



Sri Ganesh College of Arts & Science

Co-Educational Institution Affiliated to Periyar University

Kamaraj Nagar Colony, Ammapet, Salem - 636 014 Tamilnadu, INDIA. Cell : 80127 64562

Tel: 0427-2242999, Email: principal.ganeshcollege@gmail.com | www.ganeshcollege.in

Anti-Sexual Harassment Policy

1. Introduction

Sri Ganesh College of Arts & Science, Salem, is deeply committed to ensuring an environment that upholds the dignity and respect of every individual. Sexual harassment, in any form, is a serious violation of these principles and is strictly prohibited within the college community. The institution recognizes the importance of providing a safe and supportive environment where students, faculty, and staff can work and learn without fear of harassment or discrimination. This policy outlines the college's stance on sexual harassment and the measures it has put in place to prevent, address, and redress such issues.

2. Scope

This Anti-Sexual Harassment Policy applies to all members of Sri Ganesh College of Arts & Science, including students, teaching and non-teaching staff. The policy covers incidents of sexual harassment occurring within the college premises as well as those occurring off-campus if they involve members of the college community. This includes but is not limited to classrooms, laboratories, offices, and hostel facilities, transportation services provided by the college, and college-sponsored events or activities. The policy also extends to any form of harassment conducted through digital or online platforms, including social media, emails, and messaging apps.

3. Objectives of the Policy

The primary objective of this Anti-Sexual Harassment Policy is to ensure a work and educational environment that is free from sexual harassment and conducive to the development of each individual. The policy aims to:

- Define what constitutes sexual harassment and make it clear that such behavior will not be tolerated.
- Establish procedures for reporting, investigating, and addressing complaints of sexual harassment.
- Provide a supportive framework for victims of sexual harassment, ensuring confidentiality and protection from retaliation.



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- Promote awareness among all members of the college community about the importance of preventing sexual harassment and encouraging respectful behavior.
- Ensure compliance with national and state laws concerning sexual harassment, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

4. Policy Statements

SGCAS maintains a zero-tolerance policy towards sexual harassment. Sexual harassment is defined as any unwelcome behavior, verbal or physical, of a sexual nature that creates an intimidating, hostile, or offensive environment. This includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment may also include derogatory remarks, inappropriate jokes, comments about a person's body, unwelcome touching, or any other behavior that is demeaning or discriminatory based on a person's gender or sexuality.

The college is steadfast in taking immediate and appropriate action when incidents of sexual harassment are reported. All complaints will be thoroughly investigated in a fair and impartial manner, ensuring that both the complainant and the accused are treated with dignity and respect throughout the process. Confidentiality will be maintained to the extent possible, and no individual will be subjected to retaliation for filing a complaint or participating in an investigation.



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Sri Ganesh College of Arts & Science encourages anyone who experiences or witnesses sexual harassment to report the incident to the Internal Complaints Committee (ICC). The college will take all necessary steps to ensure that those who engage in sexual harassment are held accountable, with consequences ranging from warnings and mandatory counseling to suspension, expulsion, or termination of employment, depending on the severity of the offense. The college is also dedicated to creating awareness and sensitivity about sexual harassment issues through regular training programs, workshops, and seminars. These initiatives aim to educate students, faculty, and staff about their rights and responsibilities under the law and the college's policy, promoting a culture of mutual respect and understanding.

5. Formation and Functioning of Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) at SGCAS, established in compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH Act), and University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, is responsible for addressing complaints of sexual harassment and ensuring compliance with this policy. The ICC is headed by a senior most women faculty members, composed of a diverse group of members, including faculty, non-teaching staff, students and external experts, to ensure a balanced and fair perspective in handling complaints. The committee is tasked with receiving complaints, conducting investigations, and recommending appropriate disciplinary actions. The ICC operates with a focus on confidentiality, fairness, and impartiality, providing a safe and supportive space for complainants to voice their concerns.

6. Approval of the Policy and Review

This Anti-Sexual Harassment Policy has been approved by the Governing Council of the College, and is subject to annual review to ensure its continued relevance and effectiveness. The review process will involve input from the ICC, college administration, and other stakeholders to address any emerging challenges and to reinforce the college's commitment to a harassment-free environment. Any updates or revisions to the policy will be communicated promptly to all members of the college community.



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Anti-Sexual Harassment Committee

S. NO.	NAME OF THE MEMBER	POSITION	CONTACT NUMBER
1	Mrs.J.Nithiya HOD in Mathematics	Preceding Officer	9944643035
2	Mr.N.Raagavendran Cyber Security	NGO	7022016199
3	Mrs.M.Divya Assistant Professor	Member	7708294046
4	Dr.T.Sellammal Assistant Professor	Member	9655967392
5	Mr.E.Prabu Assistant Professor	Member	9843166331
6	Mrs.A.Anushya Non-Teaching Staff	Member	9345876686
7	Mr.L.Duraisabapathy Non-Teaching Staff	Member	9543939991
8	Mrs.S.Nivetha Student	Member	8438242209
9	Miss.R.Dharshini Devi Student	Member	8344197198
10	Mr.P.Ravi Student	Member	9361123836

Principal

PRINCIPAL

SRI GANESH COLLEGE OF ARTS & SCIENCE,
AMMAPET, SALEM-14.