



TOMS COLLEGE OF ENGINEERING

A VISVESWARAYA GROUP INSTITUTION

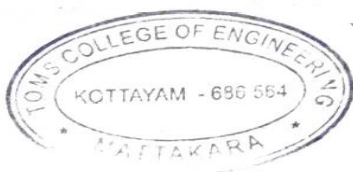
ANTI SEXUAL HARASSMENT POLICY DOCUMENT

Toms College of Engineering for Startups has a committee against sexual harassment in place, is aware of the risk of harassment occurring on college property, and abides by UGC, AICTE, court orders, state laws, and the spirit of those laws to prevent any sexual harassment activities on the college campus. The college vice principal and the anti-sexual harassment committee compile all complaints involving sexual harassment.

Actions and Responsibilities

1. To address any harassment on the college grounds, including violations or reports of violence against students.
2. A victim can speak to one of the senior female staff members who are in charge of handling sexual harassment accusations if they are unable to speak with the alleged harasser directly.
3. As soon as any claims of sexual harassment are made, the senior female staff member will note the date, time, and specifics of the incident.
4. Establish the victim's preferences for the outcome, make sure they are informed of the college's complaint processing method, and then negotiate to reach an understanding.
5. To handle each complaint and provide a suitable response while adhering to college policies.
6. Identify the career opportunity lost as a result of the sexual harassment incident.
7. A rough estimate of the victim's physical therapy medical costs.
8. It is important to understand the respondent's financial condition and income.
9. Think about if a single payment or installment payment are possible.
10. Assisting the students in their efforts to stop gender discrimination and sexual harassment.
11. Girls and women are given/engaged in a variety of chances and events to become economically, intellectually, and emotionally empowered in order to encourage their development as independent individuals.

PRINCIPAL



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