

## **PRATHIRODHANA - Prevention of Sexual Harassment Cell**

### **Standard Operating Procedure for 2019-20**

Prevention of Sexual Harassment Cell (PSHC) of S.C.E. follows the following **Standard Operating Procedure**

1. The committee is initially formed by the Principal and IQAC.
2. The committee members are nominated by the Principal initially and restructured every academic year.
3. Roles and responsibilities of PSHC would be formed based on Vishaka Guidelines.
4. The Vishaka guidelines define sexual harassment as any unwelcome sexually determined behaviour (whether directly or by implication). These are:
  - a. Physical contact and advances
  - b. A demand or request for sexual favours
  - c. Sexually coloured remarks
  - d. Showing pornography
  - e. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
5. There is Zero Tolerance to Sexual Harassment in the college.
6. The committee meeting would be conducted before the starting of the academic year to make strategic plan for the year.
7. According to the strategic plan the events would be conducted.
8. The students or faculty of the college can mention their issues in a written or typed note and drop it in the grievances box placed at various places in the college or inform through the helpline/direct contact with the Committee Chairman.
9. In case of any issues related to student or faculty or staff that are obtained in the grievances box placed at various places in the college or through the helpline or by the direct contact with the Committee Chairman is brought to the notice of the PSHC committee.
10. The matter is discussed among the committee members and the grieved student or faculty.
11. In case of any suitable evidence is found, the matter will be referred to the Governing Council for further required action.



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12. The identity of the grieved person will be protected.
13. Event report is made for each event.
14. At the end of the academic year the annual report and action taken report are submitted to IQAC.

  
Convener

  
Principal  
Principal  
Sapthagiri College of Engineering  
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