# MITS

## MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

(Deemed to be University under Section 3 of UGC Act, 1956)

# ANTI-HARASSMENT POLICY

| Document Information | Details |
|---|---|
| Policy Number | MITS/SDG/AHP-2024/01 \| Revision 01 (2026) |
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| SDG Mapping | SDG 10 – Reduced Inequalities |

## 1. Policy Statement

Madanapalle Institute of Technology & Science (MITS), Deemed to be University, is committed to a safe and respectful learning and working environment. Ragging, bullying, intimidation, discriminatory, verbal, physical, online and sexual harassment are prohibited in institutional activities and on University-managed premises. Students, staff and visitors are expected to respect the dignity and safety of others.

## 2. Purpose and Objectives

- Prevent harassment through awareness, accessible reporting channels and appropriate interventions.
- Provide a fair and confidential route for complaints, in accordance with applicable University rules and statutory mechanisms.
- Support the institutional SDG 10.6.11 anti-harassment reporting commitment.

## 3. Scope

This policy applies to students, teaching and non-teaching employees, support and contract personnel, visitors and vendors, including in academic buildings, hostels, canteens, grounds, transportation and University-managed online activities, wherever institutional jurisdiction applies.

## 4. Definitions

Harassment: Unwelcome or offensive conduct that threatens, humiliates or creates a hostile educational or working environment. Bullying: Repeated or serious intimidating, aggressive or humiliating behaviour, including online conduct. Sexual harassment: Unwelcome conduct of a sexual nature, with workplace complaints addressed under the applicable law and competent Internal Committee. Ragging: Conduct covered by applicable anti-ragging requirements.

## 5. Policy Provisions

1. Harassment and retaliation against anyone who makes a good-faith complaint or assists an inquiry are prohibited.
2. The University shall make information on designated grievance channels, the Anti-Ragging Cell and the Internal Committee (ICC/IC) accessible to stakeholders.
3. Workplace sexual-harassment allegations within the scope of the POSH Act, 2013 shall be referred to the duly constituted Internal Committee: other complaints shall go to the competent campus mechanism.

4. Complaints shall be assessed impartially with appropriate confidentiality, opportunity to respond and action within applicable procedures and timelines.
5. Security, signage, induction and periodic awareness activities shall support prevention; urgent safety concerns shall be immediately escalated to competent officials.

## 6. Implementation and Monitoring

| Office / Cell | Responsibility |
|---|---|
| Anti-Ragging Cell / Student Grievance Redressal Committee | Receive or route student concerns, apply mandated procedures and retain case records. |
| Internal Committee (POSH) / Grievance Redressal Cell | Handle matters within their respective legal or institutional mandates. |
| Heads of Departments / Administration / Security | Promote safety, receive initial concerns and refer them without delay. |
| NSS / NCC / SDG Cell / IQAC | Coordinate awareness and compile anonymised evidence for policy review. |

## 7. Violations and Corrective Action

Following a fair inquiry under applicable procedures, substantiated misconduct may lead to counselling, restrictions, written warning, disciplinary proceedings, contract action or referral to external authorities as warranted. The nature of the response shall reflect the conduct and applicable rules; penalties are not automatic on the basis of an allegation alone.

## 8. Awareness and Training

The University shall arrange orientation and refresher sensitisation on respectful conduct, reporting and anti-ragging procedures. Anti-Ragging Week (12th–18th August) and other suitable awareness activities may be observed, with records of participation and materials retained.

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