



Sri SAI RAM INSTITUTE OF TECHNOLOGY

An Autonomous Institution | Affiliated to Anna University & Approved by AICTE, New Delhi

Accredited by NBA and NAAC 'A+' | An ISO 9001:2015 Certified and MHRD NIRF ranked institution

Sai Leo Nagar, West Tambaram, Chennai - 600 044. www.sairamit.edu.in

Founder Chairman : MJF. Ln. Leo Muthu



REF: SIT/SDG/2021-22

POLICY ON SEXUAL HARRASMENT

With effect from January 2019

Revised in January 2022

Sri Sai Ram Institute of Technology is highly committed to bridge the gender gap in study and create a healthy working environment. The goal of our Institution is to promote gender equality and women empowerment across every sector and prevent all forms of violence against women that negatively impact gender equality and human dignity."

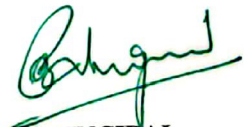
This policy is developed in line with the vision of the Institution to value all as unique individuals and provide a safe working environment to all. The release of this policy is intended to prevent the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 giving legal right to female employees, both regular and contractual to voice against any type of sexual harassment at the workplace, the Council "All employers are expected to honour the Act and maintain a safe working environment for female employees, while discharging their duties with dignity.

Following steps are taken against Sexual Harassment at work

As per the AICTE order to sensitize the issue, as per "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The following actions are proposed to maintain a safe working environment

- ☑ An Internal Complaints Committee (ICC) formation in the institutions under administrative control to deal with the issue of gender-based violence and to conduct gender sensitization programmes.
- ☑ Display banners or posters at conspicuous places in the buildings and campuses to create awareness amongst employees about what is sexual harassment and how to prevent it.
- ☑ Make employees aware of the Internal Complaints Committee (ICC) by displaying names and contact details of the members at Notice Boards in the Institutions.
- ☑ To upload the Act, Constitution of the Committee; and details of the Members of the ICC such as name, phone number, address etc., on the institute's portal at a prominent place.
- ☑ Conduct training programmes to sensitize the employees of the Institutions on the issues related to maintenance of a safe working environment.





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SAI RAM INSTITUTE OF TECHNOLOGY
SAI LEO NAGAR, CHENNAI-600 044.



Admn Office : "SAI BHAVAN", #31 B, Madley Road, T. Nagar, Chennai - 600 017.

Tel : 044 - 4226 7777 e-mail : sairam@sairamgroup.in

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 +91 98848 45678

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www.sairamgroup.in