



SIENA COLLEGE OF PROFESSIONAL STUDIES

(Affiliated to Mahatma Gandhi University, Kottayam, Kerala)

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SEXUAL HARASSMENT POLICY

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Siena College of Professional Studies, Edakochi is committed to provide a safe and secure campus environment to the staff and students. Since sexual harassment results in violation of the fundamental rights of women to equality as per articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the Constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redress) Act 2013.

“Sexual Harassment” includes any one or more of the following unwelcome acts or behaviour:

- Physical contact or advances;
- A demand or request for sexual favours;
- Making sexually coloured remarks;
- Showing pornography;

Objectives

1. To fulfill the directive of the supreme court, as per UGC directives and the Mahatma Gandhi University in respect of implementing a policy against sexual harassment.
2. To evolve a mechanism for the prevention and redressal of sexual harassment cases.
3. To ensure equal access of all facilities and participation in activities of the college
4. To create a secured physical and social environment which will deter acts of sexual harassment.
5. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.

Some examples of behaviour that constitute sexual harassment at the workplace:

- Making sexually suggestive remarks or innuendos.
- Serious or repeated offensive remarks, such as teasing related to a person’s body or appearance.
- Offensive comments or jokes.
- Inappropriate questions, suggestions, or remarks about a person’s sex life.
- Displaying sexist or other offensive pictures, posters, MMS, SMS, WhatsApp, or e-mails.
- Intimidation, threats, blackmail around sexual favours.
- Threats, intimidation, or retaliation against an employee who speaks up about unwelcome behaviour with sexual overtones.
- Unwelcome social invitations, with sexual overtones, are commonly understood as flirting.
- Unwelcome sexual advances may or may not be accompanied by promises or threats, explicit or implicit.
- Physical contact such as touching or pinching.
- Caressing, kissing, or fondling someone against her will (could be considered assault).
- Invasion of personal space (getting too close for no reason, brushing against or cornering someone).

Some examples of behaviour that may indicate underlying workplace sexual harassment and merit inquiry:

- Criticizing, insulting, blaming, reprimanding, or condemning an employee in public.
- Exclusion from group activities or assignments without a valid reason.
- Statements damaging a person's reputation or career.
- Removing areas of responsibility, unjustifiably.
- Constantly overruling authority without just cause.
- Blaming an individual constantly for errors without just cause.