



# ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No.34 of year 2010  
Recognized by the University Grants Commission (UGC), New Delhi

## POLICY ON ANTI-HARASSMENT

<b>Title</b>	Policy on Anti-Harassment
<b>Applies to</b>	All University Stakeholders
<b>Author</b>	Office of the Registrar
<b>Approved By</b>	Registrar
<b>Approval Year</b>	2023
<b>Review Frequency</b>	Biennial (every two years) or upon regulatory change



**Registrar**  
**Alliance University**



## **1. Preamble**

Alliance University upholds the principle that every individual has the right to a safe, dignified, and equitable academic and professional environment. Harassment of any kind undermines the University's commitment to excellence and inclusivity and impedes the holistic development of individuals. As a responsible institution of higher learning, Alliance University adopts a zero-tolerance policy towards all forms of harassment, irrespective of the setting or medium through which it occurs. This policy serves as a comprehensive guide to understanding, preventing, and responding to harassment.

## **2. Objectives**

- To define the various manifestations of harassment in academic, workplace, and digital contexts.
- To prevent and address harassment through awareness, capacity building, and clear procedures.
- To ensure that complaint and redressal mechanisms are confidential, efficient, and fair.
- To reinforce a culture of dignity, mutual respect, and accountability.

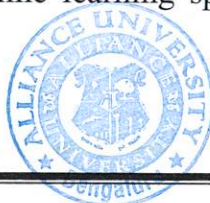
## **3. Scope of Application**

This policy is applicable to all individuals who are part of or interact with Alliance University, including but not limited to:

- Students (undergraduate, postgraduate, doctoral)
- Academic and Non-Academic staff
- Administrative and contractual personnel
- Visiting faculty, guest lecturers, and consultants
- Vendors, service providers, and external collaborators
- Participants in University-sponsored programs, activities, or virtual platforms

It is applicable to:

- On-campus interactions (classrooms, offices, hostels, libraries, labs)
- Off-campus official activities (internships, field trips, study tours)
- Digital environments and online learning spaces (LMS, email, social media, Zoom/Meet)



#### **4. Definitions and Categories of Harassment**

Harassment includes, but is not limited to, the following:

##### **a. General Harassment**

Unwanted or inappropriate behaviour that causes distress or discomfort to another individual, including:

- Insults, name-calling, mocking, or belittling
- Intimidation or threats (verbal or physical)
- Social exclusion or unjustified disciplinary targeting
- Public humiliation or forced disclosure of private information

##### **b. Sexual Harassment (as defined by the POSH Act, 2013)**

Includes any unwelcome act or behaviour of a sexual nature, whether directly or by implication, such as:

- Physical contact or advances
- Requests or demands for sexual favors
- Making sexually colored remarks or jokes
- Displaying or circulating pornographic or sexually explicit material
- Intrusive questioning about sexual identity or orientation

##### **c. Academic Harassment**

Occurs when a person in a position of authority misuses their power in an academic setting, which may involve:

- Unfair evaluation of academic performance
- Withholding or threatening to withhold academic support or recommendations
- Favoritism or discrimination in assignment of research work
- Verbal abuse or persistent criticism in academic settings

##### **d. Cyber Harassment**

Use of digital tools or platforms to harass, threaten, demean, or violate someone's privacy or integrity, including:

- Sending offensive messages or inappropriate emails
- Posting harmful content on social media platforms



- Hacking, impersonation, or unauthorized surveillance
- Non-consensual sharing of images or videos

## **5. Institutional Framework for Redressal**

### **a. Internal Complaints Committee (ICC)**

Established under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC addresses all sexual harassment complaints and is constituted as per statutory guidelines.

### **b. Grievance Redressal Committee (GRC)**

Deals with complaints of general harassment, academic harassment, or institutional misconduct not covered under the ICC's jurisdiction.

### **c. Cyber Ethics Committee**

Responsible for handling incidents of cyber harassment, misuse of digital platforms, or violation of digital ethics.

## **6. Complaint Filing and Redressal Procedure**

- Complaints may be submitted in writing, through email, or via the University's online grievance portal.
- Complaints must include clear details of the incident, parties involved, time, place, and any supporting evidence.
- The respective committee will issue an acknowledgment within three working days.
- A preliminary review will determine jurisdiction and admissibility within five working days.
- An inquiry committee will be constituted where appropriate.
- The inquiry process will include fair hearing, documentation review, witness testimony, and be concluded within thirty working days.
- Interim relief (academic accommodations, change of housing or class schedules, etc.) may be provided to protect the complainant.
- Final decisions will be communicated in writing to both parties.

## **7. Protection from Retaliation**

The University guarantees protection from retaliation to all complainants, witnesses, and individuals supporting the inquiry process. Any act of intimidation, threat,



defamation, or professional disadvantage arising from the complaint process will be considered a distinct violation and dealt with accordingly.

### **8. Disciplinary and Remedial Measures**

Upon conclusion of inquiry and confirmation of a violation, the following actions may be initiated, proportionate to the severity of the incident:

- Apology, reprimand, or formal written warning
- Suspension or withholding of academic/administrative responsibilities
- Expulsion from the University (for students)
- Termination of employment or contractual relationship
- Legal proceedings or referral to law enforcement if applicable
- Restorative practices or mandatory counselling

### **9. Preventive and Educational Strategies**

To promote awareness and prevent incidents of harassment, the University will undertake:

- Induction and orientation programs for students, faculty, and staff
- Regular workshops on gender sensitivity, digital conduct, and anti-bullying measures
- Development of e-learning modules and resource handbooks
- Anonymous climate surveys to assess the safety and inclusivity of campus

### **10. Transparency, Monitoring, and Reporting**

- Each committee (ICC, GRC, Cyber Ethics) will maintain anonymized records of complaints, resolutions, and follow-up actions.
- Annual reports will be submitted to the IQAC and made available in summary to the University community.
- Reports will inform future training, policy updates, and administrative reforms.

### **11. Policy Review and Revision**

This policy will be reviewed every two years or as needed based on changes in law, feedback from stakeholders, or new institutional challenges. Feedback can be submitted confidentially to the Registrar's Office or IQAC.



## 12. Institutional Commitment and Values

Alliance University affirms its foundational commitment to the dignity, safety, and equality of every member of its community. All stakeholders are responsible for upholding the letter and spirit of this policy. Harassment in any form violates not just individual rights but the core values of the University itself.

This policy shall be read in conjunction with:

- The Code of Conduct for Students and Employees
- The Sexual Harassment of Women at Workplace Act, 2013
- Relevant University grievance redressal regulations and digital usage policies

\*\*\*\*\*

