



Tel. & Fax : 01765-222914  
E-mail : gcripudamannabha@gmail.com

# ਸਰਕਾਰੀ ਰਿਪੁਦਮਨ ਕਾਲਜ, ਨਾਭਾ Government Ripudaman College, Nabha (Patiala)

## ANTI-SEXUAL HARASSMENT POLICY

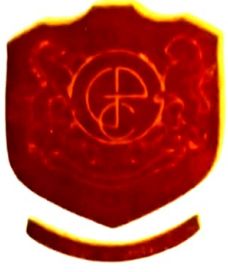
Government Ripudaman College Nabha is committed to fostering a culture of respect, equality and safety for all members of our college community. With the aim of promoting a secure and inclusive environment that is free from violence and harassment, we have established an Anti-Sexual Harassment Cell in accordance with the guidelines set forth by UGC, NAAC, and the Supreme Court. This cell is dedicated to preventing sexual harassment and abuse while creating a supportive atmosphere for students of the college.

Our objectives are as follows:

1. **Cultivating a Safe and Supportive Environment:** We strive to provide a safe, supportive, and confidential space for all members of our college community.
2. **Promoting Awareness:** Through various educational activities, including guest lectures, webinars, seminars, awareness campaigns, orientation programs, and poster-making competitions, we aim to raise awareness about sexual harassment and foster a campus environment that is safe and conducive to personal growth.
3. **Ensuring Support Services:** We are committed to offering fair and empathetic support services to those who have experienced harassment, providing them with timely assistance.
4. **Enforcing Accountability:** We uphold a zero-tolerance policy against sexual harassment and are dedicated to taking strict and appropriate action against perpetrators in accordance with established procedures.
5. **Establishing Proper Complaint Mechanisms:** We follow a structured complaint mechanism to address incidents of sexual harassment promptly and effectively. Complaints can be submitted in writing to any member of the Anti-Sexual Harassment Cell. While it is preferable to lodge a complaint within one week of the incident, special circumstances may allow for an extension of up to one month.

To prevent instances of sexual harassment, the following measures have been implemented:

1. **Enhanced Security Measures:** CCTV cameras have been installed at key locations within the college premises.



Tel. & Fax : 01765-222914  
E-mail : gcripudamannabha@gmail.com

# ਸਰਕਾਰੀ ਰਿਪੁਦਮਨ ਕਾਲਜ, ਨਾਭਾ Government Ripudaman College, Nabha (Patiala)

2. **Dedicated Spaces:** Separate lawns and common rooms have been designated for female students to provide them with a comfortable and secure environment.
3. **Ensured Security:** Stringent security measures have been put in place at the college entry gate and within the girls' hostel.
4. **Proactive Monitoring:** Every teacher has been assigned proctorial duties to closely observe student behaviour and ensure their well-being.
5. **Ongoing Awareness:** Regular awareness programs are conducted to familiarize students with the Anti-Sexual Harassment Cell and its guidelines, promoting prevention and support.

The mechanism followed by the Anti-Sexual Harassment Cell is as follows:

1. **Complaint Submission:** Any student, regardless of gender, can submit a written complaint of sexual harassment to any member of the cell.
2. **Resolution Process:** Upon receiving a complaint, the cell convenes to address the matter through counselling and mediation, as appropriate.
3. **Due Process:** The accused party is given an opportunity to present their defence within two days of the complaint being raised.
4. **Disciplinary Measures:** Depending on the severity of the offence, disciplinary actions such as warnings, written notices, bonds of good behaviour, denial of readmission, dismissal, or suspension may be initiated.

By implementing these policies and procedures, Government Ripudaman College Nabha aims to ensure a safe, respectful, and inclusive environment where every individual can thrive academically and personally.

Weblink: <https://govtripudamancollegenabha.in/about/anti-sexual-harassment>