

SILIGURI COLLEGE OF COMMERCE

College Para, Siliguri

SEXUAL HARASSMENT POLICY

Preamble :

With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee; to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges and finally the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) POSH Act 2013. Keeping the above guidelines in view, Siliguri College of Commerce is committed to implementing all the provisions of the POSH and other relevant acts on prevention of Sexual harassment in the college.

Siliguri College of Commerce has constituted an Internal Complaints Committee (ICC) as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and in conjunction with UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015.

ANTI SEXUAL HARASSMENT POLICY:

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Cell has been established by Siliguri College of Commerce to provide a healthy and congenial atmosphere to the staff and students of the College. The cell was constituted to meet the four basic objectives:

1. To develop the guidelines and norms for a policy against sexual harassment.
2. To develop principles and procedures for combating sexual harassment.
3. To work out details for the implementation of the policy.
4. To prepare a detailed plan of action, both short and long term.

The objective of this Policy is to provide protection against sexual harassment and for prevention and redressal of complaints of sexual harassment and matters connected therewith and incidental thereto.

The Policy also endeavors to set expectations regarding workplace behaviour and provide with a framework for reporting concerns.

SEXUAL HARASSMENT : Sexual Harassment means an unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely:

1. Demand or request of sexual favours.
2. Making sexual or coloured remarks.
3. Physical Contact & advances.
4. Showing pornography.


PRINCIPAL
Siliguri College of
Commerce



SILIGURI COLLEGE OF COMMERCE

College Para, Siliguri

Any unwelcome : physical, verbal or nonverbal conduct of sexual nature.

Unwelcome actions found inappropriate and, depending on the circumstances, may in and of themselves meet the definition of sexual harassment or contribute to a hostile work environment.

THE COMMITTEE MEMBERS OF THE CELL SHALL HAVE THE FOLLOWING RESPONSIBILITIES:

1. Organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender based discrimination.
2. Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.
3. Receive and address complaints received from any member of the College (including students, research scholars, staff, hostel residents and outsiders on College premises) alleging sexual harassment by another member(s) of the College.
4. Ensure that all information pertaining either to complaints registered and the proceedings and findings of any inquiries and/or investigations are kept strictly confidential.

FUNCTIONS OF THE COMMITTEE PREVENTIVE STEPS:

It will be the endeavor of the committee :

1. To facilitate a safe environment that is free of sexual harassment.
2. To promote behaviours that create an atmosphere that ensures gender equality and equal opportunities.

Members of Anti-sexual harassment Cell for the year 2022-23

The Members comprise of

1. Principal/Teacher-In-Charge act as Chairman of the committee.
2. At least two member, one from teaching and one from administrative staff (one must be female).
3. Two members from student (one must be girls students).

Members of the committee be nominated by Principal/Teacher-In-Charge of the College.


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