

Chowgule Education Society's



**Parvatibai Chowgule College of Arts and Science  
(Autonomous)**

Accredited by NAAC with Grade 'A+' (CGPA Score 3.27 on a 4 Point Scale)  
Best Affiliated College-Goa University Silver Jubilee Year Award



**POLICY ON**

**PREVENTION OF SEXUAL HARASSMENT ON CAMPUS**

**2022-2023**



**PREAMBLE:**

Parvatibai Chowgule College of Arts and Science, Autonomous is committed to creating and maintaining a working, living, and learning environment that is creative, productive and fulfilling. This includes ensuring that each student, teacher and non-teaching staff work together, in an environment of mutual trust, freedom of expression and dignity, free from all forms of violence, harassment, exploitation, discrimination and intimidation.

Parvatibai Chowgule College of Arts and Science promotes zero tolerance towards sexual harassment.

College strictly follows Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013) to provide a safe and secure environment at work place.

**OBJECTIVES OF THE POLICY:**

- To prevent sexual harassment, and to ensure and create a safe environment in the campus.
- To provide a zero tolerance policy towards sexual harassment;

**PROCEDURES:**

As per University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 ,

[http://node01.chowgules.ac.in/pub/Internal%20Committee/2022-23/UGC-Regulation-Prevention-and-Prohibition\\_1.pdf](http://node01.chowgules.ac.in/pub/Internal%20Committee/2022-23/UGC-Regulation-Prevention-and-Prohibition_1.pdf)



college has constituted the Internal Committee, Grievance redressal mechanism, the process for making complaints and conducting Inquiry, Process of conducting Inquiry, Interim redressal, Punishment and compensation, Action against frivolous complaint, Consequences of non-compliance.

All employees, students and third parties are subject to this policy and are expected to take full responsibility and accountability in understanding, implementing, observing and adhering to the terms of this policy in their conduct with other employees, students and third parties to ensure that the objectives of the policy are achieved.

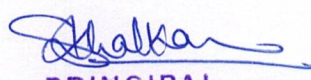
Sexual harassment will not be tolerated. Acts of sexual harassment may lead to disciplinary action being taken, possibly resulting in the dismissal (of employees) or the exclusion (of students) from the college or the termination of contractual or other relationships with third parties. The intention of the policy is to provide the student, Administration, teaching and non teaching staff with information and intervention strategies designed to make all of them aware of conduct which could constitute sexual harassment, procedures to follow if one is sexually harassed, and what consequences may follow from violation of the provisions of the Policy.

For further details follow this link

[http://www.chowgules.ac.in/p/internal\\_committee](http://www.chowgules.ac.in/p/internal_committee)



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PRINCIPAL  
PARVATIBAI CHOWGULE COLLEGE  
OF ARTS & SCIENCE (AUTONOMOUS)  
MARGAO-GOA