



GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY UNIVERSITY, ODISHA, GUNUPUR (GIET UNIVERSITY)

(Established Vide Odisha Act 23 of 2018, Included by UGC, New Delhi,
and Approved by AICTE, ICAR, INC, DSIR, New Delhi)

Gunupur - 765022, Dist.- Rayagada, Odisha, India

www.giet.edu

POLICY FOR SEXUAL HARASSMENT FREE CAMPUS

POLICY STATEMENT:

Gandhi Institute of Engineering and Technology University is committed to providing a campus that is free of sexual harassment irrespective of gender, race, caste, creed, religion, place of origin, sexual orientation, disability, or economic status. The University's students, faculty, and non-teaching staff, and others associated with the University have the right to be in an environment free from any form of discrimination and conduct which can be considered harassing, coercive, or disruptive, particularly behaviors that are tantamount to sexual harassment as defined in this policy. Gandhi Institute of Engineering and Technology University is committed to take all necessary steps to ensure that none of its members and others associated with it are subject to sexual harassment and will enforce this Policy to the fullest extent necessary. **This Policy is also in furtherance of requirements of the legislation – The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made to this law in 2013 (collectively referred to as 'law')**. In addition, this Policy shall be read with reference to any provisions of the Regulations, rules and other policies of the Institute, as applicable. Relevant guidelines of the Ministry of Human Resource Development, Government of India, and the University Grants Commission, may also be referred in the implementation of this Policy. Gandhi Institute of Engineering and Technology University has Zero Tolerance towards any kind of sexual harassment and strict alignment with the policy will be taken up by the authorities.



N. N. Das
REGISTRAR

GIET University, Gunupur

Gandhi Institute of Engineering and Technology University, Odisha, Gunupur
(GIET University)

Gobriguda, Kharling, Gunupur, Rayagada, Odisha 765022
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WHAT CONSTITUTES SEXUAL HARASSMENT

Sexual harassment includes any one or more of the following unwelcome acts or behaviours (whether directly or by implication):

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



M. K. Das

Registrar REGISTRAR

G.I.E.T. University, Gunupur

Gandhi Institute of Engineering and Technology University,

Gunupur



SCOPE AND APPLICABILITY

Gandhi Institute of Engineering and Technology University strongly condemns and prohibits sexual harassment against all genders. Sexual harassment is unlawful, and this Policy will apply to all Students, Faculty, Nonteaching staff, and individuals engaged by or associated with the Institute and its campus, regardless of their position, nature, and duration of their involvement.

INTERNAL COMPLAINT COMMITTEE

In pursuance of **UGC Gazette Notification Dated 2nd May 2016** for Prevention, Prohibition, and Redressal of sexual harassment of women employees and students in higher educational institutions, Regulations 2015, Sexual harassment Committee is re-constituted as **Internal Complaints Committee (ICC) on 14th July, 2022.**


PREVENTION

In order to ensure that the Campus is 'harassment free', as a preventive measure, the ICC undertakes regular sensitization workshops for all stakeholders.

REPORTING SEXUAL HARASSMENT

For the ICC to consider and initiate any process, the entire process as drawn up under the ICC is to be followed.




Registrar
Gandhi Institute of Engineering and Technology University,
Gunupur
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G.I.E.T. University, Gunupur