



# ST. XAVIER'S COLLEGE MAHUADANR

Estd: 2011. Affiliated to Nilamber-Pitamber University, Medininagar NPU/R/953/11

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Accredited with 'B' Grade by NAAC, Recognized by UGC

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## Zero Tolerance Policy for Gender-Based Harassment

### Policy Statement:

St. Xavier's College, Mahuadanr is committed to providing a safe and respectful environment for all members of the college community. Gender-based harassment is strictly prohibited, and the college maintains a zero-tolerance policy towards any form of such misconduct.

### Scope:

This policy applies to all students, faculty, staff, and visitors at St. Xavier's College, Mahuadanr.

### Definition:

Gender-based harassment includes, but is not limited to, unwelcome and offensive conduct based on gender, sexual orientation, gender identity, or expression. This encompasses verbal, non-verbal, or physical actions that create an intimidating, hostile, or offensive environment.

### Prohibited Conduct:

The following behaviors are strictly prohibited under this policy:

- Verbal harassment
- Physical harassment
- Sexual harassment
- Intimidation or threats
- Retaliation against those reporting harassment

### Reporting Procedure:

Any individual who believes they have experienced or witnessed gender-based harassment should promptly report the incident to the coordinator of Anti-ragging committee or other appropriate college officials. Reports can be made

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in person, in writing, or through the college's confidential reporting mechanisms.

### **Investigation and Resolution:**

St. Xavier's College, Mahuadanr is committed to promptly and thoroughly investigating all reports of gender-based harassment. Investigations will be conducted impartially, and appropriate action will be taken based on the findings.

### **Consequences:**

Individuals found in violation of this policy may face disciplinary action, including but not limited to warnings, probation, suspension, or expulsion. Employees may also face employment consequences in accordance with applicable policies and laws.

### **Support Services:**

The college provides support services to those affected by gender-based harassment, including counseling and other resources. These services aim to assist individuals in coping with the impact of harassment and facilitate their well-being.

### **Review and Update:**

This policy will be reviewed regularly to ensure its effectiveness and may be updated as needed.

St. Xavier's College, Mahuadanr is dedicated to fostering an environment free from gender-based harassment, promoting respect, and upholding the dignity of all its members.



**Principal**  
**St. Xavier's College**  
**Mahuadanr**