



# MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

(UGC-AUTONOMOUS INSTITUTION)

Affiliated to JNTUA, Ananthapuramu & Approved by AICTE, New Delhi

NAAC Accredited with A+ Grade,

NBA Accredited - B.Tech. (CIVIL, CSE, ECE, EEE, MECH), MBA & MCA.



## ANTI-HARASSMENT POLICY

**Policy Number:** MITS /SDG/AHP-2024/01

**Effective Date:** 23 September 2024

**Review Date:** 23 September 2026

### SDG Mapping:

- **SDG 10.6.11 – Reduced Inequalities**

### 1. Policy Statement

This policy affirms the commitment of MITS to creating a **safe campus free from any type of harassment** for all students, and staff. Harassment in any form (ragging, discriminatory, bullying, sexual, verbal) is strictly **prohibited in all indoor and outdoor areas** of the campus.

### 2. Purpose

- To comply with **International Instruments** and **Indian Legislation** on the prohibition of Harassment of Women at Workplace.
- To align institutional practices with **UN SDG 10.6.11 – Reduced Inequalities (Anti-Harassment policy)**.
- To provide a safe campus free from any type of harassment on any gender.

### 3. Scope

This policy applies to:

- All **students, faculty, administrative staff, support personnel, visitors, and vendors**
- All **campus premises**, including academic buildings, hostels, canteens, parking, playgrounds, and staff quarters.
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### 4. Definitions

- **International Instruments:** Universal Declaration of Human Rights, 1948, International Covenant on



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Economic, Social and Cultural Rights (ICESCR), 1966, Convention on the Elimination of all forms of discrimination against women, 1979.

- **Indian Legislation:** The sexual harassment of women at workplace (prevention, prohibition and redressal) act 2013, The criminal law (Amendment) act 2013, Protection of women from domestic violence act 2005, The indecent representation of women (prohibition) act 1986, The Indian penal code 1860.
- **Harassment:** Harassment is **a form of discrimination**. It happens when someone experiences unwanted offensive or humiliating comments or behavior. Harassment often takes place in public as a means of peer approval or image building.
- **Bullying:** The same definition that holds good for harassment, but with the difference that bullying is relatively mild and takes place in private without witnesses.
- **Sexual harassment:** Sexual behaviour that makes someone feel uncomfortable, scared, or humiliated. In a workplace context, it can include demands or requests for sexual favours, sexually suggestive comments, or showing pornography.

## 5. Policy Provisions

1. **Any kind of harassment is strictly prohibited** in all areas within campus boundaries, including indoor, outdoor, and public spaces.
2. Awareness campaigns will be conducted periodically through **NSS/NCC/ICC and the related cells dedicated to anti-harassment**.
3. Signboards on Anti-Ragging/Anti-harassment policy will be displayed at all major locations.



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## 6. Implementation & Monitoring

Cells/Departments Responsible	Responsibility
Anti Ragging cell Internal Complaints Cell Prevention of Sexual Harassment (ICC cell) at Work place (Under POSH Act-2013) Grievance Redressal Cell & SGRC	Policy enforcement and awareness drives
Security Personnel	Monitoring and reporting violations
NSS/NCC/ICC Units	Conducting sensitization campaigns
Heads of Departments	Ensuring departmental compliance and reporting

## 7. Violations & Penalties

Even a first-time offender will be subjected to:

- Disciplinary action under the student/staff Conduct rules
- Community service or awareness campaign participation
- Escalation to the Disciplinary Committee / GRC if needed


## 8. Awareness & Training

- Anti-Ragging Week, which runs from August 12th to 18<sup>th</sup>
- Sexual Harassment Awareness on April 29, 2025.

## 9. Review and Amendments

This policy will be reviewed every **two years** by the cells responsible for policy enforcement and awareness drives mentioned in S.NO. 6. The policy will also be reviewed earlier if necessitated by government guidelines or institutional needs.

Prepared by

  
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