



SOHRA GOVERNMENT COLLEGE, SOHRA

East Khasi Hills, Meghalaya, 793108

(Estd. : 10th July, 1982)

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Ref. No. :

Date :

Institutional Police for Prevention Of Sexual Harassment in the workplace:

A conducive working environment directly affects the productivity of the worker and stimulates creativity. The responsibility of an employer or management of any kind is to make sure that the employees are not only provided a comfortable working space but are protected from harassment of any kind. The most humiliating and intimidating form of harassment is of a sexual kind which can cause mental and emotional trauma that can scar a person for life. Sexual harassment can be verbal, physical, visual and psychological in nature. It is unwelcomed by the person receiving it and causes the person to feel violated and insulted. A workplace is an environment that is directly under the control of the employer so every effort should be made by the employer to prevent harassment of any kind. Sexual harassment is a gender-neutral offence, at least in theory. However, statistics show that an overwhelming majority of sexual charges are brought by women claiming to have been sexually harassed by men. An employer therefore can take a number of steps to reduce the risks of such unfortunate and sometimes life-altering incidence. Steps should be taken to sensitize people on the nature of such harassments and the legal implications of such charges.

The University Grant Commission in its role of maintaining the standard of teaching, examination and research in universities all over India has recognized the importance of ensuring a healthy working environment for both the student and teaching community in all Higher Educational Institutions (HEIs) in the country. Accordingly therefore in a letter to the Vice-Chancellors of all the Universities in India the UGC requests all HEIs to:

- Constitute an Internal Complaint Committee (ICC) and a Special Cell in their respective institutions to deal with the issue of gender based violence and to conduct gender sensitization programme. It may be ensured that the ICC constituted in the University is working as per UGC (Prevention Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.
- Ensure the widest possible dissemination of the provisions of the law pertaining to sexual harassment of women at workplace.
- Provide healthy and secure atmosphere for all women at all the places and facilities on the campus
- Facilitate registration of grievances related to women and sexual harassment on UGC Student Grievance Redressal Portal.
- Prominently display and inform Toll free number: 1800-111-656 to all concerned for registration of grievances related to women and sexual harassment.


Principal
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