



# ST. XAVIER'S COLLEGE MAHUADANR

Estd: 2011. Affiliated to Nilamber-Pitamber University, Medininagar NPU/R/953/11

P.O- Mahuadanr, Dist. Latehar, Jharkhand 822119

Accredited with 'B' Grade by NAAC, Recognized by UGC

AISHE-C-42763

ISO-9001:2015

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## ANTI-SEXUAL HARASSMENT POLICY

This Anti-Sexual Harassment Policy is established by St. Xavier's College, Mahuadanr to ensure a safe, respectful, and inclusive environment for all members of the college community. Sexual harassment in any form is strictly prohibited and will not be tolerated within the college premises or in any college-related activities.

### Definition of Sexual Harassment

Sexual harassment refers to any unwelcome conduct of a sexual nature that interferes with an individual's academic or work performance, creates an intimidating, hostile, or offensive environment, or otherwise negatively impacts the college experience. This includes both explicit and subtle behaviors, such as verbal comments, non-verbal actions, and physical gestures.

### Prohibited Conduct

The college strictly prohibits all forms of sexual harassment, including but not limited to:

- Unwanted sexual advances or requests for sexual favors.
- Making offensive remarks or comments of a sexual nature.
- ~~Displaying explicit or offensive materials.~~
- Engaging in unwelcome sexual jokes, innuendos, or taunts.
- Inappropriate touching, gestures, or physical contact.
- Cyberbullying or online harassment of a sexual nature.

### Reporting Procedure

If you experience or witness any incident of sexual harassment, you are encouraged to report it promptly. The college provides multiple avenues for reporting, including:

- Informing a trusted faculty or staff member.
- Utilizing the confidential reporting hotline at 9508440233
- Submitting an online report through the college's reporting portal <https://www.sxcm.co.in/feedback.php>

All reports will be treated with discretion, and efforts will be made to maintain confidentiality to the extent permitted by law.

**Principal**  
**St. Xavier's College**  
**Mahuadanr**

## **Investigation and Resolution**

Upon receiving a report of sexual harassment, the college will promptly initiate an impartial investigation. The investigation will be conducted in a fair and respectful manner, with a focus on gathering evidence and interviewing relevant parties. Both the complainant and the accused will have the opportunity to provide their accounts and evidence.

## **Support Services**

The college is committed to providing support to individuals affected by sexual harassment. Support services may include counseling, medical assistance, legal guidance, and other resources as needed. Victims will be informed of their rights and options throughout the process.

## **Non-Retaliation**

The college strictly prohibits any form of retaliation against individuals who report incidents of sexual harassment or participate in the investigation. Retaliation is a serious violation of this policy and will result in appropriate disciplinary action.

## **Consequences for Violations**

Individuals found responsible for violating this policy will face appropriate disciplinary actions. These actions may range from education and training to more severe consequences, including suspension, termination, or expulsion, depending on the severity of the violation.

## **Prevention and Awareness**

The college is dedicated to preventing sexual harassment through ongoing education and awareness programs. Regular training sessions and awareness campaigns will be conducted to ensure that all members of the college community understand their rights and responsibilities and contribute to a safe and respectful environment.

## **Policy Review**

This Anti-Sexual Harassment Policy will be periodically reviewed and updated to align with current laws and best practices. St. Xavier's College, Mahuadanr is committed to continuously improving its efforts to prevent and address sexual harassment.

By adhering to this policy, we strive to create a college environment free from sexual harassment, where every member can thrive academically, professionally, and personally.



*Principal*  
St. Xavier's College  
Mahuadanr