Sexual Exploitation & Harassment Code of Conduct

Resunga Multiple Campus guarantees a safe and peaceful environment through different guidelines, policies, directives, frameworks, code of conduct, etc.and their prompt implementations. Recently, the HEI has developed the following **Sexual Exploitation & Harassment Code of Conduct:**

1. Purpose

This Code aims to ensure a safe, inclusive, and respectful academic environment by defining appropriate conduct, preventing sexual harassment, and addressing any violations effectively.

2. Scope

Applies to all students, faculty, staff, visitors, and affiliated personnel within campus premises, online platforms, and off-campus events related to the institution.

3. Definitions

Sexual Exploration: Personal and consensual engagement in understanding one's sexuality, provided it does not violate campus policies or infringe on others' rights.

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates a hostile environment.

Consent: A clear, voluntary, and mutual agreement to engage in any activity, which can be revoked at any time.

4. Prohibited Conduct

Unwelcome Sexual Advances – Any unwanted flirtation, touching, or comments of a sexual nature.

Hostile Environment Creation – Any actions (verbal, non-verbal, or physical) that make someone feel unsafe or uncomfortable due to their gender or sexual identity.

Abuse of Authority – Faculty or staff using their position to demand sexual favors from students or colleagues.

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Campus Chief

Sexual Exploitation – Taking advantage of someone sexually without consent, including recording or sharing intimate content without permission.

Online Harassment – Cyber bullying, sending unsolicited sexual content, or spreading rumors online.

5. Consent & Relationship Boundaries

All sexual interactions must be consensual.

Faculty-student or supervisor-subordinate relationships should be discouraged due to the power imbalance.

Peer relationships should adhere to mutual respect and non-coercion.

6. Reporting & Support Mechanisms

Confidential Reporting Channels – In case of students, the victims report the offences if any to the SQC coordinators secretly and the coordinators forward them to the GRM Unit for further investigation and redressal. Provided staff or faculty members fall prey, they directly report to the GRM for justice.

Investigation Process – A fair, unbiased GRM Unit to handle complaints.

Support Services – Counseling and legal assistance for victims.

Protection Against Retaliation – No one should face consequences for reporting an issue in good faith.

7. