

## **ANNEXURE-I**

### **PROVISION AGAINST SEXUAL HARASSMENT AT COLLEGE**

The College authority earnestly expects that no incident of sexual harassment takes place in the College campus and with anyone relating to College. The College shall strictly view if such an incident occurs. Hence, the College follows certain guidelines to ensure prevention of sexual harassment of women.

#### **DEFINITION**

Sexual harassment includes such unwelcome sexually determined behaviour, whether directly or by implication, as:

- a. Physical contact and advances;
- b. A demand or request for sexual favours;
- c. Sexually coloured remarks;
- d. Showing pornography;
- e. Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature.

#### **PREVENTIVE STEPS**

- a. Express prohibition of sexual harassment as defined above in the College has been notified in the Notice Boards, College website and circulated through handbooks.
- b. Appropriate work conditions have provided with by earmarking gender-wise separate toilets, separate common rooms and separate Cash counters.

#### **CRIMINAL PROCEEDINGS**

Where such conduct amounts to a specific offense under the Indian Penal Code or under any other law, the Head of the Institution shall initiate appropriate action by making a complaint with the appropriate authority in accordance to the law.

#### **DISCIPLINARY ACTION**

Where such conduct amounts to misconduct in employment, appropriate disciplinary action should be initiated by the Head of the Institution in accordance with the service rules.

#### **COMPLAINT MECHANISM**

There is a Committee to look after such conduct as follows:

Dr. Swapan Kumar Roy, Teacher-in-Charge, Chairperson

Smt. Sayani Banerjee, (Convenor)

Sri Sanjay Saha

Sri Subhajit Sen


Smt. Sauparna Biswas

Smt. Soma Bhattacharyya

Smt. Sikha Das

#### **AWARENESS**

The College authority tries to sensitize the issues relating to gender equity, women empowerment, atrocities on women and domestic violence by arranging seminars.

  
13.06.2017  
Teacher-In-Charge  
Bethuadahari College  
P.O.-Bethuadahari, Dt.-Nadia