

# Regional College of Management, Bangalore

(Approved by AICTE, and Affiliated to Bangalore North University  
**Policy against Sexual Harassment Foreword**

## **Introduction**

RCMB is committed to provide a safe and conducive work environment to its employees and students expects them to combine “Expertise with responsibility”. Towards this it is essential that each employees/students deals with their colleagues and third parties with full fairness and respect and realizes that his/her behaviour will be attributed to the Institution and can affect its inward and outward reputation.

Under the corporate compliance, harassment of any kind including sexual harassment is forbidden. Every employee/student has the right to be protected against harassment, regardless of whether the accused considers his or her own behaviour to be normal or acceptable and of whether the harassed person has the opportunity to avoid the harassment.

RCMB is committed to providing a work environment free of sexual harassment. Sexual harassment is a form of workplace harassment of a sexual nature that affects the dignity of men and women at College.

RCMB Prevention of Sexual Harassment Policy has been formed to prohibit, prevent or deter the commission of acts of sexual harassment at workplace and to provide the procedure for the redressal of complaints pertaining to sexual harassment.

## **Applicability**

This Policy applies to all the employees, students and trainees (whether in the office premises, college or outside while on assignment) of the following RCMB

Where sexual harassment occurs to a RCMB employee as a result of an act by a third party or outsider while on official duty, RCMB will take all necessary and reasonable steps to assist the affected person in terms of support and preventive action.

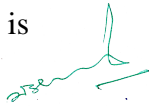
## **What is Sexual Harassment?**

Sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- (a) Physical contact and advances;
- (b) A demand or request for sexual favours;
- (c) Sexually coloured remarks;
- (d) Display of pornography;
- (e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Such conduct can be humiliating and may constitute a health and safety problem. It is



  
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(Approved by AICTE, and Affiliated to Bangalore North University discriminatory when the complainant has reasonable grounds to believe that his or her objection would disadvantage them in connection with employment, including recruiting or promotion or when it creates a hostile working environment. Sexual harassment is emotionally abusive and creates an unhealthy, unproductive atmosphere at the workplace. Sexual harassment cases can be classified into two categories - quid pro quo and creation of a hostile working environment.

(a) Under the quid pro quo (meaning this for that) form of harassment, a person or authority, usually the superior of the victim, demands sexual favours for getting or keeping a job benefit and threatens to fire the employee if the conditions are not met.

(b) A hostile work environment arises when a co-worker or supervisor creates a work environment through verbal or physical conduct that interferes with another co-worker's job performance or creates the workplace atmosphere which is intimidating, hostile, offensive or humiliating and experienced as an attack on personal dignity. For example, an employee tells offensive jokes. No person shall indulge or caused to be indulged under instructions from superior in sexual harassment of co-workers.

However, an employee who is sexually harassed can complain about the same even if there is no adverse job consequence.

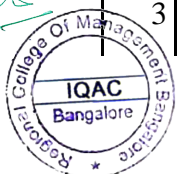
## If you are being harassed:

(a) Tell the accused that his / her behaviour is unwelcome and ask him/her to stop.

(b) Keep a record of incidents (dates, times, locations, possible witness, what happened, your response). It is not mandatory to have a record of events to file a complaint, but a record can strengthen your case and help you remember the details over time, in case the complaint is not filed immediately.

(c) File a complaint as soon as possible. If, after asking the accused to stop his / her behaviour, the harassment continues, report the abuse to the Complaints Committee formed for this purpose.

S No	The Complaints Redressal Committee -	Designation
	Committee has been formed consisting of the following members	
1	Prof. Sudip Kumar Sen. Head – HR	Chair person
2	Prof. Smitha S. Asst. Professor- Statistics & QT	Member
3	Mr. Sumesh V. K. Manager – Admission	Member



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4	Student Rep	Member (As represented every year)
5	Additional member – who is neutral dept member nominated by Chairperson if required.	Member nominated by chairperson

## Dealing with the Complaint

- It is the obligation of all employees/students to report sexual harassment experienced by them personally. A concerned co-worker may also inform the Complaints Committee of any instance or behaviour of sexual harassment by a co-employee/colleague towards another employee
- The concerned employee/student shall give his complaint in writing to the Chairperson of the Committee giving details of the incident within 48 hours of its occurrence.
- Once the complaint is received, it will be kept strictly confidential.
- The person accused will be informed that a complaint has been filed against him/her and no unfair acts of retaliation or unethical action will be tolerated.
- The Committee shall ensure that a fair and just investigation is undertaken within seven days from the date of complaint.
- Both the complainant and the alleged accused initially will be questioned separately with a view to ascertain the veracity of their contentions. If required, the person who has been named as a witness will need to provide the necessary information to assist in resolving the matter satisfactorily.
- The complainant and the accused shall be informed of the outcome of the investigation. The investigation shall be completed within 15 working days of the receipt of the complaint. If the investigation reveals that the complainant has been sexually harassed as claimed, the accused will be disciplined accordingly.

## Disciplinary Action

Where any misconduct is found by the Committee, appropriate disciplinary action shall recommend against the accused. Disciplinary action may include written memo, withholding promotion, suspension or even dismissal. This action shall be in addition to any legal recourse sought by the complainant.

## Confidentiality



  
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All information received shall be kept confidential. Any person (including witnesses) who breaches confidentiality shall be subject to disciplinary action.

## **Protection against retaliation**

Regardless of the outcome of the complaint made in good faith, the employee lodging the complaint and any person providing information or any witness, will be protected from any form of retaliation. While dealing with complaints of sexual harassment, the Committee shall ensure that the Complainant or the witness are not victimized or discriminated against by the accused. Any unwarranted pressures, retaliatory or any other type of unethical behaviour from the accused against the complainant while the investigation is in progress should be reported by the complainant to the Complaints Committee as soon as possible. Disciplinary action will be taken by the Complaints Committee against any such complaints which are found genuine.

## **Documentation**

The Committee shall keep complete and accurate documentation of the complaint, its investigation and the resolution thereof. The incident would be documented in both the complainant's and the accused's files with the full report of the Complaints Committee.

## **Dissemination of the Policy**

A copy of this Policy shall be circulated to all employees and to all new recruits and they shall read, understand and will abide by the Policy. Any member having any explanation on this policy shall get the same clarified immediately.

## **Complaints made with a malicious intent**

This policy has been evolved as a tool to ensure that in the interest of justice and fair play, our employees and students have a forum to approach in the event of instances of sexual harassment. However, if on investigation it is revealed that the complaint was made with a malicious intent and with the motive of maligning the concerned individual / tarnishing his/her image in the company and to settle personal/professional scores, strict action will be taken against the complainant. The employees who are victims of sexual harassment may, in addition to the above, seek legal remedies as may be provided under the various laws for the time being in force.



  
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