



**SESHADRIPURAM EDUCATIONAL TRUST**  
**SESHADRIPURAM INSTITUTE OF COMMERCE AND**  
**MANAGEMENT**

(Affiliated to Bengaluru City University)  
NAAC ACCREDITED 'B' GRADE

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## Prevention of Sexual Harassment Policy

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## **Prevention of Sexual Harassment Policy**

### **Preamble:**

POSH Policy emphasizes a zero-tolerance approach towards sexual harassment. Every member of our college community has the right to study, work, and interact in an environment free from any form of sexual harassment. The POSH (Prevention of Sexual Harassment) Policy stands as a strong commitment to ensure the dignity, safety, and well-being of every member of our vibrant academic community. Rooted in the principles of equality, respect, and justice, this policy serves as a guide line to foster an environment free from sexual harassment.

### **Source:**

The Vishaka Guidelines, a landmark judicial pronouncement in India, emerged from the Vishaka v. State of Rajasthan case in 1997. These guidelines laid the foundation for addressing and preventing sexual harassment in workplaces and educational institutions. The guidelines mandate the establishment of Internal Committees to handle complaints, emphasize preventive measures, provide a framework for fair investigations, and stress the importance of maintaining confidentiality. The Vishaka Guidelines serve as a crucial reference point in shaping anti-sexual harassment policies and practices, ensuring a safer and more equitable environment for all.

### **Purpose**

To create an atmosphere where every student faculty and other members can pursue their educational and professional aspirations without sexual harassment free environment, where individuals are empowered to learn, work, and engage, free from any form of unwelcome and inappropriate behaviour that jeopardizes their physical, emotional, and psychological safety.

### **Scope**

The scope of POSH Policy extends to every facet of our College, encompassing all students, faculty and admin staff. It applies within our physical premises and any college-related activities. This policy addresses all forms of sexual harassment, aiming prevention, reporting, investigation, support, and disciplinary actions, ensuring a secure and inclusive environment for everyone associated with our institution.

### **Policy Statement/Definitions:**

**Sexual Harassment:** Unwanted sexual advances, requests for sexual favours, or any other verbal, non-verbal, or physical conduct of a sexual nature that interferes with an individual's academic or work performance, or creates an intimidating, hostile, or offensive environment.

**Complainant:** An individual who brings forward a complaint of sexual harassment.

**Respondent:** An individual who is accused of sexual harassment.

**Internal Complaint Committee (ICC):** A committee established to receive, investigate, and address complaints related to sexual harassment, as per legal requirements.

### **Policy Guidelines and Working Mechanism:**

**Prevention:** Seshadripuram Institute of Commerce and Management will actively promote awareness about sexual harassment through workshops, seminars, and orientations. Information about the POSH Policy will be disseminated to all students, faculty, and other members.

The completed details are published in the Website as well as Student/ Faculty Manual for awareness.

**Complaint Procedure:** Individuals who experience or witness sexual harassment are encouraged to report incidents promptly to the Internal Complaints Committee. Reports can be made in writing, online or offline and will be treated confidentially.

**Investigation:** The Internal Complaint Committee will conduct a fair and unbiased investigation following the principles of natural justice. Both the complainant and respondent will have the opportunity to present their side of the story and provide evidence.

**Confidentiality:** All aspects of the investigation will be treated confidentially to the extent possible, while ensuring a thorough and effective inquiry.

**Support:** The College will offer support to both the complainant and respondent during the investigation process. This may include counselling, legal assistance, and any necessary academic or work-related accommodations.



**Disciplinary Action:** If the Internal Complaint Committee determines that an incident of sexual harassment has occurred, appropriate disciplinary action will be taken against the respondent, which may include warning, suspension, termination, or legal action as per the severity of the offense.

**Non-Retaliation:** The College prohibits any form of retaliation against individuals who report or participate in an investigation of sexual harassment. Retaliation will be treated as a separate offense and will result in disciplinary action.

**Regular Review:** This policy will be reviewed periodically to ensure its effectiveness and alignment with changing legal requirements and social norms.


### **Compliance**



Compliance with the POSH Policy is mandatory for all members of the College and adherence to its principles is integral to upholding a culture of respect and safety within our institution.

All related complaints or issues to be addressed to Prevention of Sexual-Harassment Cell/ Internal Complaint Cell.

### **Monitoring**

The HOI and ICC co-ordinator has to ensure the transparency in the complete process.

  
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