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Date : 18/09/2024

ZERO TOLERANCE POLICY (ZTP) AGAINST SEXUAL HARASSMENT

1. We committed to provide safe environment for all the employees free from discrimination on any ground and from harassment at work including sexual harassment.
2. We operate a zero tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment.
3. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment. Further accused ca face legal actions like FIR.
4. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.
5. In this organization no one will be victimized for making complaint for sexual harassment.
6. In case of Physical, Verbal or any other Sexual Harassment, immediately complaint to following authorities,

Internal Complaint Committee (ICC) Members

S.N.	Name	Mobile No.	Position
1.	Ms. Gayathri Iyengar	- 9893319049	- Presiding Officer
2.	Dr. Rajshree Dewangna	- 9926886631	- Member
3.	Mrs. Priyanka Malu	- 9770199966	- Member
4.	Mrs. Deepti Agrawal	- 8878561123	- Member
5.	Dr. Ashok Kumar Jha	- 7987050045	- Member
6.	Mr. Nishid Parmar	- 7828223232	- Member
7.	Mrs. Sapna Jain	- 9074761600 -	External Member (Certified Counselor)

E-mail: vmvrprcomplaint@gmail.com

Sexual harassment includes physical contact and advances; a demand or request for sexual favors; making sexually colored remarks; showing pornography; or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Principal
Vivekanand Mahavidyalaya
Principal
Vivekanand Mahavidyalaya
RAIPUR (C.G.)