

Rules and Regulations of Anti-Sexual Harassment Committee

The Anti-Sexual Harassment Committee of **Government PG College, Israna (Panipat)** has been constituted in compliance with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** and UGC guidelines. The committee is committed to providing a safe, secure, and gender-just environment to all students, faculty, and staff.

1. Objectives

- To prevent incidents of sexual harassment by promoting awareness and sensitization.
- To provide a fair and effective redressal mechanism for complaints of sexual harassment.
- To ensure that all members of the college are treated with dignity and respect.

2. Definition of Sexual Harassment

Sexual harassment includes any unwelcome behavior, whether directly or by implication, such as:

- Physical contact and advances.
- Demand or request for sexual favors.
- Sexually colored remarks.
- Showing pornography.
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

3. Composition of the Committee

Convener	Ms. Mamta
Member	Sh. Kulbir Kaftan
Member	Ms. Sushma
Member	Ms. Poonam
Member	Ms. Kavita

4. Rules & Regulations

1. Any student, staff, or faculty member may file a written complaint of sexual harassment with the Committee.
2. The complaint must be submitted within **3 months** of the incident (extendable in special cases).
3. The Committee shall maintain **strict confidentiality** of all complaints and proceedings.
4. No person shall be victimized for filing a complaint.
5. The Committee shall complete the inquiry within **90 days** from receipt of the complaint.
6. Both complainant and respondent will be given equal opportunity to be heard.

7. If found guilty, strict disciplinary action will be taken, which may include:

- Written apology.
- Warning or reprimand.
- Withholding of promotion/benefits.
- Suspension or expulsion (in case of students).
- Termination of service (in case of employees).

8. False or malicious complaints, if proven, will attract suitable disciplinary action.

5. Preventive Measures

- Organizing awareness and sensitization programs regularly.
- Displaying information regarding the Committee and its functioning on the college website and notice boards.
- Ensuring a safe environment in classrooms, hostels, canteen, library, and campus premises.

6. Contact Information

Details of committee members, their roles, and contact numbers/email IDs shall be displayed on the college website and notice boards.