



MTM College Of Arts, Science and Commerce is committed to provide a safe and respectful environment for all its members. The Anti-Sexual Harassment Cell is established to address complaints related to sexual harassment promptly and effectively.

This policy applies to all students, faculty, staff, and visitors of MTM College and covers all forms of sexual harassment.

Vision:

MTM College envisions a campus environment where every individual is treated with respect, dignity, and equality, fostering a safe and harassment-free space for all.

Mission:

Our mission is to establish and maintain an Anti-Sexual Harassment Cell (ASHC) committed to preventing, addressing, and redressing instances of sexual harassment within the college premises. Through education, awareness, and proactive measures, we aim to create an inclusive and supportive environment that promotes gender equality and ensures the safety and well-being of our students, faculty, and staff.

Objectives:

- **Prevention:** Implement proactive measures, workshops, and training programs to prevent sexual harassment and create awareness about respectful behaviour and boundaries.
- **Prompt Redressal:** Establish a transparent and effective mechanism for reporting, investigating, and addressing complaints of sexual harassment in a timely manner.
- **Support Services:** Provide support, counselling, and guidance to survivors/victims of sexual harassment, ensuring their well-being and access to appropriate resources.
- **Compliance:** Ensure compliance with relevant laws and guidelines pertaining to sexual harassment, regularly reviewing and updating policies to reflect best practices.
- **Awareness and Education:** Conduct regular awareness campaigns, workshops, and seminars to educate the college community about the significance of consent, respect, and gender equality.



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Anti-Sexual Harassment Cell (ASHC) Policy:

1. Policy Statement:

MTM College is committed to providing a safe and respectful environment free from all forms of sexual harassment. The college has established an Anti-Sexual Harassment Cell (ASHC) to address and prevent instances of sexual harassment and to provide support to those affected.

2. Scope:

This policy applies to all members of the college community, including students, faculty, staff, and visitors.

3. Prohibited Conduct:

Sexual harassment in any form, including but not limited to verbal, non-verbal, physical, or electronic, is strictly prohibited. This includes unwelcome advances, requests for sexual favours, inappropriate jokes or comments, display of explicit material, and any behaviour that creates a hostile or uncomfortable environment.

4. Reporting Mechanism:

Any individual who experiences or witnesses sexual harassment is encouraged to report the incident immediately to the designated authorities within the ASHC. Reports can be made in writing, orally, or through electronic means, and confidentiality will be maintained throughout the process to the extent possible.

5. Investigation and Redressal:

The ASHC will conduct prompt and impartial investigations into reported incidents of sexual harassment. Upon verification of the complaint, appropriate disciplinary action will be taken against the perpetrator in accordance with the college's policies and legal guidelines.

6. Support Services:



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The ASHC will provide support, counselling, and guidance to the complainant/victim throughout the process. Access to medical assistance, legal aid, and other support services will also be facilitated as required.

7. Non-Retaliation:

MTM College strictly prohibits retaliation against any individual involved in the reporting or investigation of a sexual harassment complaint. Retaliation against a complainant, witness, or supporter will be treated as a serious offense and will be addressed accordingly.

8. Awareness and Training:

The college will organize regular awareness programs, workshops, and training sessions to educate the college community about the prevention of sexual harassment, the importance of consent, and the support available for victims.

9. Review and Update:

This policy will be reviewed periodically and updated as necessary to ensure its effectiveness and compliance with the latest legal and ethical standards.

Conclusion:

MTM College remains dedicated to fostering an environment where everyone feels safe, respected, and valued. The ASHC is committed to upholding this policy and ensuring a zero-tolerance approach towards sexual harassment.

Please note, the policy and its specific implementation might be subject to local laws, regulations, and institutional guidelines. It is essential to involve legal and administrative experts in finalizing and implementing such policies.




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