



# HINDUSTHAN COLLEGE OF EDUCATION

## INTERNAL COMPLIANCE COMMITTEE PREVENTION OF SEXUAL HARASSMENT (POSH) CELL

Sexual harassment involves the use of explicit or implicit sexual overtones, including unwelcome and inappropriate promise of rewards in exchange for sexual favours. Sexual harassment includes a range of actions from verbal transgressions to sexual abuse or assault. Harassers or victims may be of any sex or gender.

Sexual Harassment can be in the form of

- Showing pornographic pictures on the computer, or phone, either with intent, or as if by accident.
- Using suggestive language and saying inappropriate things.
- Inappropriate staring while speaking.
- Touching the back, shoulders or knees without any reason or permission.
- Pestering on any of the social platforms.
- Any rumours / talk with sexually coloured remarks about the fellow students or spreading rumours about student's sexual relationship with anybody.
- Sexual jokes, flirtations, advances, propositions or discussion of sexual activity through electronic or other means.
- Humming, or singing provocative, sexually explicit songs every time the woman concerned is in the vicinity.

### Helpline

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Principal