

SGRR (PG) College, Dehradun
(Affiliated to HNB Garhwal (Central) University, Srinagar, Uttarakhand)

**Policy Document on Prevention of Sexual Harassment
at Work Place**

- SGRR (PG) College is committed to provide a harassment free environment to all its stakeholders irrespective of their caste, class or gender. The college has always endeavoured to maintain a workplace that fosters harmonious, productive working relationships, which is free of sexual harassment, discrimination and retaliation.
- In order to ensure such a safe and conducive work environment, this Policy has been framed, in line with the provisions of the “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- The Guidelines of the “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 shall be followed by the Permanent Women Cell of the college.
- The college shall put signboards at different places in the college campus to highlight its policy of zero tolerance towards sexual harassment, along with the contact numbers of the members of Permanent Women Cell.
- The composition of the Internal Complaints Committee (ICC) shall be as per the guidelines of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.
- The college is committed to ensure that sexual harassment instances and incidents can be reported without fear of reprisal or retaliation.
- The Permanent Women Cell will conduct fair investigation (as per the procedures laid down in the ‘Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013’ and reach reasonable decision in a timely manner.
- The Cell will organise Gender sensitisation programs regularly to acquaint the students, faculties and non teaching staff about the rules, regulations and procedures of “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

March 16, 2020



Principal
Shri Guru Ram Rai (P.G.) College
Dehradun



I/C Permanent Women Cell