



# D.B.M.S. College of Education

(Recognised by National Council for Teacher Education)

Affiliated to Kolhan University, Chaibasa & J. A. C., Ranchi, Jharkhand

Road No. 23, Farm Area, Kadma, Jamshedpur-831005 | Phone : 2309097

E-mail : dbms.edu23@gmail.com | Website : dbmscollege.in

## ANTI-SEXUAL HARASSMENT POLICY

The Anti-Sexual Harassment Policy of D.B.M.S. College of Education outlines the institution's commitment to preventing and addressing sexual harassment and creating a safe and inclusive environment for its staff and students.

### 1. Introduction

The college is committed to the empowerment and protection of women and children. The safety and security of staff and students are top priorities.

The Anti-Sexual Harassment Cell was established in compliance with UGC regulations for the prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions.

### 2. Definition of Sexual Harassment

Sexual Harassment refers to any unwelcome conduct of a sexual nature that interferes with an individual's academic or work performance, creates an intimidating, hostile or offensive environment or otherwise negatively impacts the college experience. This includes both explicit and subtle behaviors such as verbal comments, nonverbal actions and physical gestures.

### 3. Objectives of the policy

The policy aims at:

- Establish a mechanism for preventing and addressing Sexual Harassment and Gender based violence.
- Create a discrimination- free environment.
- Foster a secure physical and social environment to deter harassment.
- Promote awareness about Sexual Harassment in all its forms.



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*John Samarpita*  
Principal

DBMS College of Education

- Ensure a work and educational environment free from Sexual Harassment.

#### 4. Composition of the Anti-Sexual Harassment Committee:

The committee is responsible for implementing and overseeing the policy. It consists of the following members:

- Principal (Head of the Institution)
- Faculty Member (Moderator)
- Faculty Member
- Faculty Member
- Pupil- Teacher Member (B.Ed. 1<sup>st</sup> yr.)
- Pupil- Teacher Member (B.Ed. 2<sup>nd</sup> yr.)

#### 5. Prohibited Conduct

The college strictly prohibits all forms of sexual harassment including, but not limited to:

- Unwanted sexual advances or requests for sexual favors
- Making offensive remarks or comments of a sexual nature
- Displaying explicit or offensive materials
- Engaging in unwelcome sexual jokes, innuendos, or taunts
- Inappropriate touching, gestures or physical contact
- Cyber bullying or online harassment of a sexual nature

#### 6. Measures to prevent Sexual Harassment in the campus:

The policy outlines various measures to prevent Sexual Harassment, including:



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- Ensuring a safe, accessible, and sensitive mechanism for registering complaints.
- Acting on complaints include conducting inquiries, providing support to victims, recommending penalties, and taking necessary action against harassers.
- Advising the competent authority to issue warnings or seek legal intervention with the complainant's consent.
- Seeking medical, police and legal intervention with the complainant's consent
- Providing psychological, emotional and physical support (counseling, security and other assistance) to victims if desired

## 7. Reporting procedure:

If you experience or witness any incident of sexual harassment, you are encouraged to report it promptly. The college provides multiple avenues for reporting, including:

- Informing a trusted faculty or staff member
- Dropping a complaint in the suggestion box
- Submitting an online complaint through email

All reports will be treated with discretion and efforts will be made to maintain confidentiality to the extent permitted by law.

## 8. Investigation and resolution

Upon receiving a report of sexual harassment, the college will promptly initiate an impartial investigation. The investigation will be conducted in a fair and respectful manner, with a focus on gathering evidence and



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interviewing relevant parties. Both the complainant and the accused will have the opportunity to provide their accounts and evidence.

## 9. Support services

The college is committed to providing support to individuals affected by sexual harassment. Support services may include counseling, medical assistance, legal guidance and other resources as needed. Victims will be informed of their rights and options throughout the process.

## 10. Non-retaliation

The college strictly prohibits any form of retaliation against individuals who report incidents of sexual harassment or participate in the investigation. Retaliation is a serious violation of this policy and will result in appropriate disciplinary action.

## 11. Consequences of violations

Individuals found responsible for violating this policy will face appropriate disciplinary actions. These actions may range from education and training to more severe consequences, including suspension, termination or expulsion depending on the severity of the violation.

## 12. Prevention and Awareness

The college is dedicated to preventing sexual harassment through ongoing education and awareness programs. Regular training sessions and awareness campaigns will be conducted to ensure that all members of the college community understand their rights and responsibilities and contribute to a safe and respectful environment.

## 13. Policy Review

This Anti-Harassment Policy will be periodically reviewed and updated to align with current laws and best practices. D.B.M.S. College of Education



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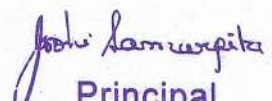
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is committed to continuously improving its efforts to prevent and address sexual harassment.

By adhering to this policy, we strive to create a college environment free from sexual harassment, where every member can thrive academically, professionally and personally.



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