

PROHIBITION OF SEXUAL HARASSMENT:

- All Employees and Students of Army Professional Colleges/Institutions are prohibited from causing any sexual harassment to women including female employees and girl students. In cases where sexual harassment occurs as a result of an act of omission by outsiders, the directors/ Principals shall take steps necessary and reasonable to assist the affected person in terms of support and preventive action. For this purpose any sexual harassment would mean unwelcome sexually determined behavior (whether directly or by implication) and would include the following:-
 - A demand or request for sexual favours.
 - Eve- teasing and molestation.
 - Jokes causing or likely to cause awkwardness or embarrassment.
 - Gender based insults or sexist remarks.
 - Innuendos, unsavoury remarks and taunts.
 - Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like.
 - Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or saying.
 - Physical contact, touching or brushing against any part of the body and the advances.
 - Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

REPORTING OF SEXUAL HARASSMENT CASES.

Sexual harassment cases not involving serving Army Personnel will be reported as under:-

- **Initial Report** Initial Report will be submitted by the Director/ Principal to Chairman, Managing Committee, Director/ Dy Director AWES Cell/ Col 'A' of the local formation HQ and Managing Director, AWES, Integrated HQ of MoD (Army) on telephone. Telephonic report will be followed by written report by Fax/E-mail within 24 hrs of the incident.
- **Detailed Report** Detailed report will be sent by the Institutes within seven days of the incident by E-Mail and post to all the authorities mentioned above.
- **Final Report** Final Report will be submitted to AWES, Integrated HQ of MoD (Army) by the institutes through proper channel on finalization of the case.

- Sexual harassment cases involving serving Army Personnel will be reported as under:-

- **Initial Report** Initial Report on sexual harassment involving serving Army personnel will be submitted by the Director/ Principal to Chairman Managing Committee, Director/ Dy Director AWES Cell/ Col 'A' of the local formation HQ who would report the same to the and Managing Director, AWES and Discipline and Vigilance Directorate (DV-2), Integrated HQ of MoD (Army) on telephone. Telephonic report will be followed by written report by Fax/E-mail within 24 hrs of the incident.
- **Detailed Report** Detailed report on sexual harassment involving serving Army personnel will be sent by the controlling formation within 72 hrs to HQ AWES and Discipline and Vigilance Directorate (DV – 2), Integrated HQ of MoD (Army) by fastest means.
- **Final Report** Final Report harassment involving serving Army personnel will be submitted to HQ AWES and DV Directorate through proper channel on finalization of the case.

COMMITTEE

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