



ANTI-SEXUAL HARASSMENT POLICY

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PREAMBLE

The Coimbatore Institute of Management and Technology embodies the concept of equality and prohibits discrimination on the grounds of religion, race, caste, sex or place of birth or them. The Institute values the right of all employees to be treated with dignity, and sexual harassment in any form violates this tenet. These rules and regulations have been framed to prevent sexual harassment within the institute/office premises or outside, involving its employees/students/vendors/customers / any other persons who deal with the Institute. These rules will also be applicable in case of harassment between the student and the employee. In case of complaints between 2 students, a policy locally framed on campus shall apply.

DEFINITIONS

Aggrieved woman - 'Aggrieved Woman' in a workplace means a woman of any age, whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent.

Employee – 'Employee' for this policy means a person employed in the Institute for any work on a regular, temporary, ad-hoc or daily wage basis, either directly or through an agent, including a contractor, with or without the knowledge of the principal employer, whether for remuneration or not, or working voluntarily or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.

Sexual Harassment – 'Sexual Harassment' shall mean and include any one or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:-

1. Physical contact and advances or
2. A demand or request for sexual favours or
3. Making sexually coloured remarks or
4. Showing pornography or
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

The following circumstances, among others, if it occurs or is present about or connected with any Act or behaviour of sexual harassment, may amount to sexual harassment: -

1. Implied or explicit promise of preferential treatment in her employment, or
2. The implied or explicit threat of detrimental treatment in her employment, or
3. The implied or explicit threat about her present or future employment status, or

4. Interference with her work or creating an intimidating or offensive, or hostile work environment for her, or
5. Humiliating treatment likely to affect her health or safety
6. Employer means Director in the case of management
7. Institute(s) & Vice Chairman for corporate office

Any term that has not been defined explicitly in this policy shall be defined in The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (WSHA, 2013).