

PREVENTION OF SEXUAL HARASSMENT COMMITTEE

Sexual harassment will entail severe action against the perpetrator. As per the guidelines of the honourable Supreme Court of India, Sexual harassment includes such unwelcome sexually determined behavior whether directly or by implication as,

- a) Physical contact and advances;
- b) A demand or request for sexual favours;
- c) Sexually coloured remarks;
- d) Showing poronography;
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

If any student/Staff has any grievance, it is hereby informed that he/she can approach any of the committee members listed below. Student/Staff can lodge a complaint in the following email id: sxcpin@gmail.com

MEMBERS OF THE INTERNAL COMPLAINTS COMMITTEE (ICC)

1. Rev. Dr. V. Britto, S.J., **Principal**, St. Xavier's College, Palayamkottai.
2. Dr. S. Mary Jelesin Kala, Asst. Professor, Dept. of Chemistry, **Presiding Officer**.
3. Mrs. L. Sujatha, Asst. Professor, Dept. of Computer Applications, **Member**.
4. Rev. Fr. Augustine John Peter, S.J., Headmaster, St. Xavier's Hr. Sec, School, **Member**.
5. Mrs. Thamizharasi, Tirunelveli Social Service Society, Palayamkottai, **Member**.

VISION

To lead the college free from sexual violation, discrimination, exploitation and violence against women.

MISSION

Empowering women to take steps to improve safety and well-being, equality, and respect for themselves, raising awareness about sexual violence and advocating everyone affected by sexual violence.

DEFINITION

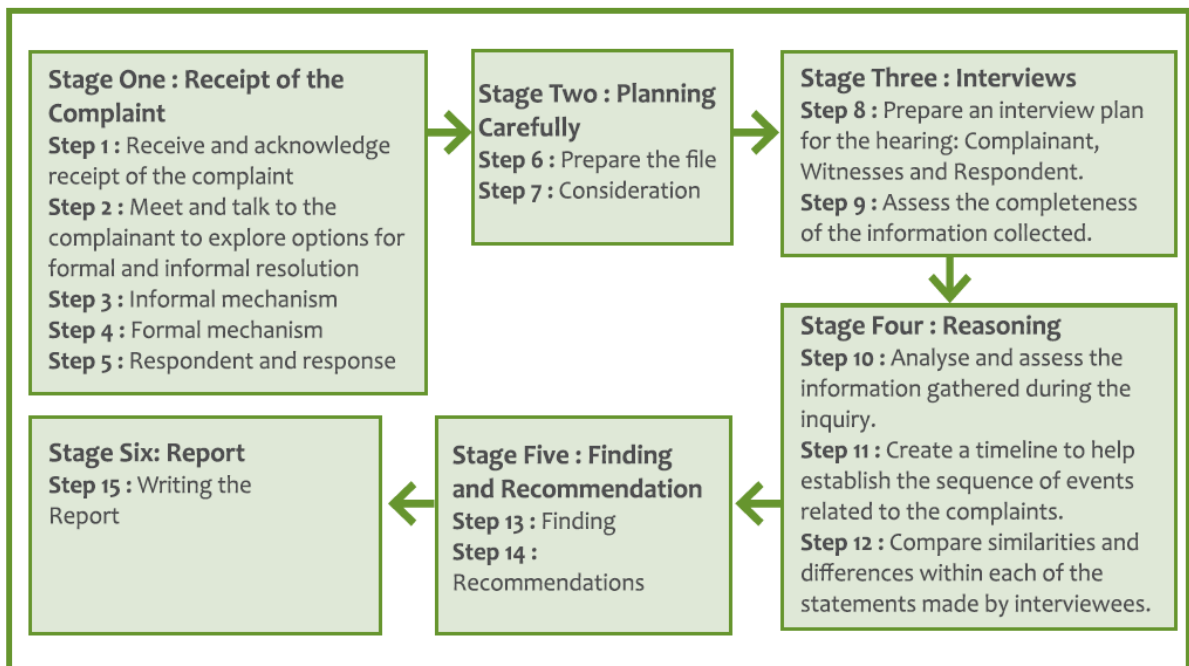
“Vishaka was a victory for all women” - Bhanwari Devi

Sexual Harassment includes a range of actions from mild transgressions to sexual abuse or assault. Sexual Harassment is defined as unwelcome sexual advances, request for sexual favours and other verbal or physical conduct of a sexual nature when

1. Submission to such conduct is made either explicitly or implicitly a term of condition of an individual's employment.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals, or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

SEXUAL HARASSMENT COMPLAINT PROCESS

The Internal Complaints Committee (ICC) needs to have information on the six stages including fifteen steps for addressing a complaint of workplace sexual harassment.



An inquiry must be completed within 90 days and a final report must be submitted to the employer within ten days thereafter. Such report will also be

made available to the concerned parties. The employer is obliged to act on the recommendations within 60 days.

CORE VALUES

- We oppose the use of all forms of violence. We affirm the basic human rights of women to live without fear or the threat of sexual violence.
- We undertake prevention efforts to confront and change cultural norms and practices that condone sexual violence.
- We commit to create a work environment for a woman that respects diversity, fosters professional growth, encourages critical thinking and initiative and promotes diligent and effective advocacy efforts.
- We encourage reflection about our work and thoughtful evaluation of our efforts. We are committed to the ongoing development of innovative strategies and programs to better meet the needs against sexual harassment.