



SREE NARAYANA NURSING COLLEGE

Stonehousepet (po), Chinthareddypalem, Nellore - 524002.

Ph No: 0861-2318300 | Fax: 0861-2318300.

e-mail: sreenarayana.nursing12@gmail.com | principal.snc@narayanannursingcollege.com

Website: <https://sreenarayanannursingcollege.com>

Recognized by Indian Nursing Council vide letter No. 02/Sep/2006 INC dated : 29.09.2006 and

A.P. Nurses & Midwives Council, letter No. APNMC/CON/5212/2006, dated: 4/11/2006

Affiliated to Dr. Y.S.R. University of Health Sciences, A.P. Vijayawada.



ANTI SEXUAL HARASSMENT POLICY

Policy Date :19.06.2024

Policy No. :2

Issue No. :2

Next revision : 19.06.2027

Principal
SREE NARAYANA NURSING COLLEGE
Chinthareddypalem,
NELLORE-524 002



SREE NARAYANA NURSING COLLEGE

Stonehousepet (po), Chinthareddypalem, Nellore - 524002.

Ph No: 0861-2318300 | Fax: 0861-2318300.

e-mail: sreenarayana.nursing12@gmail.com | principal.snn@narayanannursingcollege.com

Website: <https://sreenarayanannursingcollege.com>

Recognized by Indian Nursing Council vide letter No. 02/Sep/2006 INC dated : 29.09.2006 and

A.P. Nurses & Midwives Council, letter No. APNMC/CON/5212/2006, dated: 4/11/2006

Affiliated to Dr. Y.S.R. University of Health Sciences, A.P. Vijayawada.



ANTI SEXUAL HARASSMENT POLICY

1. Prevention of Sexual Harassment Committee (PoSHC) functions in Sree Narayana Nursing College with a clear objective to provide protection against sexual harassment and redressal of complaints.
2. Develop a standard operating procedure for internal investigation.
3. In order to take over a case to PoSHC, the aggrieved person should be a student/employee of the Sree Narayana Nursing College and the incident should happen inside the college campus.
4. Aggrieved person can submit a written complaint to the chair person or members of the committee or can even inform about the incident directly or through mail.
5. The chair person has to arrange an immediate meeting to take over the issue.
6. The complaint should be taken over by the chair person, further procedure of conciliation and enquiry should begin within a time period of 4 days.
7. The PoSHC analyzes the complaint received, and takes appropriate action or find a suitable solution. If further police investigation required, the matter will be referred accordingly.
8. The PoSHC committee shall consist of the following members to be nominated by the principal.
 - a. Chairperson- Principal of the college
 - b. Members- Teaching staff, Non teaching staff, Student representative.
9. The term of the members of the committee shall be three years.

Principal
SREE NARAYANA NURSING COLLEGE
Chinthareddypalem,
NELLORE-524 002

10. The PoSHC members are equally responsible to take care of the confidentiality of the case taken over by the committee.
11. The committee will when any incident occurs.
12. Provide information and training to students and staff by conducting teaching and learning activities, in relation to maintain a safe working and academic setting, which is free from sexual harassment.
13. Regularly distribute and promote the policy at all levels of the organization, ensure that principal and faculties discuss and reinforce the policy at staff meetings.
14. Provide the policy and other relevant information on sexual harassment to new employees and students as a standard part of induction, or periodically review the policy to ensure it is operating effectively and contains up to date information
15. Display anti-sexual harassment posters on notice boards in common work areas and distribute relevant brochures, conduct regular awareness-raising sessions for all staff on sexual harassment issues.
16. Address complaints in a manner which is fair, timely and confidential.
17. Maintain a proper documentation of the event investigated.
18. Give an undertaking that no employee will be victimized or disadvantaged for making a complaint.

B. Kalpene
VERIFIED BY

[Signature]
APPROVED BY

Principal
SREE NARAYANA NURSING COLLEGE
Chinthareddypalem,
NELLORE-524 002

[Signature]
Principal
SREE NARAYANA NURSING COLLEGE
Chinthareddypalem,
NELLORE-524 002