

ZERO TOLERANCE TO SEXUAL HAARSSMENT AT BPSMV

Definition of Sexual Harassment

As per PoSH of Women at Workplace Act 2013 and UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institution), Regulations, 2015 sexual harassment is physical contact and advances, demands or requests for sexual favors, sexually colored remarks, showing pornography, other unwelcome physical, verbal, or non-verbal conduct of a sexual nature. Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education.
- Submission to or rejection of such conduct is used as a basis for decisions affecting an individual's employment or education.
- Such conduct has the purpose or effect of unreasonably interfering with an

individual's work performance or creating an intimidating, hostile, or offensive working or educational environment.



Penalties for Offender

Penalties for those found guilty of sexual harassment can vary based on the severity of the offense and may include:

Reprimand: Official warning and notation in employment or academic records.

Suspension: Temporary removal from work or educational activities.

Termination: Dismissal from employment or expulsion from an educational institution.

Fines: Monetary fines imposed as part of the disciplinary action.

Legal Action: Criminal charges which may result in imprisonment and/or fines under applicable laws.

In case of harassment call or email at:

- Email: registrar@bpswomenuniversity.ac.in,
proctor@bpswomenuniversity.ac.in,
vc@bpswomenuniversity.ac.in
- Proctor Office: 8826633101
- Women Helpline: 181
- Emergency Response No: 112
- SHe-Box (Online Complaint Management System)

Website: <https://shebox.nic.in/>

- Cyber Crime Helpline
Number: 155260
<https://cybercrime.gov.in/>
- NGOs and Support Organizations
SAATHI: 022-23092324
Majlis Legal Centre: 022-26661252
www.marthafarrellfoundation.org