



ANTI -SEXUAL HARASSMENT POLICY

THE POLICY STATEMENT

Karnatak Law Society's Raja Lakhamgouda Law College, Belagavi is committed to providing a safe environment for all its students and employees free from discrimination on any ground and from harassment at work including sexual harassment.

Karnatak Law Society's Raja Lakhamgouda Law College, Belagavi will operate a zero-tolerance policy for any form of sexual harassment in the college, treat all incidents seriously and promptly investigate all allegations of sexual harassment.

Any person found to have sexually harassed another will face disciplinary action.

All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.

No one will be victimized for making such a complaint.

All kinds sexual harassments are prohibited at Karnatak Law Society's Raja Lakhamgouda Law College, Belagavi, whether it takes place within premises or outside, including at events, conducted by the college.

Anyone, he/she, who is subject to sexual harassment can approach one of the designated staff members responsible for receiving complaints of sexual harassment.

As per the guidelines of UGC and the Supreme Court an Anti-Sexual Harassment Committee has been established by the college to provide a healthy atmosphere to the students of the college.

Anti-Sexual Harassment Committee deals with issues relating to sexual harassment

**KARNATAK LAW SOCIETY'S RAJA LAKHAMGOUDA LAW
COLLEGE, BELAGAVI
INTERNAL COMPLAINT COMMITTEE
COMPOSITION**

 Karnatak Law Society's 

**RAJA LAKHAMGOUDA
LAW COLLEGE**

Affiliated to Karnataka State Law University
Tilakwadi, Belagavi- 590006

**ANTI-SEXUAL
HARASSMENT CELL
COMPOSITION**

CHAIRMAN
Dr. A. H. Hawaldar
(Principal)

HEAD OF COMMITTEE
Mrs. Madhuri Kulkarni
(Senior Lecturer)

MEMBERS
Dr. Samina Nahid Baig
(Assistant Professor)

Mrs. Jyoti Kulkarni
(Lecturer)

Dr. Sonali Sarnobat
(N.G.O MEMBER)

Mrs. Chetana S Biraj
(Practicing Advocate Belagavi)

CONTACT OF ANY RELATED ISSUES AND QUERIES

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COMPLIANCE WITH THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

➤ What is the PoSH Act?

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly referred to as the 'PoSH Act' is an Indian law enacted with the objective of making workplaces safer for women by preventing, prohibiting and redressing acts of sexual harassment against them in the workplace. The law was made effective in the whole of India on December 9, 2013, by the Ministry for Women and Child Development.

➤ What is 'Sexual Harassment' under the Act?

Section 2(n) of the Act defines sexual harassment to include the following unwelcome acts:

- i. Physical contact and sexual advances.
- ii. A demand or request for sexual favours.
- iii. Making sexually coloured remarks.
- iv. Showing pornography.
- v. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

These acts may be considered unwelcome if the woman expresses her discomfort upon the commission of these acts, or does not consent to them. Additionally, the following circumstances may amount to sexual harassment if they are connected with any of the acts or behaviour mentioned above.

- i. Implied or explicit promise of preferential treatment in employment.
- ii. Implied or explicit threat of detrimental treatment in employment.
- iii. Implied or explicit threat about present or future employment status.
- iv. Interference with work or creating an intimidating or offensive or hostile work environment.
- v. Humiliating treatment likely to affect health or safety.

IMPLEMENTATION OF UGC REGULATIONS AGAINST SEXUAL HARASSMENT

- University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015 as notified and brought into force by an official gazette on the 2nd of May, 2016.
- The Regulation marks an important step forward in making higher education more accessible to women students in the country and establishing positive mechanisms like Internal Complaints Committees with elected student representatives in all colleges to address the challenge of sexual harassment and gender-based violence.
- It charges all higher educational institutions with the binding responsibility of "creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels". It further provides an elaborate list of supportive measures, which recognize the compounded vulnerability of students on the basis of "region, class, caste, sexual orientation, minority identity and being differently abled".
- At the same time, the regulations also clearly state that "concern for safety of women students cannot be cited to impose discriminatory rules for women in hostels" and that "campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students".
- It also mandates such important steps as according priority to construction of women's hostels, ensuring reliable public transport, gender sensitive health care infrastructure and counseling, adequate lighting on campuses and sensitization programs with faculty, administrative and security staff among others things.