



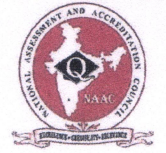
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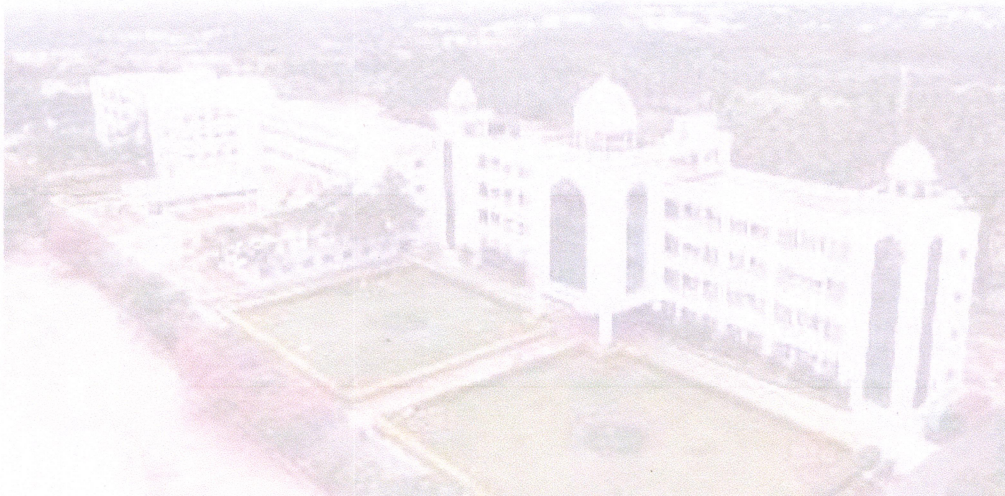
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# **ANTI SEXUAL HARASSMENT CELL**

## **POLICY DOCUMENT**





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<b>Name of the policy</b>	Anti Sexual Harassment	<b>Policy Number</b>	U201709
<b>Prepared by</b>	Mrs.D.Gokila	<b>Date of Submission</b>	18.06.2017
<b>Reviewed by</b>	Dr.Amirthagadeswaran, Principal, UIT	<b>Revised Date (if any)</b>	Nil
<b>Approved by</b>	Mr.S.Shanmugam, Chairman,UIT Educational Trust	<b>Date of Approval</b>	19.06.2017
<b>To whom the policy is applicable</b>	Students & Staffs of UIT	<b>Version Number</b>	1

S.No.	Name of the Authority	Designation	Signature
1	Mrs.D.Gokila	ASP/ECE	
2	Dr.Amirthagadeswaran	Principal, UIT	
3	Thiru.S.Shanmugam	Chairman,UIT Educational Trust	



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### **POLICY DOCUMENT FOR ANTI SEXUAL HARASSMENT CELL**

The Institution is committed to providing a positive work and study experience for all our employees and students which includes a zero tolerance approach to sexual harassment. This Policy sets out the institutions' expectations of behaviour by our faculties and students and provides approaches for dealing with complaints of sexual harassment. It intends to protect students and faculties from inappropriate sexual behaviour which may include, but is not limited to, violence, grooming, misconduct and harassment. The college has committed itself to provide a conducive environment in which the students, teachers, non teaching staff can work together in an environment free from violence , intimidation, harassment .Everyone is expected to be aware of the commitment to the right to freed Confidentiality and Retaliation In accordance with existing policies and laws,

#### **Definitions and Scope :**

Sexual harassment is unlawful under the Equality Act 2010 ('the Act'). It is also unlawful to treat someone less favourably because they have either submitted a complaint of sexual harassment or have rejected such behaviour. Under the Act, sexual harassment is defined as occurring when a person engages in unwanted conduct of a sexual nature that has the purpose or effect of:

- violating someone's dignity, or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. It includes situations where a person is asked to engage in sexual activity as a condition of that person's employment, as well as situations which create an environment which is hostile, intimidating or humiliating for the recipient. Sexual harassment



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can involve one or more incidents and actions constituting harassment may be physical, verbal and non-verbal.

**Reporting Channels:**

Any member of the institution is encouraged to formally report cases of sexual harassment whether they are the recipient of the behaviour or are witness to it as soon as reasonably practicable. Investigations into allegations of sexual misconduct by students will be conducted under the committee. Confidentiality will be maintained, subject to any requirement to involve external agencies where a criminal offence may have been committed or where maintaining confidentiality would pose a risk to the person making the report, or to others. The institution will operate a zero tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment.

Every effort will be made to protect the privacy of all individuals throughout all phases of the complaint investigation and resolution process. Information about complaints will be maintained confidentially to the fullest extent possible. College policy and laws prohibit retaliation against any individual who opposes sexual harassment, files a complaint, or assists or participates in any manner in an investigation or proceeding conducted by the College or an external agency. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimised for making such a complaint.

Principal  
Principal

United Institute of Technology  
Coimbatore - 641 020.

Chairman

S. SHANMUGAM, B.E., M.S., MISTE.,  
CHAIRMAN  
UNITED INSTITUTE OF TECHNOLOGY  
COIMBATORE - 641 020