

DON BOSCO COLLEGE OF ARTS AND SCIENCE,  
KEELA ERAL, THOOTHUKUDI

# SEXUAL HARASSMENT IS ILLEGAL

SEXUAL HARASSMENT AT DON BOSCO COLLEGE  
OF ARTS AND SCIENCE, KEELA ERAL,  
THOOTHUKUDI WILL NOT BE TOLERATED

[www.dbcas.edu.in](http://www.dbcas.edu.in)



> Women can live with security & dignity and are not required to endure insulting, degrading or exploitative treatment.

> Don Bosco College, Keela Eral implements the recommendations of Saksham Committee report and has established an Internal Complaints Committee.

## Examples of Sexual Harassment include:

- 1) Unwelcome sexual advances.
- 2) Requests for sexual favors.
- 3) Suggestive or lewd remarks.
- 4) Verbal/Physical/Visual conduct of a sexual nature.
- 5) Pornographic posters, cartoons or drawings.
- 6) Unwelcome sexual jokes and banter.

## Sexual Harassment is evidenced when:

- 1) Submission to the conduct is made in an explicit or implicit manner or condition of employment.
- 2) Submission to or rejection of the conduct is used as the basis for an employment decision; or
- 3) The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating or hostile work environment.

**If you encounter such abuses from teaching/non-teaching faculty, fellow students or supportive staff, report it immediately to your HOD or contact the following members**

Name of the Member	Designation	Contact Number
Dr. R.D. Thilaga	Principal	9442055607
Prof. D. Kanmani	Women Cell Coordinator	9442961164