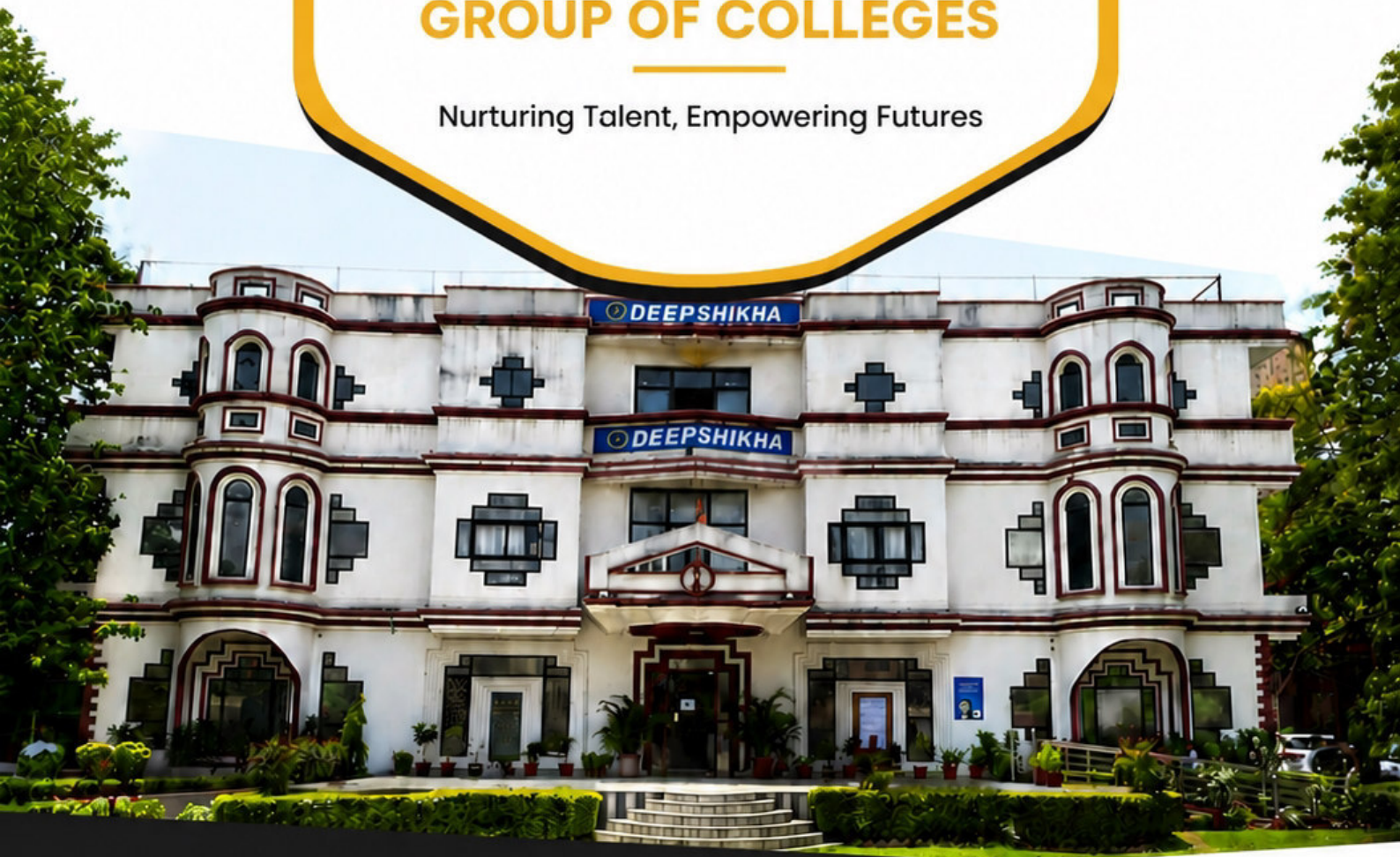




DEEPSHIKHA GROUP OF COLLEGES

Nurturing Talent, Empowering Futures



ANTI-SEXUAL HARASSMENT POLICY

Policy | Procedures | Confidentiality | Commitment



SAFETY



RESPECT



CONFIDENTIALITY



ZERO TOLERANCE

Anti-Sexual Harassment Policy

1. Prevention of Sexual Harassment of Women

Deepshikha College of Technical Education, Jaipur, affiliated with the University of Rajasthan, is committed to fostering a safe, inclusive, equitable, and gender-sensitive academic and work environment where every student, faculty member, staff member, and visitor is treated with dignity, respect, and equality. The College adopts a zero-tolerance policy towards sexual harassment, gender-based discrimination, intimidation, bullying, or any behaviour that compromises the dignity and rights of women.

In accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, and the applicable guidelines of the University of Rajasthan, the College has constituted an Internal Complaints Committee (ICC) to prevent, prohibit, and redress incidents of sexual harassment. The Committee functions with fairness, impartiality, transparency, confidentiality, and sensitivity while ensuring that the principles of natural justice are upheld throughout the complaint redressal process.

2. Objectives

The Internal Complaints Committee aims to:

- Prevent sexual harassment and all forms of gender-based discrimination within the College.
- Ensure compliance with the provisions of the POSH Act, 2013, UGC Regulations, 2015, and the guidelines of the University of Rajasthan.
- Provide a safe, secure, inclusive, and gender-sensitive environment for students, faculty members, non-teaching staff, and visitors.
- Establish a fair, transparent, confidential, and time-bound mechanism for receiving, investigating, and redressing complaints of sexual harassment.
- Promote awareness of gender equality, women's rights, mutual respect, professional ethics, and responsible behaviour through workshops, seminars, orientation programmes, and awareness campaigns.
- Encourage an institutional culture based on dignity, equality, respect, and accountability.



Principal

Deepshikha College of Technical Education
Varun Path, Mansarovar

3. Functions of the Internal Complaints Committee

The Committee shall:

- Receive and examine complaints relating to sexual harassment in accordance with the provisions of the POSH Act, 2013.
- Conduct fair, impartial, and confidential inquiries while ensuring compliance with the principles of natural justice.
- Recommend appropriate corrective and disciplinary measures to the competent authority based on the findings of the inquiry.
- Organize gender sensitization programmes, workshops, seminars, expert lectures, and awareness campaigns for students and employees.
- Advise the College on measures to strengthen institutional mechanisms for ensuring a safe and gender-sensitive campus.
- Maintain records of complaints and submit reports to the competent authority in accordance with statutory requirements.

4. Complaint Redressal Mechanism

The College follows a transparent, confidential, and legally compliant procedure for addressing complaints of sexual harassment.

- Any aggrieved woman employee or student may submit a written complaint to the Internal Complaints Committee within the time prescribed under the POSH Act, 2013.
- Where the complainant is unable to submit the complaint in writing, the Committee shall provide appropriate assistance in recording the complaint.
- Upon receipt of the complaint, the Committee shall conduct a fair, impartial, and confidential inquiry by providing equal opportunity to all concerned parties to present their case.
- The inquiry shall be completed within the statutory timelines prescribed under the POSH Act, and appropriate recommendations shall be submitted to the competent authority for necessary action.



Principal
Deepshikha College of Technical Education
Varun Path, Mansarovar

- The College shall ensure protection against retaliation, intimidation, or victimization of the complainant, witnesses, or any individual participating in the inquiry process in good faith.

5. Confidentiality

The College shall maintain strict confidentiality regarding the identity of the complainant, respondent, witnesses, inquiry proceedings, evidence, and recommendations of the Committee, as mandated under the POSH Act, 2013. All complaints shall be handled with utmost sensitivity, fairness, and discretion to protect the privacy and dignity of the individuals concerned.

6. Awareness and Preventive Initiatives

To promote a safe, respectful, and gender-inclusive campus environment, the College regularly undertakes the following initiatives:

- Organizing orientation programmes on gender equality, women's rights, and the provisions of the POSH Act.
- Conducting gender sensitization workshops, seminars, expert lectures, panel discussions, and awareness campaigns for students and employees.
- Displaying information regarding the Internal Complaints Committee, grievance redressal procedures, emergency helpline numbers, and relevant statutory provisions at prominent locations on the campus.
- Observing International Women's Day and organizing programmes that promote women's empowerment, safety, leadership, and well-being.
- Encouraging active participation of students and staff in activities that promote equality, mutual respect, and responsible citizenship.
- Periodically reviewing institutional practices, campus safety measures, and awareness initiatives to strengthen a harassment-free, inclusive, and supportive learning and working environment.

7. Policy Review

The Internal Complaints Committee shall periodically review the implementation and effectiveness of this policy. The policy shall be updated whenever required to ensure continued compliance with the POSH Act, 2013, UGC Regulations, 2015, the guidelines of the University of Rajasthan, and other applicable statutory provisions. The Committee shall work in coordination



Principal
Deepshikha College of Technical Education
Varun Path, Mansarovar

with the Grievance Redressal Cell, Anti-Ragging Committee, and IQAC to promote a safe, inclusive, and gender-sensitive institutional environment.



Principal
Deepshikha College of Technical Education
Varun Path, Mansarovar

Principal

Deepshikha College of Technical Education, Jaipur