



IBSAR[®] **School of Law**

Criteria 7

7.1: Institutional Values and Social Responsibilities

7.1.1 Measure initiated by the Institution for the promotion of constitutional value and gender equality during the last five year.



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The IBSAR School of Law consciously work on promotion of constitutional values and gender equity. The special program on constitutional awareness among the students and gender equity related provisions activities are planned on regular basis.

Measure initiated for promotion of constitutional value:

1) Celebration of Constitutional day: IBSAR celebrates every year Constitutional day on 26th November for spreading the awareness of the Right given by constitutions. The institution maintains the parameters of every Rights which Indian citizens have by constitution and follows it respectfully.

2) Campus Display Board: The institution's notice boards have displayed the preamble of India and other important aspect of the Indian Constitution. The Students read the notices and take the advantage of it.

3) Separate Subject on Constitution: The IBSAR School of Law has dedicated subject for constitution in curriculum where faculty take extra presentation on the Constitution subject for benefit of the student where they know the actual fundamental right or Right of Life, Freedom of expression.

4) Quiz on Constitution: Institution take regular quiz session on Constitution where students are asked for different type of articles and also given them assignments based on case studies.

Measure Initiated for Gender Equity:

1) Internal Complaint Committee: The College has formed internal complaint committee for female students which resolve the issues related to specific matters of gender equity rights. The committee has played important role as statutory body of the constitution of India. The function of the committee is to maintain the gender equity environment and suppress the discrimination. The committee statistically maintains the all records of the grievances by female staff and students.

2) Rules and regulation discussion: The institution sincerely follows all the rules and regulations given by the Constitution. Therefore, the institution ensure that the privacy maintain for the females are strictly followed.

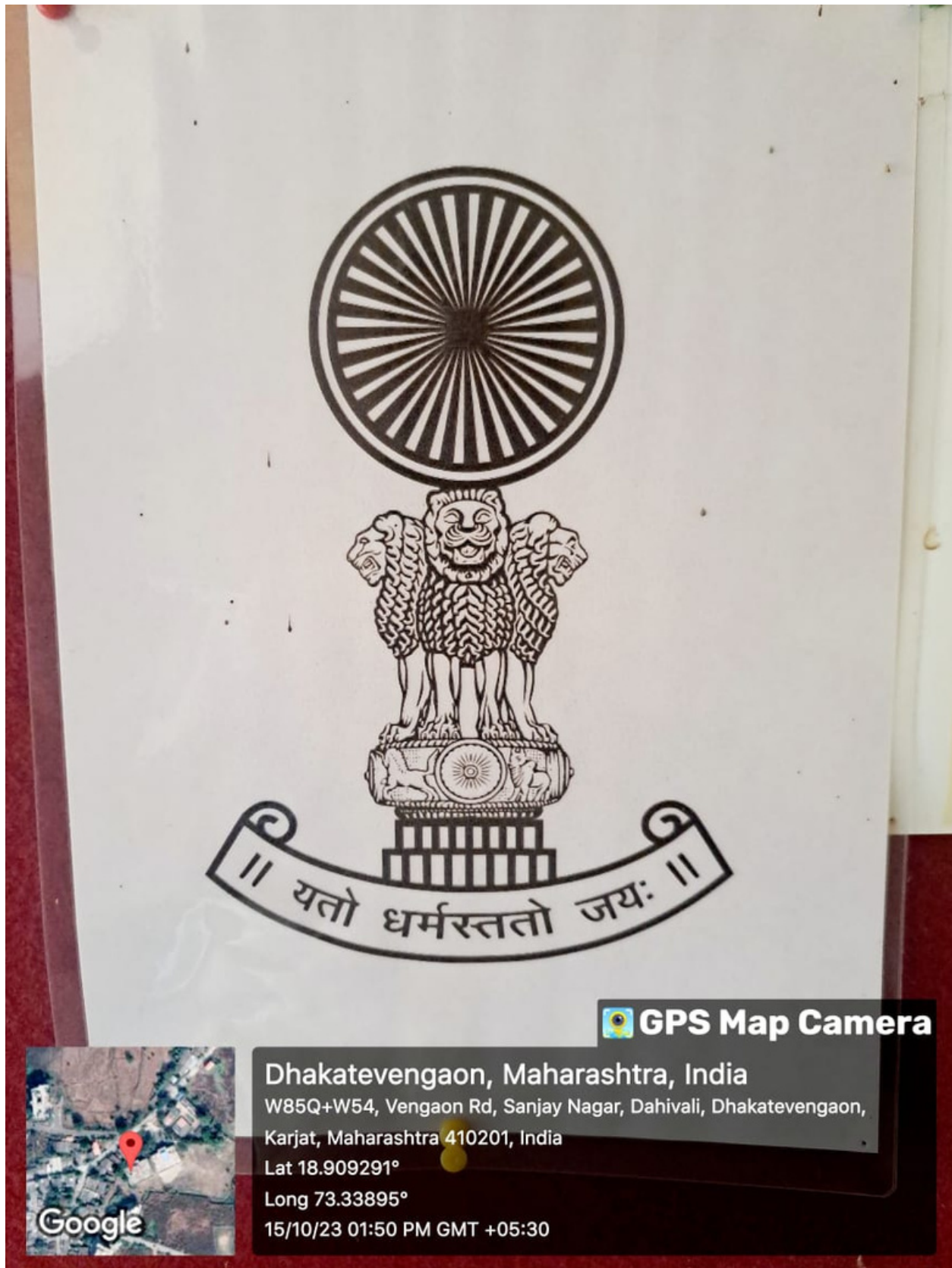
3) Zero Tolerance Policy: The Internal Complaint Committee of the institution works along with Anti-Ragging Committee and maintain peaceful environment between students. College display board has attached Zero Tolerance Policy Notice for the everyone. In the Eye of IBSAR every students are equal. Both the committees are played their task efficiently i.e. making the posters of gender equity, taking session of same.

