



FOR SEXUAL HARASSMENT RELATED ISSUES

24 X 7 HELPLINE NO.: **80866 77003**

PREVENTION OF SEXUAL HARASSMENT IN THE CAMPUS

Gregorian Institute of Technology has committed itself to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

The Internal Complaints Committee (ICC) is constituted as per the directives of statutory bodies for gender sensitization against sexual harassment.

Sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Composition of the Internal Complaints Committee (2022-23)

- Mrs. Shenu.S, Lecturer/EEE - Presiding Officer
- M. Asha Anil, HoD/Civil
- Mr.Abhijith R Mohan, Lecturer/Physics
- Mrs.Sreejaya, Healthcare Assistant, College Dispensary
- Mrs.Shoney Susan Philip, Superintendent, College Office
- Ms.Akshaya.O.C – Student Representative
- Mr.Abhishek.A – Student Representative
- Ms.Devika Sreenivas – Student Representative

If the committee as well as the Principal is satisfied that a prima facie case of sexual harassment is made out against the respondent employee(s)/student and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, disciplinary action could be initiated in the form of:

- Warning
- Written apology
- Bond of good behaviour
- Adverse remarks in the confidential report
- Debarring from supervisory duties
- Denial of membership of statutory bodies
- Denial of re-employment/re-admission
- Stopping of increments / promotion/denying admission ticket
- Reverting, demotion
- Suspension
- Dismissal
- Any other relevant mechanism