

## **PCM S.D. College for Women, Jalandhar Anti-Sexual Harassment Policy**

### **1. Objective**

This policy establishes the framework for preventing, prohibiting, and addressing sexual harassment within PCM S.D. College for Women, Jalandhar. It ensures compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. The objective is to maintain a professional and secure environment that enables women to study and work without intimidation or discrimination.

### **2. Scope**

This policy applies to:

- All women students, teaching and non-teaching staff, contractual workers, and any person associated with the college.
- All incidents occurring on campus or during activities organized, sponsored, or recognized by the college, whether on or off campus.
- All communication and interactions taking place in physical or virtual spaces linked to the institution.

Sexual harassment includes any unwelcome conduct, physical, verbal, or non-verbal, that is sexual in nature and affects an individual's safety, dignity, or participation in institutional activities. Examples include:

- Physical contact or advances;
- Requests or demands for sexual favours;
- Sexually coloured remarks;
- Display or sharing of explicit content;
- Any other behaviour that creates a hostile or intimidating environment.

### **3. Policy Statement**

The college enforces a zero-tolerance approach to sexual harassment.

All members of the institution are expected to maintain professional behaviour and respect personal boundaries.

- The College Anti Sexual harassment Committee shall operate as the statutory body responsible for receiving, inquiring into, and resolving complaints related to sexual harassment.
- All proceedings will be conducted in accordance with the law, maintaining confidentiality, impartiality, and procedural fairness.
- Retaliation, victimization, or interference with the complaint process is prohibited.
- The college will conduct regular orientation and sensitization programmes to promote awareness of rights, responsibilities, and redressal procedures.

#### **4. Institutional Responsibility**

The administration shall:

- Display the policy and College Anti Sexual harassment Committee details prominently on campus and on the college website;
- Provide necessary support for counselling and legal guidance, where applicable;
- Review and update preventive and redressal measures on an annual basis

#### **5. Conclusion**

PCM S.D. College for Women, Jalandhar, is committed to maintaining a safe and equitable institutional environment. All members are expected to uphold the principles of professionalism, accountability, and mutual respect in accordance with this policy and the relevant legal framework.