



Harmal Panchakroshi Shikshan Mandal's
GANPAT PARSEKAR COLLEGE OF EDUCATION
(Affiliated to GOA UNIVERSITY and Recognized by NCTE)
Vidya Sankul, BhomPlateau , Harmal – Goa, 403524

Policy on Sexual Harassment on Campus

2022 - 24



I. Preamble

Ganpat Parsekar College of Education 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 of India, in a landmark judgment in April 2013 (Vishaka & Others vs. The State of Rajasthan & Others) (AIR 1997SC3011) stated that "Every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1) (g)". Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated that sexually harassing behaviour "needs to be eliminated as there is no compromise on such violations".

All employees, students and third parties are subject to this policy and are expected to take full responsibility and accountability in understanding, implementing, observing and adhering to the terms of this policy in their conduct with other employees, students and third parties to ensure that the objectives of the policy are achieved.

Sexual harassment will not be tolerated. Acts of sexual harassment may lead to disciplinary action being taken, possibly resulting in the dismissal (of employees) or the exclusion (of students) from the college or the termination of contractual or other relationships with third parties. The intention of the policy



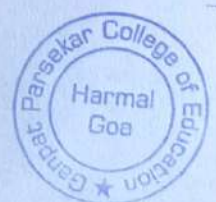
is to provide the Students, Administration, Teaching and Non-teaching staff with information and intervention strategies designed to make all of them aware of conduct which could constitute sexual harassment, procedures to follow if one is sexually harassed, and what consequences may follow from violation of the provisions of the Policy.

II. 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 harassment.
- To ensure that the victim and accused receives the necessary rehabilitation.

III. Definition of Sexual Harassment

Sexual harassment is any unwelcome conduct of sexual nature. It can include verbal, nonverbal 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 rumours, comments, jokes, letters, emails 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.

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 behaviour 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.
- Unsavoury 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.

IV. Committee

The Committee is called as Internal Committee (I.C). It consists of members of the faculty, administration, service staff and students' representatives.

Note: The student representatives on the committee will be nominated by the Presiding officer for single academic year.

Since it is a gender-neutral policy, two male representatives are appointed by the presiding officer and one male student representative.

V. Procedure for Registering Complaints

All complaints can be brought by the complainant in person / sent via email grievance@gpcoc.edu.in / post to any of the committee members.

In exceptional cases, third party / witness complaints may be entertained. In such cases, the respective committee will ascertain whether the person alleged to have been harassed wishes to lodge a formal complaint.

Once a complaint is received, the respective committee shall proceed to investigate it as per the procedure specified.

If the complainant wishes, a representative can accompany him/her.



The complaint has to be filed by the employee/student within 3 months of the date of the incident. grievance@gpcoc.edu.in

Once a complaint is filed the complainant is allowed to withdraw the complaint through a written letter to the committee, only in case of mutual understanding between the two parties involved.

VI. Procedure for Inquiry

The inquiry has to be completed within 90 days.

The inquiry report has to be issued within 10 days from the date of completion of inquiry.

The employee/student is required to act on the recommendations of the committee within 60 days of the receipt of inquiry report.

Appeal against the decision of the committee is allowed within 90 days of the date of recommendation.

- If the complaint is found to be false, the procedure of punishment will be taken against the complainant.

The disciplinary action will be commensurate with the nature of the violation.

VII. Rehabilitation

- The committee will make an effort to resolve complaints through counselling and mediation if commensurate with the nature of the violation.



- It will be mandatory for the accused and the victim to go through the process of counselling, for as many sessions as the client and counsellor feel necessary.
 - The victim and accused will have to go through interventions or help if found necessary by the counsellor and the committee.
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- The guidelines and policy of Prevention of Sexual Harassment at Goa University will be applicable to Ganpat Parsekar College of Education, Harmal – Goa. <https://www.unigoa.ac.in/downloads/CPSHW%20policy.pdf>

Created by – Internal committee

Mr. Sachin A. ...
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N. Ineup (Ms. Vaishali S. Neup
– Convenor)

Verified and approved by principal

[Signature]

