



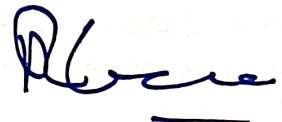
Policy on Anti-Harassment



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Policy on Anti-Harassment

S.No.	DETAILS	
1	Policy Effective From	Academic Year 2023-2024
2	Policy Applicable For	Students, Faculty, Non-teaching staff, Contractual staff
3	Purpose of Policy	Fostering a safe, respectful, and inclusive environment



ABOUT POLICY

IIHMR University is dedicated to fostering a safe, respectful, and inclusive environment and upholds a zero-tolerance policy against harassment, intimidation, and abusive behaviour. This policy aims to prevent harassment, ensure a safe learning and working atmosphere, outline clear procedures for reporting and resolving complaints, and promote awareness of respectful behaviour.

SCOPE

This policy applies to students, faculty, staff, and visitors within any university-related activities or digital platforms. Harassment is defined as any unwelcome conduct that creates a hostile or offensive environment and can take various forms, including verbal, physical, psychological, sexual, and online harassment.

PURPOSE

The University is committed to maintaining a harassment-free campus by promoting respect and professionalism, protecting individuals who report harassment from retaliation, and providing robust grievance procedures. Anyone experiencing or witnessing harassment is encouraged to report it to designated university authorities, who will handle complaints confidentially and sensitively. A report can be made to the Internal Complaint Committee, President, Proctor, Registrar, and the Deans.

REPORTING

The institution will conduct fair investigations, ensuring due process while taking appropriate actions when necessary. Retaliation against those reporting or participating in investigations is strictly forbidden.

AWARENESS AND REVIEW

To further prevention efforts, the University organizes awareness programs and training sessions, promotes gender sensitivity, and encourages responsible conduct in all interactions. Regular reviews of the policy and its implementation will be conducted to ensure its effectiveness and alignment with institutional values and legal standards.

