

Jawaharlal Nehru Govt. College Haripur (Manali)

District Kullu (H.P.) 175136

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Internal Quality Assurance Cell

No. EDN-GCH –IQAC-2026-27-

Date: -----

Prevention of Sexual Harassment & Gender Discrimination

As the college is committed for providing a safe & inclusive environment to the students, faculty & other staff members of the institution, it has a policy of zero tolerance towards sexual harassment & gender discrimination.

Sexual Harassment refers to a wide variety of unwelcome sexual behavior towards individuals of the same or different genders. The offensive, humiliating or intimidating behavior includes:

- Unwanted physical contact.
- Making comments having sexual overtones.
- Asking for sexual favors.
- Leering and staring at somebody.
- Displaying offensive material.
- Making sexual gestures.
- Cracking sexual jokes or insulting with sexual comments.
- Indecently exposing oneself.
- Sexual assault.

Gender Discrimination refers to unequal treatment and denial of opportunity based on the gender of an individual & includes harassment/discrimination based on sex, gender identity or gender expression.

The college has the following committees for Prevention of Sexual Harassment & Gender Discrimination.

1. Women Cell/Gender Sensitization Committee.
2. Internal Complaint/Sexual Harassment & Gender Discrimination Redressal Committee.

All these committees ensure the implementation of the policy for zero tolerance towards sexual harassment & gender discrimination. For Prevention of sexual harassment & gender discrimination the following measures are taken:

- Sensitization of all employees & students towards sexual harassment & gender discrimination that includes identifying its impact on individual and society, strategies for its prevention as well as discrimination of the knowledge about the legal provisions. The sensitization is done through different resources like talks, lectures, discussions & screening of movies related to gender as

well as through the course content of the syllabi.

Complaint Procedure for Incidents of Sexual Harassment and Gender Discrimination

Any student or employee of the institution can report incident of sexual harassment and gender discrimination to the Internal Complaint Committee against Sexual Harassment.

The complaint can be made in person or in writing or through web-portal by the students. Students after logging in to their accounts can have the access to the link for filing the complaint/grievances. The complainant will be treated with sensitivity & handled in a confidential manner to the extent it is possible.

Steps will be taken to ensure protection of the complainant from further harassment.

Remedial Action

Prompt investigation of the incident will be made in a confidential & objective manner by the Internal Complaint Committee on receipt of a complaint. Both the accused & the complainant will be given opportunity to present their case and evidences /witnesses. The committee will prepare a report of the case and submit it to the principal with certain recommendations for further action. The remedial action may include counseling, disciplinary action or expulsion of the accused from the college as well as support, counseling and legal assistance to the complainant.

Thus, our college has a commitment for providing a safe & secure environment for the college community & to promote a culture of respect & inclusiveness for all.

Principal
JLN GC
Haripur

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Distt. Kullu (H.P.)-175136