

ST. JOSEPH COLLEGE OF TEACHER EDUCATION FOR WOMEN,  
ERNAKULAM

# ANTI-SEXUAL HARASSMENT POLICY DOCUMENT



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## ANTI-SEXUAL HARASSMENT POLICY

The Anti-Sexual Harassment Policy of St. Joseph College of Teacher Education for Women 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 and Background:**

The college, under the management of CMC Vimala Province, 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. Objectives of the Policy:**

The policy aims to:

- 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.
- Ensure a work and educational environment free from sexual harassment.

### **3. Composition of the Anti-Sexual Harassment Committee:**

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

- Principal/Convener (Head of the institution)
- Faculty Member/Secretary
- Faculty Members (additional members for committee diversity)
- Senior Advocate (to provide legal expertise)





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- Student Representatives (one from B.Ed. I Year and one from B.Ed. II Year)

#### **4. Measures to Prevent Sexual Harassment in the Campus:**

The policy outlines various measures to prevent sexual harassment, including:

- Ensuring a safe, accessible, and sensitive mechanism for registering complaints.
- Taking action on complaints, including 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.

The policy demonstrates a commitment to maintaining a safe and respectful educational environment while actively addressing and preventing sexual harassment. It also emphasizes the importance of involving both staff and student representatives in the Anti-Sexual Harassment Committee to ensure a holistic approach to this critical issue.

