

MAHARSHI DAYANAND UNIVERSITY, ROHTAK
Office of the Internal Complaint Committee

CIRCULAR

Subject: Zero Tolerance towards Harassment of Female Students and Colleagues

Date: 28/01/2025

Circular No.: MDU/ICC/2025/294

Maharshi Dayanand University (MDU) reiterates its steadfast commitment to fostering a **safe, respectful, and inclusive environment** for all its members, including students, scholars, faculty, and staff. The University maintains a **Zero Tolerance Policy** towards any form of harassment, particularly against female students and colleagues. Such actions are strictly prohibited and will not be tolerated under any circumstances.

In compliance with the order of the Hon'ble Vice-Chancellor all teaching and administrative departments are advised to exhibit strict intolerance act of harassment towards female students for colleagues. Further, you may please ensure with the strict compliance with the guidelines mentioned herein. It is critical need to prevent and address harassment in accordance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**, and as per the University's Ordinance outlined in **Chapter 9 of Calendar Volume III, 2014**.

Guidelines for Departments

1. Prominent Display of Anti-Harassment Policies:

Departments must prominently display the University's anti-harassment policy, contact details of the ICC, and procedures for reporting incidents on notice boards, office spaces, and other visible areas.

2. Encouraging Reporting of Incidents:

Departments must encourage individuals to report incidents of harassment without fear or hesitation. The confidentiality and dignity of complainants will be maintained at all times.

3. Support for Complainants:

Departments must provide necessary support, including facilitating access to the ICC and ensuring there is no obstruction or delay in the reporting or resolution process.

4. Accountability of Heads of Departments (HoDs):

HoDs must proactively ensure a harassment-free environment within their departments and take prompt action on any reported violations in coordination with the ICC.



5. **Zero Tolerance and Disciplinary Action:**

Proven acts of harassment will attract **strict disciplinary action**, which may include **suspension, termination, or legal proceedings** under applicable laws.

6. **Awareness and Sensitization Programs:**

Departments must conduct regular awareness and sensitization programs for students, faculty, and staff on workplace ethics, the University's zero-tolerance policy, and the legal provisions regarding harassment.

7. **Timely Reporting of Incidents:**

Any observed or reported incident of harassment must be brought to the immediate attention of the ICC for proper investigation and action.

8. **Counseling and Support Services:**

Departments must extend psychological, academic, and professional support to affected individuals to ensure their well-being and enable them to pursue their goals without hindrance.

Role of the ICC

The Internal Complaints Committee will continue to:

- Handle complaints of harassment with **impartiality and confidentiality**.
- Conduct thorough investigations and recommend appropriate actions based on evidence and applicable policies.
- Organize regular training programs to promote a respectful and harassment-free campus culture.

University's Commitment

The University emphasizes that the sanctity of an academic institution lies in its ability to provide a **safe, equitable, and respectful environment** for all its members. Strict intolerance towards harassment is not only a legal obligation but also a moral imperative.

Non-compliance with the above measures or failure to adhere to the University's policies and national laws will result in **appropriate administrative action** against the concerned individuals or departments.

A handwritten signature in black ink, followed by a long arrow pointing to the right.

Contact Information

For any queries, concerns, or to report an incident, kindly contact the **Internal Complaints Committee (ICC)**:

Prof. Sapna Garg

Presiding Officer, Internal Complaints Committee (ICC)

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