



Karve Institute of Social Service

Anti-Harassment Policy



Karve Institute of Social Service is committed to fostering an environment of respect and proper conduct among all stakeholders, ensuring that no one is subjected to harassment. The policy aims to prevent all forms of discrimination and harassment, including sexual and gender-based harassment, and to promote safety and fairness across the campus.

1. Prohibition of Harassment:

Discrimination, harassment (including sexual and gender-based harassment), sexual assault, and retaliation against any stakeholder—including contractors, interns, and third-party personnel—are strictly prohibited on campus.

2. Role Models of Conduct:

Higher-level personnel are expected to be role models of appropriate behaviour, and all individuals must uphold high standards of conduct.

3. Compliance with Law:

As per the directives of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the college will establish a committee to address issues related to sexual harassment.

4. Sensitization and Awareness:

To address issues of sexual and gender-based violence, the college will organize special sessions with experts, addressing the prevailing situation on campus and providing information about legal measures for protection and control.

5. Gender Equality:

Females will be adequately represented in all sections of the college to ensure gender equality.



6. Reporting of Harassment:

Any stakeholder who feels they are subject to harassment or witnesses such incidents should immediately report the violation to the principal, who serves as the ex-officio head of the anti-harassment committee or the appropriate hierarchy.

