



CSI COLLEGE FOR ADVANCED STUDIES

POLICY ON SEXUAL MISCONDUCT

The Supreme Court of India, in a landmark judgment in August 1997 (*Vishaka & others vs. the State of Rajasthan & others*) stated that every instance of sexual harassment is a violation of “Fundamental Rights” under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the “Right to Freedom” under Article 19 (1)(g). Another Supreme Court Judgment in January 1999 (*Apparel Export Promotion Council vs. Chopra*) has stated that sexually harassing behaviour “needs to be eliminated as there is no compromise on such violations”. The Supreme Court further reiterated that sexual harassment “is a violation of the fundamental right to gender equality and the right to life and liberty”.

The Ministry of Law and Justice, Govt of India, in the official gazette, notified the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013

OBJECTIVES

1. To maintain a campus environment that emphasizes the dignity and worth of all members of the college.
2. To maintain a safe and healthy educational and work environment in which no member of the college is, on the basis of sex, sexual orientation, or gender identity, excluded from participation in, denied the benefits of, or subjected to discrimination.
3. To ensure a policy against sexual harassment or sexual abuse of women and girl students at the college.
4. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the institution.
5. To uphold the commitment of the institution to provide an environment free of gender-based discrimination.
6. To promote a social and physiological environment to raise awareness on sexual harassment in its various forms.

APPLICATION & SCOPE

This policy applies to all members of the college community, including students, faculty and staff.

POLICY

1. CSI College for Advanced Studies, Punnakkad shall uphold all the rules regulations concerning harassment of women in the educational institute.
2. CSI College for Advanced Studies, Punnakkad 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.
3. 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.

4. This policy expresses the college's commitment to an environment free from discrimination, sexual harassment and other unlawful forms of harassment, sexual misconduct, sexual assault, and stalking.
5. College prohibits discrimination, harassment, and retaliation based on any protected status: race, colour, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, and genetic information.
6. The Internal complaints committee shall be responsible for recommending on the redressal of harassment of such type.