

10 YEARS
OF UNIVERSITY
RECOGNITION
20 YEARS OF
ACADEMIC
EXCELLENCE



REVA
UNIVERSITY

Bengaluru, India

POLICY FOR SEXUAL HARASSMENT FREE CAMPUS



Rukmini Knowledge Park
Kattigenahalli, Yelahanka, Bengaluru – 560064
www.reva.edu.in

POLICY FOR SEXUAL HARASSMENT FREE CAMPUS AT REVA UNIVERSITY

POLICY STATEMENT

REVA University is committed to providing a campus that is free of sexual harassment irrespective of gender, race, caste, creed, religion, place of origin, sexual orientation, disability, or economic status. The University's students, faculty, and non-teaching staff, and others associated with the University have the right to be in an environment free from any form of discrimination and conduct which can be considered harassing, coercive, or disruptive, particularly behaviours that are tantamount to sexual harassment as defined in this policy. REVA University is committed to taking all necessary steps to ensure that none of its members and others associated with it are subject to sexual harassment and will enforce this Policy to the fullest extent necessary. This Policy is also in furtherance of requirements of the legislation – The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made to this law in 2013 (collectively referred to as 'law'). In addition, this Policy shall be read with reference to any provisions of the Regulations, rules and other policies of the Institute, as applicable. Relevant guidelines of the Ministry of Human Resource Development, Government of India, and the University Grants Commission, may also be referred in the implementation of this Policy. REVA University has Zero Tolerance towards any kind of sexual harassment and strict action in alignment with the policy will be taken up by the authorities.

WHAT CONSTITUTES SEXUAL HARASSMENT

Sexual harassment includes any one or more of the following unwelcome acts or behaviours (whether directly or by implication):

- (a) physical contact and advances.
- (b) a demand or request for sexual favours.
- (c) making sexually coloured remarks.
- (d) showing pornography; or
- (e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

SCOPE AND APPLICABILITY

REVA University strongly condemns and prohibits sexual harassment against all genders. Sexual harassment is unlawful, and this Policy will apply to all Students, Faculty, Nonteaching staff, and individuals engaged by or associated with the Institute and its campus, regardless of their position, nature, and duration of their involvement.

INTERNAL COMPLAINT COMMITTEE

In furtherance to the law, the University has constituted an Internal Complaint Committee ("ICC") to further gender sensitization (e.g., through regular sensitization workshops for all stakeholders) and to investigate allegations of sexual harassment at the Campus. The University has a zero-tolerance policy towards any act of sexual harassment.

PREVENTION

In order to ensure that the Campus is 'harassment free', as a preventive measure, the ICC undertakes regular sensitization workshops for all stakeholders.

REPORTING SEXUAL HARASSMENT

For the ICC to consider and initiate any process, the entire process as drawn up under the ICC is to be followed.



Registrar
REVA University
Bengaluru - 560 064



REVA UNIVERSITY

Bengaluru, India

Rukmini Knowledge Park, Kattigenahalli
Yelahanka, Bengaluru - 560 064
Karnataka, India.

Ph: +91- 90211 90211, +91 80 4696 6966
E-mail: admissions@reva.edu.in

Follow us on



/REVA University

www.reva.edu.in