

## ANTI- SEXUAL HARASSMENT POLICY

The University is committed to zero tolerance policy towards sexual harassment and anyone found guilty of the same shall be liable to be punished as per the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 as in force as well as under the penal provisions of any law for the time being in force.

### 1. SHORT TITLE AND APPLICATION:

- 1.1 This policy shall be called as the "Anti-Sexual Harassment Policy of the Lovely Professional University".
- 1.2 This policy shall be applicable to all the students and staff of the Lovely Professional University.
- 1.3 This policy shall come into force with immediate effect.

### 2. OBJECTIVES:

- 2.1 This policy aims at :
  - i) Discouraging, prohibiting and preventing acts of sexual harassment;
  - ii) Providing information about preventive, procedural and punitive aspects of the acts of sexual harassment; and
  - iii) Promoting healthy and conducive environment within the student and staff community.

### 3. ACTS THAT CONSTITUTE SEXUAL HARASSMENT:

- 3.1 As per the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, Sexual Harassment constitutes the following acts:
  - i. An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse

consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:-

- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography

ii. any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-

- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned.

#### **4. GRIEVANCE REDRESSAL MECHANISM:**

4.1 The Registrar shall constitute an Internal Complaints Committee (ICC) for redressal of grievances of sexual harassment which should have the following composition:

- i) Presiding Officer, who should be a woman faculty member of the university at senior level or equivalent;
- ii) Two faculty members and two non-teaching staff members preferably committed to the cause of women or who have had experience in social work or have legal knowledge;
- iii) One member from non-government organization or association preferably committed to the cause of women or a person familiar with issues relating to sexual harassment; and
- iv) Three students, if matter involves students, preferably enrolled at undergraduate/ master's or research scholar level.

4.2 At least one-half of the total members of the ICC should be women.



- 4.3 The term of office of the presiding officer and all other members of ICC shall be upto a period of three years.
- 4.4 The ICC shall comply with the procedure for redressal of grievances of sexual harassment as prescribed in the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 as in force.
- 4.5 The aggrieved student/staff as the case may be may make in writing, a complaint of sexual harassment to the ICC, within three months from the date of the incident provided further that the ICC may extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period.
- 4.6 The aggrieved person may seek conciliation in order to settle the matter and in that event the ICC may conduct proceeding of conciliation process.
- 4.7 The ICC shall conduct inquiry and submit its report with recommendations, if any, to the Registrar of the University.
- 4.8 The Registrar shall in consideration of the report and the recommendations of the ICC, take decision in the matter.
- 4.9 An appeal against the recommendations of the ICC may be filed by either party before the Registrar of the university within a period of thirty days from the date of recommendations of ICC.
- 4.10 A show cause notice, shall be served on the party against whom action, if any, is decided to be taken in the matter and further action shall be taken after considering the reply or hearing the aggrieved person.
- 4.11 The university may take such measures, interim or otherwise, as deem appropriate in the matter concerned.

### **5. PUNISHMENT:**

- 5.1 The university may punish the student/staff found guilty of the sexual harassment in accordance with the disciplinary measures for misconduct as prescribed by the university.
- 5.2 In the event of a student found guilty of the sexual harassment, depending upon the severity of the offence, the university may also-
- i) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, identity card etc.;
  - ii) suspend or restrict entry into the campus for a specific period;

- iii) expel and strike off name from the rolls of the university, also including denial of readmission etc.;
- iv) award reformatory punishments like mandatory counselling, performance of community services etc.;
- v) take such other disciplinary action(s) as deem appropriate.

5.3 The University may also issue direction for payment of the compensation to the aggrieved person to be recovered from the offender/guilty, if so deem appropriate subject to the concerned regulations in this regard.

5.4 Appeal against the order of punishment, if any, shall lie to the Vice-Chancellor of the university which shall be filed within a period of fifteen days from passing of the said order.

## **6. ACTION AGAINST FRIVOLOUS COMPLAINT OF SEXUAL HARASSMENT:**

6.1 If the complaint of sexual harassment is found false or malicious or the complaint was made knowing it to be untrue, or forged or misleading information is provided during the inquiry or otherwise, the University may award punishment to the complainant in such event as per punishment(s) prescribed in this policy.

## **7. MISCELLANEOUS:**

7.1 The University reserves the right to update, revise, modify, amend, repeal and/or revoke this policy at any stage in whole or in part(s) and make the same effective from such a date as it may deem appropriate from time to time.

7.2 This policy is in supersession of the Anti-Sexual Harassment Policy of the University earlier in force.

7.3 The University official(s) as prescribed herein may delegate respective power(s) and function(s) to other university official(s) for the purpose of this policy and matters related thereto as may deem appropriate from time to time.

7.4 This policy does not limit or restrain in any manner the University's right to take any measure(s) to consider, deal with and redress any/all the complaint(s) of sexual harassment and matter relating thereto and the University shall reserve that right at all times.

7.5 The University reserves the right/power to remove any difficulty in the course of implementation of this policy and to exercise its discretion with



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respect to any or all of the clauses of this policy as it may deem appropriate from time to time.

- 7.6 Notwithstanding anything stated in this policy or anywhere else, for any unforeseen issues arising that are not covered by this policy or in the event of conflict of the opinion with regard to interpretation of any/all provision of this policy and in respect to all the matters concerned with this policy, whether expressly provided herein or not, the Registrar may take such decision as deemed appropriate for the purpose.

*Sd/-*

(Dr. Monica Gulati)

Registrar