

# St. John's College, Palayamkottai

## **Policy of Prohibiting Sexual Harassment**

As per University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational Institutions) Regulations, 2015 “Sexual harassment means” “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 anyone or more or all of the following unwelcome acts or behavior .

St. John's College is one of the deep-rooted colleges which follow the Christian ethics that ensures the safe atmosphere for both students and employees. Sexual Harassment is not only a crime but also a disease which can spread and spoil the whole community. As the present day atmosphere is very much prone to all social evils, St. John's College has taken plethora of measures to combat SH.

Three following committees are formed to combat SH. They are

1. Internal Complainants Committee – ICC
2. Anti- Sexual harassment counseling committee- ASCC
3. Anti – Sexual Harassment Action Committee –ASAC

## **Internal Complainants Committee**

The Internal Complaints Committee has been constituted as per the instruction given to higher educational Institutions by UGC. The Committee has 9 members including a presiding officer and two faculty members and two non-teaching members and three students and a member from an NGO. The Men and women ratio of the members have been sternly followed the regulations of UGC

### **Members**

1. Dr. S. John Kennedy Vethanathan- Principal
2. Dr. R. Jeya Sundara Raj - Head & Asso. Prof.
3. Dr. (Mrs) J. Pinky Diana Evelyn- Assis. Prof.
4. Mrs. R. Venishia Leena - Head & Asso. Prof.
5. Mrs. M. Amutha Devi - Assistant
6. Mrs. A. Rebecca Jebakani - Lab Assistant
7. Mr. D. Abishek Jebasingh - Student (II B.A. English)
8. Ms. A Selva Gnana Mathi - Student (IM.A. English)
9. J. Nambi Rajalakshmi - Student (III B. Sc. Zoo.)
10. Dr. S. Shanthanu - Member NGO

## **Roles of ICC**

- ICC provides assistance if the victim wants to file a complaint with the police
- ICC maintains the secure way of receiving complaints from the victims without revealing the identity to others
- ICC takes action against the lawless without the knowledge of fellow- being.
- Since St. John's has a solid belief in counseling, ICC shares petitions with Anti- Sexual harassment counseling committee.
- It is indispensable to penalize the lawless , ICC shares petitions with Anti – Sexual Harassment Action Committee
- ICC guarantees zero tolerance towards sexual harassment.
- Creating the campus free from harassment and sexual assault in any form.
- ICC offers equal fair enquiry opportunity to both the sides

## **Anti- Sexual harassment counseling committee**

An anonymous writer points out that our mind is a garden and thoughts are seeds. The Holy Bible also points the importance of healthy thoughts. Thoughts are the deciding factors of our destiny. The present day Earth has been decapitated by evil thoughts intrigued by the giant called Social media. Counseling is one of the tools to bring changes in the thoughts and minds of the people.

Though St. John's College has a Counseling Cell, ICC has founded an exclusive committee for SH. It is the need of the hour to counsel the young minds as well as old on Anti -sexual harassment.

Anti- Sexual harassment counseling committee partakes members from each Department. Equal men and women ratio has been followed. The members are well equipped with counseling nuances and most of them are certified counselors.

### **Roles of Anti- Sexual harassment counseling committee**

- Printing the laws and punishment of sexual harassment in the college diary and circulates to students and employees.
- Special session on ASH in the beginning of the Semester.
- Monitoring the mobile phones of the students frequently and giving counseling on the usage of unwanted sites.
- Conducting seminars and Conferences on SH in the campus
- One to one counseling for victim
- Conducting awareness programmes on SH among students and employees
- Bringing medical professionals to the campus to monitor the health of the students as well as faculty
- Providing information to the victims of SH about the recourses
- Organizing regular orientation to the members of ASHC.
- Bears the medical expenses of the victims
- Monitoring and getting frequent feedback from the students as well as employees
- Motivating students to complaint without fear or threat .
- Creating friendly atmosphere in the Campus to save inmates from SH.

- Providing annual report to the management
- Crating awareness among the students about the measures for SH taken by the state and the central Government example Kavalan SOS App

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3. Dr. S. Suthakar Issac - Assos. Prof.
4. Dr. (Mrs) J. Pinky Diana Evelyn - Assis. Prof.
5. Mrs. R. Venishia Leena - Head & Asso. Prof.
6. Mrs. P. Kanimozhi Celina - Assis. Prof.
7. Dr. (Mrs). M. Rajakumari - Assos. Prof.

## **Anti – Sexual Harassment Action Committee –ASAC**

Anti – Sexual Harassment Action Committee acts according to University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational Institutions) Regulations, 2015. Since SH is a misconduct, taking action against lawless is unavoidable. On this basis, this committee takes action within the Indian Law mentioned for SH. This committee ensures the punishments of the lawless at the maximum swiftness designed by UGC. The members of the Committee are from various Departments includes a lawyer.

## Roles

- Receives reports from ICC frequently and acts based on the report.
- Ensures the punishment of the lawless within the law frame of Indian Law
- Identifies the vulnerable group and monitors frequently
- Proving punishment to the third party harassment
- Bringing good rapport between Police and College
- Establishing justice to the victims and proving life support to the family
- Monitoring the behaviors of the inmates of the institution and bringing punishments for the lawless immediately
- Treating SH as a violation of the disciplinary rules
- Preparing Annual Report
- Proving well security staff to the Campus to ensure the safety
- Ready to face any situation for the safe and secure life of inmates

## Punishments

Punishment varies on the severity of the offence. If a student find peccadillo,

- a) Withheld the privileges of the student
- b) Suspend or restrict the entry of the students into the Campus
- c) Get back all the prizes and awards
- d) Severe warning with Counseling may provide If a student find lawlessness,

- e) shift from Department or College If an employee find guilty
- f) Grant leave for three months
- g) Transfer the lawless to the other Department
- h) Punishment abide by the law

## **Conclusion**

Sexual harassment is unethical, illogical and against humanity and law. The very thought about sexual harassment must be removed from the minds of every one. Punishments alone cannot solve this issue. Proper counseling may yield desirable fruits. St. John's as a pioneer in the field of providing good education with discipline to the young minds, it also ensures the campus free from SH and all its parts.