



Vidya Vikas Education Society's  
**VIKAS COLLEGE OF ARTS, SCIENCE & COMMERCE**  
Affiliated to University of Mumbai  
ISO 9001:2015 CERTIFIED

## **Zero Tolerance Policy on Sexual Harassment, Ragging, Assault, Abuse, and Discrimination**

### **1. Purpose**

The purpose of this policy is to establish and communicate Vikas College of Arts, Science & Commerce, Vikhroli, Mumbai's commitment to a safe, respectful, and inclusive environment. This policy outlines our zero-tolerance stance towards sexual harassment, ragging, assault, abuse, and discrimination, and provides procedures for reporting, investigating, and addressing violations.

### **2. Scope**

This policy applies to all employees, students, other stakeholders and visitors, and any other individuals associated with Vikas College of Arts, Science & Commerce, Vikhroli-Mumbai, including those involved in the college-related activities on or off the campus.

### **3. Definitions**

- **Sexual Harassment:** Unwelcome conduct of a sexual nature that creates a hostile or intimidating environment. This includes, but is not limited to, inappropriate touching, suggestive comments, or any form of sexual advance.
- **Ragging:** Any form of physical or psychological harassment by peers, typically targeting newcomers. This includes acts of intimidation, humiliation, or coercion.
- **Assault:** Any intentional act that causes physical harm or threatens to cause physical harm to another person.
- **Abuse:** Any behaviour that involves the mistreatment or exploitation of an individual, which may be physical, emotional, verbal, or psychological.
- **Discrimination:** Unfair treatment of individuals based on race, colour, religion, sex, national origin, age, disability, or any other characteristic protected by law.

### **4. Policy Statement**

Vikas College of Arts, Science & Commerce, Vikhroli-Mumbai has a zero-tolerance policy towards any form of sexual harassment, ragging, assault, abuse, and discrimination. Such behaviours are not only illegal but also contrary to our core values of respect, integrity, and equality.

### **5. Responsibilities**

- **All Students and Teachers** Must adhere to this policy and report any incidents or suspicions of violations. They are also expected to cooperate in investigations.
- **Administration and Related Committee Members:** Responsible for overseeing the implementation of this policy, conducting investigations, and ensuring compliance with legal requirements.



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## 6. Reporting Procedures

- **Reporting Mechanisms:** Reports can be made to the coordinator/ chairperson/ committee member of Women Development Cell/ Anti Ragging Committee/ Internal Complaints Committee/ SC/ST Cell/ OBC Cell/ Special Cell/ Grievance Redressal Cell.
- **Confidentiality:** All reports will be handled confidentially to the extent possible, with information shared only on a need-to-know basis.
- **Protection Against Retaliation:** Individuals who report incidents or cooperate with investigations will be protected from retaliation. Retaliation will be treated as a violation of this policy.

## 7. Investigation and Resolution

- **Investigation Process:** All complaints will be investigated promptly and impartially. The process will include interviews, collection of evidence, and a review of findings.
- **Outcome:** If a violation is confirmed, appropriate disciplinary action will be taken, which may include counselling, reprimand, suspension, or termination of employment or enrolment.
- **Appeal Process:** Individuals have the right to appeal the outcome of investigations. Appeals should be submitted in writing to The Principal, Vikas College of Arts, Science & Commerce, Vikhroli-Mumbai within 8 days of receiving the decision.

## 8. Training and Education

- **Mandatory Training:** All students and employees will be provided orientation towards this policy, including recognizing and preventing sexual harassment, ragging, assault, abuse, and discrimination.
- **Ongoing Education:** Regular workshops and resources will be provided to ensure continued awareness and understanding of the policy.

## 9. Review and Revision

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and compliance with legal standards. Feedback from members of Vikas College of Arts, Science & Commerce, Vikhroli-Mumbai.

Vikas College of Arts, Science & Commerce, Vikhroli-Mumbai is committed to maintaining a safe and respectful environment. Your cooperation in upholding this policy is essential to our collective well-being.

  
PRINCIPAL  
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