**Anti Harassment Committee**

**(For Faculty/ Management/Students)**

**What is Harassment?**

Harassment is defined as any unwanted advances, requests for un ethical favors, verbal or written communications, physical acts of a sexual character, or attitudes that are inappropriate and degrading, whether made explicitly or implicitly while engaging in any activity.

* Behavior that has an impact on academic or job decisions.
* Making an intimidating, hostile, or offensive learning or working atmosphere; or, unreasonably interfering with a person's academic or professional performance.
* Abuse of power goes against the fundamental principles of morality, ethics, and good conduct.
* Sight cues, hand signs, verbal abuse, physical touch, and persistent, unwanted flirting are all used to indicate sexual activity.
* Actions that would be considered under the category of rape.
* Interaction with another person physically.
* Capturing, recording, or disseminating, with or without permission, explicit photos or sexual content of another individual.
* Make an intimidating or hostile environment.
* Inappropriate jokes, making indecent comments about another person's appearance, and stalking.
* Discrimination against people based on their gender.

**Be Careful: It's Not Allowed**

* Request to see a personal office after hours
* One-on-one male and female conversation or meeting behind closed doors.
* Offer and acceptance of friendship and candor in exchange for better grades and research work.
* Pick and drop for the opposite gender.
* Personal phone conversations, chats, and calls for any type of gossip, especially late at night, on social media, and use of personal mobile devices.
* Seniors harassing and teasing juniors
* Using offensive language to refer to anybody part.
* Getting frank with anyone in a professional setting
* Gender mixing anywhere in the Institute
* Shared workstations for men and women
* Any of the aforementioned will result in severe disciplinary action.