

## **Anti-Sexual Harassment Committee**

In accordance with the judgement and guidelines issued by the Supreme Court of India in 1997 to ensure the effective enforcement of the fundamental human right to gender equality and protection against sexual harassment, particularly in workplaces, the University Grants Commission (UGC) has issued several circulars since 1998 to universities and colleges across India. These circulars recommend the establishment of a permanent cell and committee to address issues related to sexual harassment, violence against women, and ragging in higher educational institutions.

Following these guidelines, **Vijaya College Mulkki** has constituted an **Anti-Sexual Harassment Committee** to promote a safe, respectful, and inclusive environment for students and staff.

### **Aims and Objectives of the Committee**

The Anti-Sexual Harassment Committee functions with the following objectives:

1. To formulate and implement policies aimed at preventing sexual harassment on the campus.
2. To develop clear procedures and mechanisms for addressing complaints related to sexual harassment.
3. To ensure effective implementation of institutional guidelines and policies.
4. To prepare and execute both short-term and long-term action plans for prevention and awareness.
5. To organize gender sensitization programmes and awareness campaigns among students and staff.
6. To address complaints of discrimination or sexual harassment in a timely and confidential manner while ensuring support for the affected individuals.

### **What is Sexual Harassment?**

Sexual harassment refers to any unwelcome sexually determined behaviour, whether directly expressed or implied. It may include the following actions:

- Physical contact and inappropriate advances.
- Demands or requests for sexual favours.
- Sexually coloured remarks or comments.
- Display or circulation of pornographic material.
- Unwelcome physical, verbal, or non-verbal conduct of a sexual nature.
- Eve-teasing or inappropriate gestures.
- Offensive or derogatory remarks or jokes that cause embarrassment.
- Innuendos, taunts, or suggestive comments.
- Gender-based insults or sexist remarks.
- Unwelcome communication with sexual overtones through telephone calls, messages, or digital platforms.
- Unwanted touching or brushing against any part of the body.

- Displaying offensive or derogatory images, cartoons, pamphlets, or posters.
- Forcible physical contact, molestation, or physical confinement against a person's will.
- Any act that violates an individual's dignity, privacy, or personal freedom.

## Composition of the Committee

Prof. Venkatesh Bhat, Principal  
 Dr. Shailaja Y.V.- SWO  
 Prof. Devadasa K. - IQAC Co-ordinator  
 Mrs Sharmila Rajesh - Co-ordinator  
 Ms. Aruna-Member  
 Mrs. Surekha- Member  
 Ms. Aajnhha Soham- Member  
 Mrs. Harshitha Rao-Member

## Activities of the Committee

The Anti-Sexual Harassment Committee undertakes several initiatives to promote awareness and maintain a safe campus environment. These include:

- Conducting awareness programmes and seminars on gender sensitivity and women's safety.
- Displaying posters, brochures, and informational materials regarding prevention of sexual harassment.
- Educating students and staff about complaint mechanisms and redressal procedures.
- Observing relevant awareness days and organizing lectures or workshops.
- Ensuring that complaints are addressed promptly through proper enquiry and investigation.

Through these activities, the committee aims to foster a culture of respect, equality, and dignity within the campus community.

## Procedure for Complaint and Redressal

The committee follows a structured procedure for addressing complaints related to sexual harassment. The committee handles issues related to **sexual harassment within the college campus**, and its provisions apply to all **students, faculty, and staff members**.

- A complaint regarding discrimination or sexual harassment may be filed by the **victim or by a third party** on their behalf.
- Complaints should preferably be **submitted in writing** to the **Coordinator of the Anti-Sexual Harassment Committee**.
- Initially, the committee may attempt to resolve the matter through **informal and amicable methods**, where appropriate.
- If required, a **formal enquiry** will be conducted by the committee.
- A **humane and sensitive approach** will be followed during the investigation.
- The committee ensures a **safe and confidential environment** where individuals can report incidents without fear.

The Anti-Sexual Harassment Committee of **Vijaya College Mulki** plays a vital role in ensuring a safe and respectful academic environment. Through awareness programmes, preventive measures, and an effective grievance redressal system, the committee is committed to safeguarding the dignity and rights of all members of the institution.