



BABA FARID COLLEGE OF ENGG. & TECHNOLOGY

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(Approved by AICTE, New Delhi and Affiliated to Maharaja Ranjit Singh State Technical University, Bathinda)

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SEXUAL HARASSMENT (PREVENTION, PROHIBITION, AND REDRESS)/ICC POLICY

The College is committed to providing a safe and secure campus environment to the staff and students. Since sexual harassment results in violation of the fundamental rights of women to equality as per articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the Constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redress) Act 2013. The policy of the College is in line with this Act.

What is Sexual Harassment?

“Sexual Harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:

- Physical contact or advances;
- A demand or request for sexual favours;
- Making sexually coloured remarks;
- Showing pornography;
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature (Handbook by the Ministry and Women and Child Development, Government of India)

Examples of Behaviors and Scenarios that Constitute Sexual Harassment

Below are examples of behavior that may or may not constitute workplace sexual harassment in isolation. At the same time, it is important to remember that more often than not, such behavior occurs in a cluster. Distinguishing between these different possibilities is not an easy task and requires essential training and skill-building.

Some examples of behavior that constitute sexual harassment at the workplace:

- Making sexually suggestive remarks or innuendos.
- Serious or repeated offensive remarks, such as teasing related to a person’s body or appearance.
- Offensive comments or jokes.
- Inappropriate questions, suggestions, or remarks about a person’s sex life.
- Displaying sexist or other offensive pictures, posters, MMS, SMS, WhatsApp, or emails.
- Intimidation, threats, blackmail around sexual favors.
- Threats, intimidation, or retaliation against an employee who speaks up about unwelcome behavior with sexual overtones.
- Unwelcome social invitations, with sexual overtones, are commonly understood as flirting.
- Unwelcome sexual advances may or may not be accompanied by promises or threats, explicit or implicit.
- Physical contact such as touching or pinching.
- Caressing, kissing, or fondling someone against her will (could be considered assault).
- Invasion of personal space (getting too close for no reason, brushing against or cornering someone).
- Persistently asking someone out, despite being turned down.

- Stalking an individual.
- Abuse of authority or power to threaten a person's job or undermine her performance against sexual favors.
- Falsely accusing and undermining a person behind closed doors for sexual favors.
- Controlling a person's reputation by rumor-mongering about her private life.

Some examples of behavior that may indicate underlying workplace sexual harassment and merit inquiry:

- Criticizing, insulting, blaming, reprimanding, or condemning an employee in public.
- Exclusion from group activities or assignments without a valid reason.
- Statements damaging a person's reputation or career.
- Removing areas of responsibility, unjustifiably.
- Inappropriately giving too little or too much work.
- Constantly overruling authority without just cause.
- Unjustifiably monitoring everything that is done.
- Blaming an individual constantly for errors without just cause.
- Repeatedly singling out an employee by assigning her with demeaning and belittling jobs that are not part of her regular duties.
- Insults or humiliations, repeated attempts to exclude or isolate a person.
- Systematically interfering with normal work conditions, sabotaging places or instruments of work.
- Humiliating a person in front of colleagues, engaging in smear campaigns.
- Arbitrarily taking disciplinary action against an employee.
- Controlling the person by withholding resources (time, budget, autonomy, and training) necessary to succeed.

Some examples of workplace behaviors that may not constitute sexual harassment:

- Following up on work absences.
- Requiring performance to job standards.
- The normal exercise of management rights.
- Work-related stress e.g. meeting deadlines or quality standards.
- Conditions of works.
- Constructive feedback about the work mistake and not the person.


Principal
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