

## Anti – Sexual Harassment Cell

As per the Guidelines of UGC and the Supreme court an Anti-Sexual Harassment cell has been established by Alphonsa college 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 .This includes all forms of gender violence ,sexual harassment, and discrimination on the basis of gender.

### Objectives:

- To create a secure physical and social environment which will deter acts of sexual harassment
- To provide an environment free of gender – based discrimination
- To facilitate a safe environment that is free of sexual harassment
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.
- To organize gender sensitization awareness programs
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized.

### Members:

Dr. Chacko K V	Principal
Fr. Shenish Augustine	Vice Principal
Fr.Geo Mathew	IQAC Coordinator
Fr. Bijo Chembarathiyil	NGO Representative
Mr. Sebastian Cheriyan	HoD, Dept. of English
Dr. Githin V G	HoD, Dept. of Psychology
Ms. Sanamma P V	HoD, Dept. of Commerce
Ms. Sneha Mathew	Asst. Professor , Dept. of Psychology
Ms. Sheeba mol Joseph	Asst. Professor , Dept. of English
Ms.Feji Manual	Asst. Professor , Dept. of Commerce
Mr. Jojo Kurian	Office Superintendent
Ms. Shanty John	Clerk
Linnet Sibi(II yr. B.Com CA)	Student Representative
Hyder Shan( II yr. BBA)	Student Representative
Akhil Muhammad (II yr. BSc.PSY)	Student Representative
Meenu Lakshmi K K (II yr. BSc.PSY)	Student Representative
Don Roby(II yr. BA )	Student Representative
Aneesha M(II yr. BA )	Student Representative

## **The following is also sexual harassment and is covered by the committee:**

- Eve-teasing,
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and Physical confinement against one's will and any other act likely to violate one's privacy.

## **Procedure for approaching the committee**

The Committee deals with issues relating to sexual harassment at Women cell of the college. It is applicable to all students, staff and faculty. 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 Chairman of the Committee. If the complaint is made to the teachers of the college, they may forward it to the Chairman of the Committee against Sexual Harassment.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:

- Physical contact and advances;
- Demand or request for sexual favors;
- Sexually coloured remarks;
- Showing pornography;

- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Anti-Sexual Harassment Cell assures all the complaints of the students, teaching and non-teaching staffs are treated with dignity and respect and the complaints should be maintained confidential.

**False Reporting:**

Intentionally making a false report or providing false information is grounds for indiscipline.