



ESTD 1995

SHADAN COLLEGE OF ENGINEERING & TECHNOLOGY

Established by SHADAN EDUCATIONAL SOCIETY.

Approved by A.I.C.T.E and Affiliated to JNTUH, Hyderabad.

Website: www.scet.in E- Mail: scet_shadan@yahoo.co.uk

PREVENTION OF SEXUAL HARASSMENT COMMITTEE

Academic year: 2017 -2018

STANDARD OPERATING PROCEDURE

SCET is committed to ensure zero tolerance in regard with POSH.

1. COMMITMENT

SCET provides hassle free workplace for every woman ensuring safety & protection. The Management of SCET is also committed to promote a working environment that is suitable for professional growth of women employee.

2. SCOPE

The committee highlights 'The Sexual Harassment of Women at Workplace Act, 2013'. It provides protection against Sexual Harassment of Women at workplace and the prevention and redressal of complaints to all categories of employees of the organization comprising girl students, Teaching, Non-Teaching as well as supporting female staff.

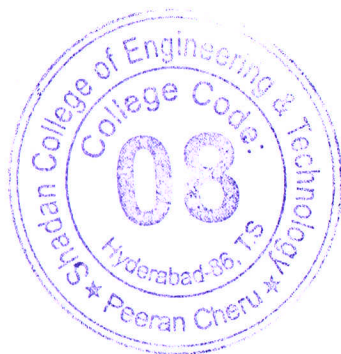
3. DEFINITION


Sexual harassment may occur where a person uses sexual behavior not only to control, influence or affect the career, salary or job of a co-worker but also to spoil the personal lives of co-workers.

It includes any one or more of the following behaviors:

- Physical contact, or
- Demand or request for sexual favors, or
- Making sexually colored remarks, or
- Showing pornography, or
- Any other indecent/vulgar physical, verbal or non-verbal conduct of sexual nature.

In the case of any mischievous experience or in relation to any certain issue, which is not covered in the above shall be dealt with in accordance with in accordance with Sexual Harassment of Women at Workplace , Act 2013.




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