



STD-03215 Ph-253267/9800043510

**Nahata Jogendranath Mondal Smriti Mahavidyalaya**

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ESTD: 1985



#### 5.1.4 The Institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

**File Description:** Proof w.r.t Organization wide awareness and undertakings on policies with zero tolerance

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Jogendra Nath Mondal

**Description :** Organization wide awareness regarding Sexual Harrassment







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# Sexual Harassment

is unwanted behaviour of a sexual nature which has the purpose or effect of:

- violating a person's dignity; or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Equality Act 2010

## 4 types of Sexual Harassment

### Verbal/Written

- Remarks of a sexual nature about a person's clothing, personal behaviour, or body.
- Sexually explicit statements, questions, jokes, or anecdotes.
- Requesting sexual favours or dates.
- Spreading rumours about a person's personal life.
- Coercion of sexual activity by threat of punishment.
- Excessive and unwelcome flirting.

### Physical

- Impeding or blocking a person's physical movement.
- Inappropriate and unwanted touching of a person and/or their clothing.
- Other inappropriate touching including kissing, hugging, patting, stroking, or rubbing.
- Playing music with offensive or degrading language.
- Purposely brushing up against another person.

### Non-Verbal

- Looking a person's body up and down.
- Making derogatory gestures or facial expressions of a sexual nature.
- Frequently following or standing too close to a person on purpose.
- Whistling or staring in a sexually suggestive or offensive manner.

### Visual

- Displaying sexually suggestive objects, pictures, cartoons, posters, calendars, or computer screens.
- Showing other people sexually suggestive text messages or emails.
- Sharing sexually inappropriate images or videos, such as pornography.

Someone making you feel uncomfortable?  
**Speak to us**  
 9800043510 // 9051924236  
 7003062970

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Jogendra Nath Mandal

**Description :** Organization wide awareness regarding Anti-Ragging

**Join Hands to  
Make Your Campus  
RAGGING  
Free**

**National Anti-Ragging Helpline  
24x7 Toll Free Number\* 1800-180-5522  
Email-helpline@antiragging.in  
<https://antiragging.in>**

**NAHATA JOGENDRANATH MONDAL SMRITI MAHAVIDYALAYA**

**For Any Anti-Ragging Committee  
Details/Complaints : 9433766654 // 9800271930 // 7003062970**



**Description :** Organization wide awareness regarding Anti-Ragging

## NAHATA JOGENDRANATH MONDAL SMRITI MAHAVIDYALAYA

### DON'T 'RAG'

### ALSO DON'T BE A MUTE WITNESS TO 'RAGGING'

**What is Ragging?**  
 Any act resulting in:

- Mental / Physical / Sexual abuse
- Verbal abuse
- Indecent behaviour
- Criminal intimidation / Wrongful restraint
- Undermining human dignity
- Financial exploitation / Extortion
- Use of force

Each of the above is a criminal offence

**A student indulging in ragging can be:**

- Expelled from the institution
- Banned from the mess / hostel
- His/ her scholarship can be withdrawn
- Debarred from examinations
- Denied admission to any institution
- Prosecuted for criminal action
- Institutions have been asked to file FIR with local police against those who RAG / ABET ragging

GO AHEAD, REPORT RAGGING

RAGGING  
IN ANY FORM IS  
PUNISHABLE

## Join Hands to make your Campus Ragging Free





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