



## DEWAN ABDUL GANI COLLEGE

Harirampur, Dakshin Dinajpur, West Bengal- 733125

### POLICY ON SEXUAL HARASSMENT

**Dewan Abdul Gani College** is committed to providing a campus that is free of sexual harassment regardless of gender identity, sexual orientation caste, creed, race, religion, place of origin, disability, or economic status.

### WHAT CONSTITUTES SEXUAL HARASSMENT

Sexual harassment includes all forms of gender violence, sexual molestation, and discrimination & persecution on the basis of sex/gender. It includes **any one or more** of the following unwelcome acts or behaviors (whether directly or by implication):

- (a) physical contact and advances
- (b) demand or request for sexual favors
- (c) making sexually-colored remarks or gestures
- (d) showing pornography
- (e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature
- (f) implicit or explicit promise of preferential treatment in lieu of sexual favors
- (g) implicit or explicit threat of harm
- (h) humiliation, bullying or intimidation

## **Prevention of Sexual Harassment Cell of Dewan Abdul Gani College**

With the goal of ensuring a safe and healthy environment free of sexual harassment, violence, exploitation and intimidation we, at Dewan Abdul Gani College, have constituted a Prevention of Sexual Harassment Cell.

This cell also meets the obligation as mandated by Supreme Court of India, in its landmark judgment in August 1997 viz., Visakha & others vs. the state of Rajasthan & others which stated that every instance of sexual harassment is a violation of “Fundamental Rights” under articles 14, 15 and 21 of the Constitution of India, and amounts to a violation of the “Right to Freedom” under article 19 (1) (g). According to this judgment every employer is obliged to follow the guidelines laid down by the court and to develop and implement a specific policy to combat sexual harassment in the work place.

### **STEPS TO RAISE YOUR VOICE AGAINST SEXUAL HARASSMENT**

Victims of sexual harassment are advised to file a WRITTEN COMPLAINT to the members in the **Prevention of Sexual Harassment (POSH) Cell** or WRITE AN EMAIL addressed to [helpline.dagcol@gmail.com](mailto:helpline.dagcol@gmail.com) or INFORM THEIR MENTORS immediately, **verbally** or **in writing**.

### **MEMBERS OF THE PREVENTION OF SEXUAL HARASSMENT CELL**

1. Chhahir Ali Miah (Chairperson)
2. Smt. Rimpa Saha
3. Dr. Satarupa Sinha Roy
4. Shri Tapash Mondal
5. Smt. Bhakti Dey Sarkar (Secretary of the Girls' Common Room)

## **MEMBERS OF THE WOMEN'S SAFETY CELL/ VISAKHA**

1. Chhahir Ali Miah (Chairperson)
2. Dr. Satarupa Sinha Roy
3. Shri Babulal Murmu (TCS)
4. Dr. Munirul Islam (IQAC Coordinator)
5. Mr. Abdul Hatem (Member of the Governing Body of the College)
6. Smt. Rimpa Saha
7. Smt. Mousumi Adhikary
8. Smt. Bhakti Dey Sarkar (Secretary of the Girls' Common Room)