MANUBHAI PATEL
DENTAL COLLEGE

5. Gender Sensitization and Prevention of Sexual Harassment Policy

5.1 Purpose. To promote gender equity and respect, and to provide a safe campus free from sexual harassment, discrimination and gender-based violence for all students, faculty, staff, patients and visitors.

5.2 Legal framework.

- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.
- Relevant provisions of the Indian Penal Code / Bharatiya Nyaya Sanhita and the Constitution of India (Articles 14, 15 and 21).

5.3 Definition. Sexual harassment includes unwelcome physical contact or advances, demand or request for sexual favours, sexually coloured remarks, showing pornography, and any other unwelcome physical, verbal or non-verbal conduct of a sexual nature, including through electronic and social media. It also covers quid pro quo situations and a hostile environment created by such conduct, whether on campus, in the hospital, in hostels, during clinical postings, field visits, camps or online.

5.4 Internal Committee (IC).

- Presiding Officer: a senior woman faculty member [Dr Padmaja Arora – Professor – Dept. of Orthodontics]
- Members: faculty and non-teaching staff members, a student representative, and an external member from an NGO or association committed to the cause of women, or a person familiar with legal matters relating to sexual harassment
- At least half of the members are women. The composition and contact details are displayed on the website and notice boards, and the IC is reconstituted every three years as required.

5.5 Complaint procedure.

- A complaint may be made in writing to the IC within three months of the incident (extendable by the IC for sufficient reasons). Help in writing is provided where needed.
- Conciliation may be attempted only if the complainant asks for it, and no monetary settlement is used as conciliation.
- The IC conducts an inquiry following natural justice and completes it within 90 days, followed by a report within 10 days.

- Interim relief, such as a change of class or hostel, leave or restraint on the respondent, is available during the inquiry.
- Confidentiality of the parties, witnesses and proceedings is strictly maintained.

5.6 Action. Where the allegation is proved, the institution takes action as per service rules or student discipline rules, which may include warning, suspension, withholding of benefits, rustication, termination and referral to the police. False or malicious complaints may be penalized, but a complaint that cannot be proved is not by itself treated as malicious.

5.7 Gender sensitization activities.

- Orientation of all new students and staff on gender equity, consent, respect and the policy.
- At least [two] workshops, talks or awareness programmes a year for students, faculty and staff, including training on respectful patient interaction and clinical conduct.
- Awareness through posters, handbooks and the website, and inclusion of gender perspective in extra-curricular activities.
- Support for the safety of women in hostels, transport and clinics, including lighting, security and helplines.
- Respect for the dignity of persons of all genders, including transgender persons, as per the Transgender Persons (Protection of Rights) Act, 2019.

5.8 Reporting and review. The IC prepares an annual report with the number of cases received, disposed and pending, and the awareness programmes held, and submits it to the Principal, the Governing Body and the concerned authority as required. The policy is reviewed every year.