**M.D.S.D Girls College , Ambala City**

## Anti Ragging /Anti Harassment

Policy Statement:-

Discriminatory harassment of any person or group of persons on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or veteran status is prohibited. Any employee, student, student organization, or person privileged to work or to study at the MDSD Girls College, Ambala City. who violates this policy will be subject to disciplinary action: for employees, up to and including termination; and for others, up to and including permanent exclusion from the Institute.

This policy applies to every member of the Institute community. Faculty, students, and staff at all levels are responsible for maintaining an appropriate environment for study and work. This includes conducting themselves in a professional manner.

This policy and procedure is intended to facilitate an atmosphere in which, faculty staff, and students have the right to raise the issue of discriminatory harassment without fear of retaliation and to ensure that violations are fully remedied. No member of the the MDSD Girls College Community will be retaliated against for making a good faith report of alleged harassment or for participating in an investigation, proceeding, or hearing.

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Policy Terms:-

Discriminatory harassment - unwelcome verbal, non-verbal, or physical conduct directed against any person or group, based upon race, colour, religion, sex, national origin, age, disability, sexual orientation, gender identity, or veteran status that has the purpose or effect of creating an objectively hostile working or academic environment. A hostile environment is created when harassment is so severe, pervasive, or persistent as to unreasonably interfere with or limit an individual's employment or educational opportunities.

Harassment must be distinguished from behaviour which, even though unpleasant or disconcerting, is appropriate to the carrying out of certain instructional, advisory, or supervisory responsibilities.

Sexual harassment - Unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal or physical conduct of a sexual nature, when:-

Submission to such conduct is made either implicitly or explicitly as a term or condition of an individual's employment or status in a course, program, or activity;

Submission or rejection of such conduct by an individual is used as a basis for condition of an individual's employment or status in a course, program, or activity;

Such conduct has the purpose or effect:-

of unreasonably interfering with the individual's work or education performance;

of creating an objectively intimidating, hostile, or offensive working and/or learning environment; or

of unreasonably interfering with or limiting one's ability to participate in or benefit from an educational program or activity.

Both men and women, as well as, persons of the same gender may be either the initiators or victims of sexual harassment.

Procedures: -

**Complaints of Sexual Misconduct**

Complaints of Sexual Misconduct (which includes, but is not limited to, domestic violence, dating violence, sexual assault, sexual exploitation, sexual harassment, and stalking) are addressed pursuant to the policies and procedures of the Board of Regents Sexual Misconduct Policy. Additional procedures for complaints of sexual misconduct by students are contained in the Student Sexual Misconduct Policy.

written summary of the Complaint and will proceed as set forth in the following section.

Resolution of a Complaint: -

When a complaint is submitted, the Appropriate Institute Official will discuss the matter with the parties promptly, will notify the appropriate Principal of the College, and may initiate whatever steps he or she deems appropriate to affect an informal resolution of the complaint acceptable to both parties within Three Months of a reported incident. If an informal resolution is reached, it will be documented in writing, approved by the Principal of the College and Students, as appropriate, and signed by the Complainant and the Respondent.

If an informal resolution satisfactory to the Parties is not reached within Three Months after an incident is reported, or if in the sole discretion of the Appropriate Institute Official, an informal resolution is not possible; the Appropriate Institute Official will proceed with a full investigation.

Committee Convener

Dr. Seema Singhal

Committee Member

Ms Karamjit Kaur