



Basavarajeshwari Group of Institutions  
**BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT**

**NAAC Accredited Institution\***

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# POLICY

Sir C.V.Raman Block **on**

# PREVENTION

**of**

# SEXUAL HARASSMENT

## **Policy on Prevention of Sexual Harassment**

### **a. Objective.**

The Sexual Harassment Act has been enacted with the objective of providing women protection against sexual harassment at the workplace and for the prevention and Redressal of complaints of sexual harassment. Sexual harassment is considered as a violation of the fundamental right of a woman to equality as guaranteed under Articles 14 and 15 of the Constitution of India ("**Constitution**") and her right to life and to live with dignity as per Article 21 of the Constitution. It has also been considered as a violation of a right to practice or to carry out any occupation, trade or business under Article 19(1)(g) of the Constitution, which includes a right to a safe environment free from harassment.

### **b. Definition.**

The definition of sexual harassment in the Sexual Harassment Act is in line with the Supreme Court's definition in the Vishaka Judgment and includes any unwelcome sexually determined behavior (whether directly or by implication) such as physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography, or any other unwelcome physical verbal or non-verbal conduct of sexual nature.

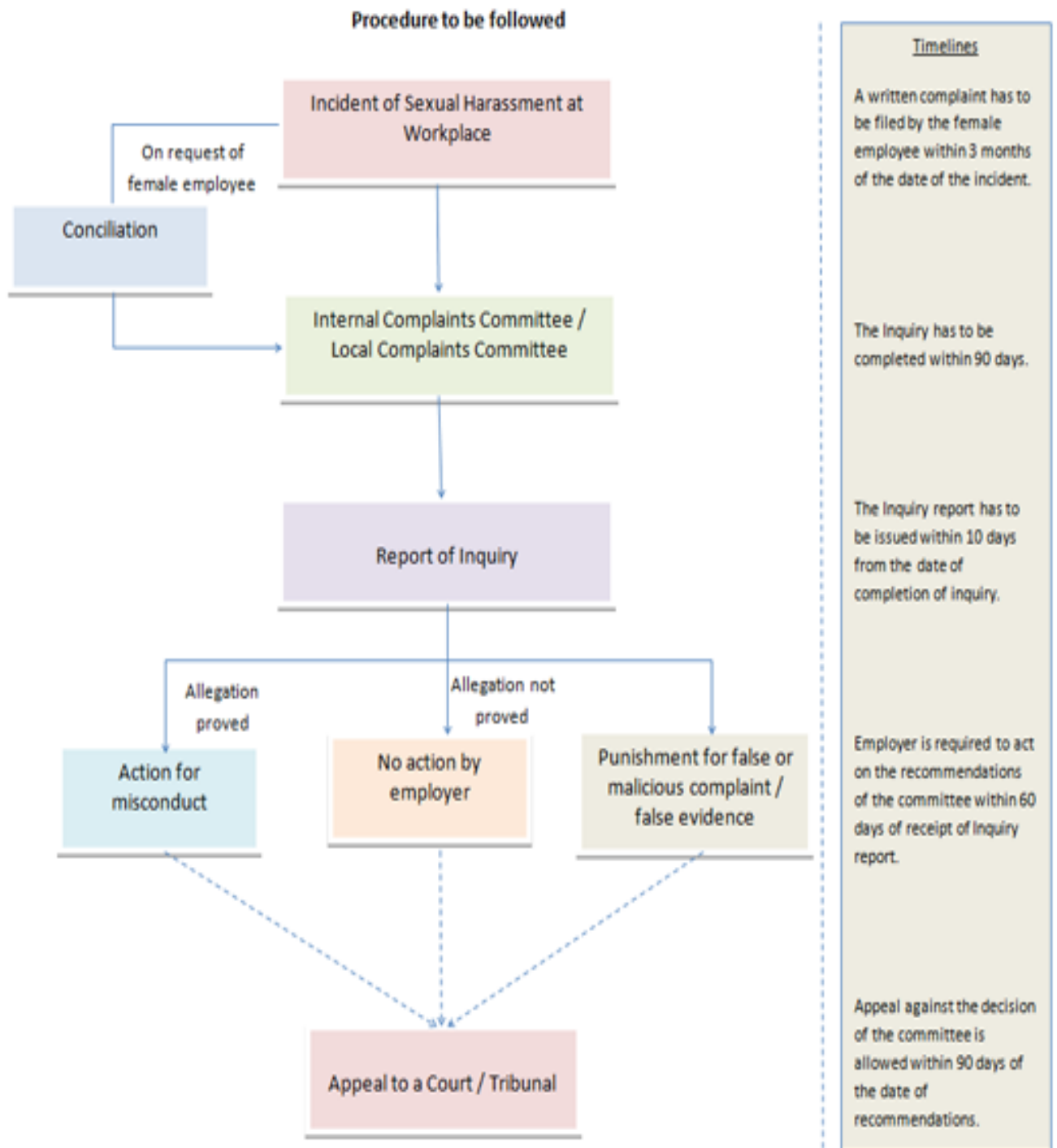
### **c. Applicability.**

The Sexual Harassment Act stipulates that a woman shall not be subjected to sexual harassment at any workplace. As per the statute, presence or occurrence of circumstances of implied or explicit promise of preferential treatment in employment; threat of detrimental treatment in employment; threat about present or future employment; interference with work or creating an intimidating or offensive or hostile work environment; or humiliating treatment likely

to affect the lady employee's health or safety may amount to sexual harassment.

#### D. Procedure for Initiating action against the Complaint

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



## E. Prevention of Sexual Harassment Committee Members

| SN | Designation         | Profession               | Association  |
|----|---------------------|--------------------------|--------------|
| 01 | Chairman            | Principal                | BITM         |
| 02 | Member              | Vice Principal           | BITM         |
| 03 | Member              | Professor                | BITM         |
| 04 | Member              | Lady Professor           | BITM         |
| 05 | Member              | Lady Associate Professor | BITM         |
| 06 | Girl Student Member | Student                  | BITM         |
| 07 | Boy Student Member  | Student                  | BITM         |
| 08 | Parent              | Employee                 | Parent       |
| 09 | Member              | Sub-Inspector of Police  | POLICE DEPT. |

## F. Penalties

Any employee found guilty by the committee members will be charged with a punishment resulting in Termination of Service and other punitive action as applicable by the law.

Any employee falsely implicates any other employee as reviewed by the committee members will be charged with a punishment resulting in Termination of Service and other punitive action as applicable by the law.

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Chairman & Director,  
Ballari Institute of Technology & Management,  
BELLARY.