

SACRED HEART COLLEGE, MADANTHYAR
PREVENTION OF SEXUAL HARASSMENT CELL

Sacred Heart College has constituted Anti-sexual Harassment cell, which ensures a sexual harassment free environment for all those who are studying or working in the college and addresses the harassment issues/complaints if there is any with promptness. The cell deals with the issues relating to sexual harassment at Sacred Heart College and it is applicable to all students, staff and faculty. The college always aims to provide a healthy and congenial atmosphere to the staff and students of the college.

In view of recommendations of the UGC, we at Sacred Heart College, have constituted an Internal Complaints Committee of the sexual harassment at workplace.

Objectives:

1. To receive any grievance/complaint from students / staff regarding sexual harassment
2. To investigate the case based on the above mentioned complaints relating to sexual harassment.
3. To conduct a systematic enquiry on receiving any complaints from aggrieved students/staff and submit a detailed report to the college management.
4. To ensure confidentiality in the proceedings as well as maintenance of records.
5. To uphold the dignity of the institution by promoting cordial student relationship and student teacher relationship etc.

Present Working Members of the cell:

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|------------------------|------------------|----------------|
| 1. Dr. Joseph N.M. | - Principal | - Chairman |
| 2. Mrs. Beby A | - HOD of Kannada | - Co-ordinator |
| 3. Mrs. Jecinta Dsouza | - Lecturer | - Member |
| 4. Ms. Priya Mathew | - Lecturer | - Member |
| 5. Mrs. Leona Pinto | - Lecturer | - Member |
| 6. Mrs. Gayathri | - Staff | - Member |

A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the convener of the committee. If

a complaint is made to the Principal, or any other committee members, they may be forwarded to the convener of the committee.

The following disciplinary action could be initiated by committee

1. Warning
2. Written apology
3. Adverse remarks in the confidential report
4. Suspension
5. Dismissal
6. Denial of re-admission/reappointment.
