social events, study tours, sports events etc. The College authority encourages prompt reporting of Sexual Harassment incidents for timely and appropriate redressal. Any aggrieved individual of the College, who is subjected to sexual harassment directly or indirectly, may

submit a complaint in writing of the alleged incident to the Committee within a week from the date of occurrence of incident along with supporting evidence such as, details of dates, places, witnesses, email/ SMS details etc.

The Committee shall maintain a register to record the dates, times and facts of the incidents as received from the complainant, the details of which will not be disclosed to anyone except the committee members of the College. The Committee shall hold a meeting with the Complainant and the alleged harasser(s) separately within a week of the receipt of the complaint. However in exceptional cases, emergency meeting may be convened by the Convenor. They will determine whether the harassment took place or not. In case the complaint is found and determined to be false, the Complainant shall be liable for appropriate disciplinary action. If the Committee decides not to conduct an enquiry into a complaint, it shall record the reasons for the same and place before the College authority.

The Committee shall proceed with the enquiry and communicate the same to the Complainant and the person(s) against whom complaint has been made. The Committee may at its discretion, ask for necessary and relevant documents, summon the witnesses mentioned by both the parties. Both the parties will be given every reasonable opportunity to put forward and defend their respective case.

The Committee shall communicate its findings and its recommendations for disciplinary action based on the gravity of the offence to the College authority within two months from the date of commencement of the enquiry process. Basing on the report, appropriate action will be taken against the guilty party. The final decision rests with the College Authority.

Implementation of the policy

The Committee will ensure that all students, faculty and staff are aware of the policy, through such activities like questionnaires and talks on sexual harassment. The policy will be implemented and reviewed by the College Authority from time to time. It reserves the right to amend, modify, the entire policy or any part of it at any given time.