



ANDHRA LOYOLA COLLEGE (AUTONOMOUS) VIJAYAWADA - 520 008

SEXUAL HARRASMENT

Guidelines:

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013)

Internal Complaints Committee:

Objective:

The Internal Complaint Committee ensures a safe and respectful learning environment for all.

Andhra Loyola College has an internal complaints committee that includes staff, student representatives from various disciplines. The students can lodge complaints in the complaint boxes or approach the ICC committee members. Prevention of sexual harassment at all levels of the Institution. To promote behaviours that create an atmosphere that ensures gender equality and equal opportunities.

SEXUAL HARRASMENT

Duties :

- Receive and Investigate Complaints from the students.
- The committee recommends appropriate actions against the accused, which could range from disciplinary warnings to expulsion.
- The committee provides support and guidance to the complainant throughout the process, which may include emotional support, referrals to counselling services, and legal aid.
- The committee works to foster a culture of respect and inclusivity within the college community.
- The committee obligates to maintain confidentiality throughout the process to protect the identities of both the complainant and the accused.



SEXUAL HARRASMENT



Punishments:

The regulations empower the Internal Complaints Committee (ICC) to recommend various actions against the accused student [Regulation 10(5)].

- Withholding privileges like access to libraries, scholarships, or ID cards.
- Suspension from the college for a specific period.
- Expulsion from the college and being barred from re-admission.
- Reformative actions like mandatory counselling or community service to address the underlying causes of the behaviour.
- Mandatory community service
- Warning
- Written apology