

Prevention, Prohibition and Redressal of Sexual Harassment Policy

Institute of Transdisciplinary Health Sciences and Technology (hereinafter the TransDisciplinary University) is committed in making the workspace and campus of the University a safe space to work and study. In pursuance of the same, TDU hereby adopts the Prevention of Sexual Harassment Policy

1. TDU commits to zero tolerance policy towards sexual harassment. TDU prohibit sexual harassment in the campus and workplace.
2. TDU commits to take immediate and appropriate action against sexual harassment against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation.
3. For the purposes of this Policy all words will have same meaning as given to them in the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education), 2016 (hereinafter referred as **UGC Regulation, 2016**). The following phrases are extracted:
 - a. **“campus”** means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short- term placements, places used for camps , cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;
 - b. **“sexual harassment”** shall have the same meaning as defined in the UGC Regulations, 2016. Sexual harassment means:
 - (i) “An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-
 - (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
 - (b) demand or request for sexual favours;
 - (c) making sexually coloured remarks
 - (d) physical contact and advances; or
 - (e) showing pornography”
 - (ii) Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
 - (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - (b) implied or explicit threat of detrimental treatment in the conduct of work;
 - (c) implied or explicit threat about the present or future status of the person concerned;

- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

c. “**workplace**” means the campus of TDU including-

- (a) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by TDU;
- (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in TDU;
- (c) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in TDU.’

4. The Policy and Guidelines shall apply to:
 - (a) all members of TDU including students, faculty and staff (full time and part-time)
 - (b) Consultants (full or part-time), temporary, contractual or casual employees, trainees, persons on probation. interns, volunteers, teacher assistants, research assistants, whether employed or not, including those persons involved in field studies, projects, short-visits and camps
 - (c) all persons working for the University whether directly employed or not all persons
 - (d) who participate in programmes of the University.
 - (e) Any other third party associated with the University
5. Registrar of TDU shall constitute an Internal Complaints Committee (ICC) for a period of three years.
6. The Committee shall have the responsibilities prescribed by the UGC Regulation, 2016 and in particular the following:
 - a) Generate and spread awareness on a regular basis by conducting sensitization workshops about the Policy and the UGC Regulation, 2016;
 - b) Counsel faculty, staff and students on issues of sexual harassment;
 - c) Be authorised to receive complaints of sexual harassment and conduct inquiries on such complaints in the manner prescribed by the UGC Regulation, 2016;
 - d) Be responsible for assisting victims of sexual harassment and eyewitnesses through the process of inquiry;
 - e) Recommend necessary action to protect victims/eye-witnesses who have reported any instance of retaliation or threats of retaliation;
 - f) Ensure that all discussions with the ICC are kept confidential.
7. The Registrar shall be responsible for redressal including interim redressal in the manner prescribed by the UGC Regulation, 2016.
8. Grievances against Registrar can be addressed to the vc@tdu.edu.in
9. Grievances against the Vice Chancellor can be addressed to the chancellor@tdu.edu.in
10. Appropriate actions will be taken with respect to frivolous complaints.

11. Please note the National Helpline for addressing the grievances 1091, 1291 (toll free numbers)
12. The University will review these guidelines from time to time and communicate changes if any.
13. Staff or Students in distress owing to sexual harassment related incidents can register their grievances at helpdeskposh@tdu.edu.in

Internal Complaints Committee Members

- (i) Dr. Noorunnisa Begum, Chair
- (ii) Dr. Subrahmanya Kumar, Member
- (iii) Dr. CN Vishnuprasad, Member
- (iii) Mrs. Sri Vidya Venkatesh, Member
- (v) Dr. Varghese Thomas, Member
- (vi) Mrs. Nandini K K, Member
- (v) Mrs. Shalini V (Student)
- (vi) Mrs. Nirmala Murthy,