

ANTI-SEXUAL HARASSMENT POLICY

Anti sexual harassment refers to the state of equal ease of access to resources and opportunities regardless of gender. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities. Fairness and justice in the distribution of benefits and responsibilities between women and men. Programmes and Policies that specifically empower women are often needed to achieve this.

Objectives of Anti Sexual Harassment:

- To create conditions for the equitable participation in project implementation and decision-making processes.
- To strengthen institutional mechanisms and develop the skills and tools required to integrate gender equity in cultural, social and economic structures and systems.
- To promote sustainable behaviour change and improve organisational effectiveness to develop, implement and monitor gender responsive plans, projects, programmes and policies.

Responsibilities and Duties towards Anti Sexual Harassment:

- Essence of equity is not identical treatment; treatment may be equal or different but should always be considered equivalent in terms of rights, benefits, obligations and opportunities.
- Importance of taking gender concerns into account in programmes design and implementation.
- Taking gender concerns into account when designing and implementing development programmes is important for two reasons:
 - First there are differences between the role of men and women, differences that demand different approaches.
 - Secondly there is structural inequality between men and women. There are much expressed clear patterns of women's inferior access to resources and opportunities.



Women Empowerment:

Women and Girls represent half of the world's population and therefore also half of its potential. Gender equality, besides being a fundamental human right, it is essential to achieve peaceful societies with full human potential and sustainable development. Empowering women spurs productivity and economic growth.

Objectives:

Increase the capability of women and girls to exercise their basic and legal rights fully, determine their life outcome, assume leadership roles and influence decision making in community, household and societies.

Mechanisms to make women more empowered:

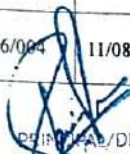
- Ladies common room facility to be provided and it should be cleaned and maintained well.
- Sanitary napkin vending machines to be installed to cater to the needs of girls so as to maintain their health and hygiene.
- Awareness programmes to be conducted for the student community on the rights of women and rules under the prevention of work place harassment as notified by the Government.
- International Girl Child day and Women's Day to be celebrated meaningfully.
- Awareness programmes on Human Rights to be organized.
- Awareness programmes on menstrual health and hygiene and polycystic ovarian syndrome to be organized for the benefit of the students.
- Improve the access of women and girls to education and work force development.
- Conduct Women empowerment programs and Gender sensitization programmes.

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