Policy on Prevention of Sexual Harassment

At KES Shri Jayantilal H Patel Law College, we uphold the dignity, safety, and respect of every member of our community. We are committed to fostering an academic environment free from gender-based discrimination, harassment, and misconduct.

In compliance with the directives of the National Commission for Women and the judgment of the Supreme Court of India dated August 13, 1997, in the case of **Vishaka and Others vs. State of Rajasthan and Others**, the College has proactively constituted an **Internal Complaints Committee (ICC)** to address and prevent sexual harassment within the institution.

Sexual Misconduct Will Be Met With Strict Disciplinary Action

DON'Ts

- Do not make sexually colored verbal or non-verbal remarks or gestures, whether explicit or implicit.
- Do not ask inappropriate or intrusive questions about a person's sexuality.
- Do not make unwanted physical contact or advances.
- Do not demand or request sexual favors in any form.
- Do not misuse your authority or position of power.
- Do not display, distribute, or share pornographic content.
- Do not stalk or engage in cyberstalking.
- Do not indulge in any form of voyeurism.
- Do not ignore or tolerate sexual misconduct occurring in your presence.

DO's

- Speak up and report incidents of sexual harassment without delay to the appropriate authority.
- Clearly express your discomfort if someone's actions, comments, or gestures make you uneasy.
- Familiarize yourself with the laws, policies, and guidelines on the **Prevention of Sexual Harassment (POSH) Act, 2013** and related institutional rules.

Policy for Prevention of Sexual Harassment

Our Commitment to Safety and Respect

At KES Shri Jayantilal H Patel Law College, we are firmly committed to fostering a safe, inclusive, and respectful environment for every member of our community. The **Internal Complaints Committee (ICC)** operates as an integral part of this commitment, comprising a diverse group of academic staff, administrative staff, and student representatives. The committee upholds the principles laid down in the landmark **Vishaka and Others vs. State of Rajasthan and Others** judgment delivered by the Supreme Court of India, which forms the foundation of our preventive and redressal framework.

Confidential and Impartial Resolution

The ICC provides a confidential and impartial platform for individuals to report incidents of gender-based discrimination, harassment, or misconduct. Adhering to the principles of natural justice, the committee ensures:

- Protection and privacy of complainants
- Fair, unbiased, and timely inquiry procedures
- Equitable opportunities for all parties to present their case

Preventive Measures and Awareness Initiatives

Beyond grievance redressal, the ICC actively promotes awareness and prevention through:

- Workshops and sensitization sessions
- Training programs on gender equality and respectful conduct
- Campaigns that educate the college community about rights, responsibilities, and acceptable behavior

These initiatives aim to cultivate a culture of respect, dignity, and inclusivity across the campus.

Responsive Action to Student Suggestions

KES Shri Jayantilal H Patel Law College values student feedback and acts promptly on suggestions aimed at improving safety and inclusivity. Previous initiatives have included:

- Skits and street plays on gender sensitization
- Peace marches and awareness rallies

- Interactive sessions with local law enforcement
- Installation of vigilance squads and informative banners

Comprehensive Complaint Management System

The college has adopted a transparent and accessible complaint management system, which includes:

- An open-door policy with the administration
- Suggestion/complaint boxes
- Dedicated bodies such as the **Anti-Ragging Cell**, **Women Development Cell (WDC)**, and **Internal Complaints Committee (ICC**

Where necessary, measures such as counseling, parental involvement, and support from concerned faculty members are implemented to ensure student well-being.

Special Facilities for Female Staff and Students

To safeguard the welfare of its female staff and students, the college has instituted several measures, including:

- 24/7 campus security and surveillance with **CCTV** monitoring
- Clean and well-maintained sanitation facilities
- On-campus medical assistance
- Specialized sports coaching and mentorship opportunities

These efforts aim to create a secure, empowering, and growth-oriented environment for women on campus.

Equal Opportunities and Protection for All

KES Shri Jayantilal H Patel Law College is committed to providing equal opportunities and a safe learning environment for all students, regardless of gender. Our student council, associations, and co-curricular initiatives promote inclusivity, participation, and the overall well-being of every member of the college community.

The ICC stands as a testament to our unwavering dedication to justice, equality, and the welfare of all individuals, contributing to a positive and enriching educational experience for everyone.

MEMBERS OF THE INTERNAL COMPLAINTS COMMITTEE AND POSH COMMITTEE

INTERNAL COMPLAINTS COMMITTEE

Name	Designation in ICC	Official Designation
Dr. Viral Dave	Convener of the Committee	I/C Principal
Ms. Pooja Maniar	Member	Head of Department (Law)
Dr. Purba Ganguly	Member	Assistant Professor
Dr. Berlina Lopes	Member	Assistant Professor

POSH COMMITTEE

Name	Designation in POSH Committee	Official Designation
Dr Ms. Viral Dave	Convenor of the Committee	I/C Principal
Ms. Pooja Maniar	Member	Head of Department (Law)
Ms. Nikhita Patil	Member	Head of Department (Social Science)
Adv. Hafsa Khan Sarguroh	Member	Advocate

LINK OF THE UGC GUIDELINES FOR PREVENTION, PROHIBITION AND REDRESSAL OF SEXUAL HARASSMENT OF WOMEN EMPLOYEES AND STUDENTS IN HIGHER EDUCATIONAL INSTITUTIONS REGULATIONS, 2015

https://drive.google.com/file/d/1xxyoc0f1_Gl9As6GAGyeXv1p40u9Ugba/view?usp=sharing

Important Links

Ministry of Women & Child Development

National Commission for Women

Rules, Registration and Ordinances

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

Handbook on Sexual Harassment of Women at Workplace

UGC Regulation on Prevention of Sexual Harassment