

## **NANDHA NATUROPATHY AND YOGA MEDICAL COLLEGE AND HOSPITAL**

Recognized by Government of Tamilnadu

(Affiliated to The Tamil Nadu Dr. MGR Medical University, Chennai, Tamil Nadu  
Pitchchandampalayam (P.O), Vaikkalmedu, Erode- Perundurai Road,  
Erode- 638 052

Phone: 04294-222 004. Mobile: 76677 11200 / 90033 36764.

Website: [www.nandhanaturopathyयोगa.org](http://www.nandhanaturopathyयोगa.org)

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### **ANTISEXUAL HARASSMENT**

#### **General Information**

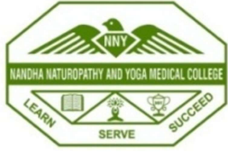
Nandha Naturopathy And Yoga Medical College And Hospital is committed to moulding a generation which safeguards the virtues of gender equality and equity. Nandha Naturopathy And Yoga Medical College And Hospital strives to create and maintain a work environment in which people are treated with dignity, decency and respect. The environment of the college shall be characterized by mutual trust and the absence of intimidation, oppression and exploitation. Our college attempts to uphold the constitutional mandate ensuring the human rights of all those who fall within its Jurisdiction. Nandha Naturopathy And Yoga Medical College And Hospital has constituted an "Antisexual Harassment Cell". The following policy has been made keeping in mind the above facts.

#### **OBJECTIVES**

1. To sensitize students on gender equity and to prevent sexual harassment in any form
- 2 To promote dialogue about sexual harassment possible in academic communities

According to THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013, sexual harassment includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- ❖ Physical contact and advances; or
- ❖ A demand or request for sexual favors; or
- ❖ Making sexually colored remarks; or
- ❖ Showing pornography, or
- ❖ Any other unwelcome physical, verbal or non-verbal conduct of sexual nature



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### **Any act falling under the purview of following cases will be considered as an incident of sexual harassment:**

1. Unwelcome sexual advances, verbal, non-verbal and/or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of a derogatory nature
2. Interfering with her work or creating an intimidating, offensive, or hostile environment for her
3. When a person uses the body or any part of it or any object as an extension of the body with a sexual purpose in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.
4. When deprecatory comments, conduct or any such behavior is based on the gender identity sexual orientation of the person and/or when the premises or any public forum of the institute is used to denigrate/discriminate against person(s), or create a hostile environment on the basis of a person's gender identity/sexual orientation.
5. When a person shows any humiliating treatment to woman that is likely to affect her health and safety

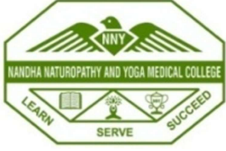
### **Why is it important?**

Any student 'staff member can be a potential victim and hence it's important for everyone to understand how to recognize and deal with sexual harassment.

### **Applicability of Policy**

Complaints against sexual harassment can be made by

- ❖ A student of Nandha Naturopathy And Yoga Medical College And Hospital against another student of the College.
- ❖ A student of Nandha Naturopathy And Yoga Medical College And Hospital against a staff (teaching or non- teaching) of the college.



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- ❖ A staff of Nandha Naturopathy And Yoga Medical College And Hospital against another staff of the college
  
- ❖ A staff (Teaching or non-teaching) against a student of the Nandha naturopathy and yoga medical college and hospital

### **Steps you can take**

- ❖ Inform class teachers, H.O Ds/Principal or Members of Anti-sexual Harassment Cell
  
- ❖ Approach the Anti-sexual Harassment Cell and file a written complaint.