



**KMCT**  
COLLEGE OF NURSING

Recognized by Indian Nursing Council & Kerala Nurses and  
Midwives Council & affiliated to Kerala University of Health Sciences

# ANTI SEXUAL HARASSEMENT (ASH) POLICY



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## ASH POLICY

Aegis for **S**afety and **H**onour

"ASH" serves as a symbol dedicated to being the guardian (aegis) for the safety and honour of women. The mission of "ASH" involves actively working towards eliminating harassment, promoting safety measures, and upholding the dignity and honour of women. Through educational programs, advocacy, and community outreach, "ASH" aims to create an environment where women can live free from fear, with their safety and honour protected.

### Preamble:

Kmct nursing college (kmct con) is dedicated to fostering a learning and working environment characterized by mutual respect, dignity, and equality. Recognizing the imperative need to address and eliminate sexual harassment, NCP upholds the principles enshrined in the "Sexual Harassment at Workplace (Prevention, Prohibition, and Redressal) Act" of 2013. This commitment extends to all members of our academic community, including students, faculty, staff, and visitors.

As an institution, we firmly adhere to the guidelines set forth by the Supreme Court and are unwavering in our commitment to creating a safe and secure space that is free from gender-based violence, sexual harassment, and discrimination. This policy underscores our dedication to maintaining a culture of zero tolerance for any form of sexual harassment within the academic and professional spheres.

The objective is clear – to promote a campus atmosphere that upholds the principles of gender equality, justice, and respect for every individual. Through this comprehensive policy, we aim to establish effective preventive measures, awareness programs, and redressal mechanisms to address instances of sexual harassment promptly and fairly. By doing so, kmct con seeks to ensure that every member of our community can pursue education and professional growth in an environment free from the scourge of sexual harassment.

This policy is a testament to our unwavering commitment to the principles of justice, fairness, and dignity, and it serves as a cornerstone in our collective efforts to create a workplace and educational setting where every individual feels secure, respected, and empowered.

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### Policy against sexual harassment

1.	Policy No. NCP/IQAC/PD-14	Policy No. NCP/IQAC/PD-14
2.	Policy Statement	<ul style="list-style-type: none"><li>This policy is a testament to our unwavering commitment to the principles of justice, fairness, and dignity, and it serves as a cornerstone in our collective efforts to create a workplace and educational setting where every individual feels secure, respected, and empowered.</li></ul>
3.	objectives	<ul style="list-style-type: none"><li>To promote a campus atmosphere that upholds the principles of gender equality, justice, and respect for every individual.</li><li>Through this comprehensive policy, we aim to establish effective preventive measures, awareness programs, and redressal mechanisms to address instances of sexual harassment promptly and fairly.</li><li>By doing so, kmct con seeks to ensure that every member of our community can pursue education and professional growth in an environment free from the scourge of sexual harassment.</li></ul>
4.	Approved by	Governing Body
5.	Responsible authority	Principal, kmct con Anti sexual Harassment Committee
6.	Reference for the policy	NAAC Accreditation Govt of India UGC Guidelines



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## **Kmct nursing college (kmct con ):Policy Against Sexual Harassment**

Objective: The Anti-sexual harassment committee at kmct con is established with the primary goal of preventing sexual harassment and ensuring a safe working environment for all employees and students. The key objectives include:

1. Creating awareness about gender equality and justice.
2. Developing a conducive atmosphere on campus.
3. Ensuring a work and educational environment free from sexual harassment.
4. Taking proactive steps to prevent harassment.
5. Displaying anti-sexual harassment information through posters and brochures.
6. Timely and fair resolution of discrimination and sexual harassment cases.
7. Establishing a written policy prohibiting sexual harassment.

*Definition of Sexual Harassment:* Sexual harassment, as per the Sexual Harassment of Women at the Workplace Act (2013), includes any unwelcome acts or behavior, whether directly or indirectly committed in person or through various media. This encompasses a range of actions from making sexually suggestive remarks to physical contact without consent.



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## **Complaint Procedure:**

1. The victim can approach designated staff members responsible for receiving complaints.
2. Any employee or student (complainant) has the right to file a complaint within three months of the incident.
3. Complaints must be submitted in writing and signed by the complainant.
4. The Committee may take action even in the absence of a written complaint.
5. The Committee can assist the aggrieved in filing a police complaint if needed.
6. No monetary settlements are allowed as the basis of conciliation.

## ***Investigation Process:***

1. The Committee shall meet upon receiving a complaint.
2. Both parties will be given an opportunity to present their case.
3. The Committee will conduct a preliminary enquiry and may proceed to a detailed enquiry if required.
4. Confidentiality of the complainant's identity will be maintained.
5. Proceedings will be conducted in the presence of both parties.
6. The Committee aims to complete its proceedings within fifteen days.
7. Findings and recommendations Principal/Management.



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### ***Sanctions:***

1. Possible sanctions include written warning, written apology, bond of good behavior, adverse remarks, denial of re-employment/re-admission, suspension, dismissal, or any other relevant mechanism.
2. The nature of sanctions depends on the gravity and extent of the harassment.
3. Serious cases, including physical violence, may result in immediate dismissal.
4. The decision of the committee regarding sanctions is final