

MAKAWANPUR MULTIPLE CAMPUS

HETAUDA



CODE OF CONDUCT AGAINST SEXUAL HARASSMENT

2079

CODE OF CONDUCT AGAINST SEXUAL HARASSMENT

To ensure the safe and psychologically motivated environment of learning this code of conduct against sexual Harassment is produced from the campus to create the mutually friendly relationship among the students and between student and the teacher. This code of conduct against sexual harassment is an important document that outlines the expected behavior and standards within the campus to prevent and address incidents of sexual harassment.

1. Introduction

Makawanpur Multiple Campus is committed to maintaining a safe, respectful, and inclusive environment for all teachers, students, and the visitors. This code of conduct establishes guidelines and expectations to prevent and address incidents of sexual harassment. It has the following objectives of the campus:

- a. Prevention:** This code of conduct sets clear guidelines and expectations for behavior, emphasizing that sexual harassment is unacceptable and will not be tolerated. It helps create a safe and respectful campus environment by promoting awareness and prevention of sexual harassment incidents.
- b. Awareness and Education:** The code of conduct serves as an educational tool, raising awareness about what constitutes sexual harassment and its impact on individuals and the campus community as a whole. It helps students, faculty, and staff understand their rights and responsibilities regarding sexual harassment.
- c. Support for Victims:** Having a code of conduct in place demonstrates that the campus takes sexual harassment seriously and is committed to supporting victims. It provides information on reporting procedures, available resources, and support services, encouraging individuals to come forward and seek assistance when they experience or witness sexual harassment.

- d. Accountability:** This code of conduct establishes a framework for addressing complaints of sexual harassment. It outlines the investigation and disciplinary processes for individuals found responsible for such behavior. This promotes accountability and ensures that appropriate actions are taken to address and prevent future incidents.
- e. Legal Compliance:** Implementing a sexual harassment code of conduct helps the institution meet legal obligations and comply with applicable laws and regulations related to preventing and addressing sexual harassment. It demonstrates a commitment to maintaining the campus environment free from discrimination and harassment, in line with legal requirements.
- f. Reputation and Trust:** Makawanpur Multiple Campus actively addresses sexual harassment through a code of conduct signals to students, faculty, staff, and external stakeholders that it prioritizes its safety and well-being. This will foster trust and enhances the institution's reputation as a place that values inclusivity, respect, and equality.

Overall, a code of conduct against sexual harassment is necessary in campus to establish a culture of respect, prevent misconduct, support victims, and ensure a safe and inclusive environment for all members of the campus community

2. Definition of Sexual Harassment

Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, or other verbal, physical, or visual conduct of a sexual nature. This also includes the condition defined by the state law and international practices. This behavior creates an intimidating, hostile, or offensive work environment.

3. Prohibited Conduct

The following actions are strictly prohibited within our organization:

- a. Unwanted physical contact, including touching, hugging, or kissing without consent.
- b. Making sexual advances, requests for sexual favors, or engaging in sexually suggestive conversations.
- c. Displaying or distributing sexually explicit materials or making inappropriate sexual gestures or comments.
- d. Making derogatory, offensive, or sexually explicit remarks, jokes, or insults.
- e. Engaging in any form of online or digital sexual harassment, including sending explicit messages or images.
- f. Retaliating against anyone who reports or participates in an investigation of sexual harassment.

4. Reporting Procedures

- a. Any individual who experiences or witnesses sexual harassment should report the incident promptly to the department head, or the designated person/department responsible for handling such complaints.
- b. Reports can be made orally or in writing and will be treated with the utmost confidentiality.
- c. Then it is the case in GRM (Grievance Redress Mechanism) and the GRM will conduct a thorough investigation of all reports and take appropriate action based on the findings.
- d. False or malicious complaints made with the intention of harming others will not be tolerated and may result in disciplinary action and even may result in expulsion from the campus.

5. Confidentiality and Non-Retaliation

- a. The campus will protect the privacy and confidentiality of individuals involved in a sexual harassment complaint to the extent reasonably possible.

- b. Retaliation against individuals who report sexual harassment or participate in an investigation is strictly prohibited and will result in disciplinary action and even may result in expulsion from the campus.

6. Disciplinary Actions

Any individual found to have engaged in sexual harassment may be subject to disciplinary measures, including verbal/written warnings, suspension, termination, and legal action, depending on the severity and frequency of the offense.

7. Training and Awareness

The campus will provide regular training and awareness programs to educate teachers, administrative staff and the students about sexual harassment, its consequences, and how to prevent and respond to such incidents.

8. Compliance and Review

This code of conduct against sexual harassment applies to all teachers, administrative staff, students and visitors. The organization will review and update this policy as per the need to ensure its effectiveness and compliance with legal requirements.