



**Office of The Principal, Rajeev Gandhi Govt. P.G. College
Ambikapur, Surguja (C.G.)**

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Sexual Harassment Policy

Vision:

To create a safe, inclusive, and respectful learning environment, free from sexual harassment, promoting academic excellence, dignity, and well-being for all.

Mission:

To prevent, address, and eliminate sexual harassment, ensuring:

- *Zero tolerance for sexual harassment.*
- *Prompt and fair investigations*
- *Support for victims/survivors.*
- *Education and awareness.*
- *Accountability and action.*

Scope:

This policy applies to all members of the college community, including students, faculty, staff, contractors, and visitors.

Definitions:

- **Sexual Harassment:** Unwelcome conduct of a sexual nature, including verbal, non-verbal, or physical behaviour.
- **Aggrieved Person:** Individual experiencing sexual harassment.
- **Respondent:** Individual alleged to have committed sexual harassment.



Prohibited Behaviours as per Vishakha Guideline:

- Unwanted touching, gestures, or advances
- Sexual comments, jokes, or gestures
- Displaying explicit materials
- Stalking or cyber-stalking
- Coercion or bribery for sexual favours
- Any behaviour creating a hostile environment

Reporting Procedures:

1. Informal Reporting: Aggrieved persons can report incidents to trusted faculty/staff or student representatives.
2. Formal Reporting: Submit written complaint to:
 - Internal Complaints Committee (ICC)
 - Principal

Investigation Process:

- ICC will conduct fair, timely investigations.
- Both parties will be informed of proceedings and outcomes.
- Confidentiality will be maintained.

Penalties for Perpetrators:

- Students: Disciplinary action, up to expulsion.
- Faculty/Staff: Disciplinary action, up to termination.



Support Services:

- Counselling
- Medical assistance
- Academic/student support

Awareness and Training:

- Regular workshops and seminars
- Orientation programs
- Posters and publications

Internal Complaints Committee (ICC):

- Composition: 4-6 members (including at least 50% women)
- Chairperson: Senior faculty/administrator
- Members: Faculty, staff, student representatives

Review and Revision:

This policy will be reviewed and revised every two years or as needed.

Contact Information: 9826189966

Internal Complaints Committee (ICC)

Rajeev Gandhi PG College

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