4) Gender Safety & Security: The institute has 24x7hrs security guard in campus who look after everyone's security by staying inside the campus and he make sure no outsider will be come inside the campus without any permission. Institute has 24x7hrs surveillance cameras at all over the campus.

5) Health checkup camp: Institute conducts regular health checkup campus for the all staff and for the female staff we conduct special seminar on awareness of sanitary napkins uses.

6) Counseling cell of girls: Institution has formed counseling cell specially for female students who live in PG's around the college and guide them if they are facing any difficulties or problem as living there.

7) Gender Sensitization Plan: Institute has formed gender sensitization plan every month in a year.



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SEXUAL HARASSMENT IN THE WORKPLACE

@DiversityMusing

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is engaging in a course of vexatious comment or conduct that is known or ought to be known to be unwelcome, based on the prohibited grounds of sex, sexual orientation, gender identity, and gender expression. In some cases, one incident could be serious enough to be sexual harassment.

SEXUAL HARASSMENT INCLUDES, BUT IS NOT LIMITED TO:

- Asking for sex in exchange for a benefit or a favour
- Degrading words and comments
- Degrading pictures or objects
- Making unnecessary physical contact, including unwanted touching
- Calling people sex-specific derogatory names
- Repeatedly asking for dates, and not taking "no" for an answer
- Making sex-related comments about a person's physical characteristics or actions
- Saying or doing something because you think a person does not conform to sex-role stereotypes
- Posting or sharing pornography, sexual pictures or cartoons, sexually explicit graffiti, or other sexual images (including online)
- Making sexual jokes
- Bragging about sexual prowess
- Refusing to refer to a person by their self-identified name or personal pronoun
- Requiring a person prove their gender

Sources: Ontario Human Rights Commission, Sexual harassment in employment (fact sheet)
 City of Toronto, Sexual Harassment in the Workplace, August 2016.

EMPLOYER'S RESPONSIBILITY

- Create a safe and respectful work environment
- Develop a policy and procedures
- Promptly and appropriately respond to issues as they arise
- Educate managers about their roles and responsibilities
- Ensure senior managers lead by example

IF IT HAPPENS TO YOU

- Remember it's not your fault
- Talk to someone you can trust
- Document incidents
- Learn about your rights and options for getting the behaviours to stop

YOUR OPTIONS FOR RESOLUTION

- If it is safe and if you are comfortable, speak to the harasser
- Speak to your manager or Human Resources
- Go to the next person in authority if the harassment continues
- Make a formal complaint
- If you are threatened or assaulted, contact the police

IF IT HAPPENS TO SOMEONE ELSE

- Object when you see sexual harassment -- Tell the person this behaviour is not okay
- Educate yourself on the issue
- Support co-workers who disclose they've been sexually harassed
- Respect whatever choice the person makes
- Request that your organization develops clear policies and procedures

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GPS Map Camera



Dhakatevangaon, Maharashtra, India

W85Q+W54, Vangaon Rd, Sanjay Nagar, Dahivali, Dhakatevangaon,
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Long 73.338819°

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**THE MAKING
 INDIA'S CONSTITUTION**

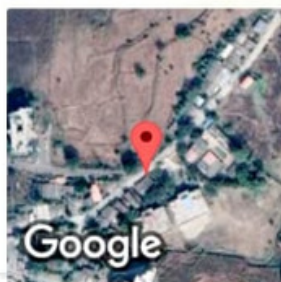


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IBSAR

HUMAN RIGHTS

FOR ALL

PRO
truthaholics
Ignore
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
EQUAL

FREEDOM

JUSTICE

HOPE

SELECTED BY DR. ML MONGA ED IBSAR GROUP OF COLLEGES

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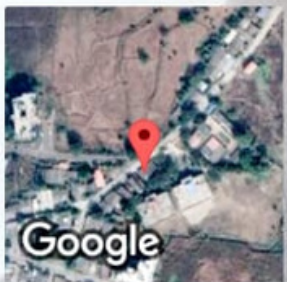


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IBSAR

WORLD DAY OF

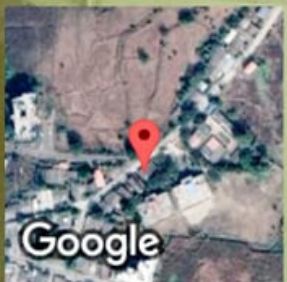


SOCIAL
JUSTICE

20 FEBRUARY



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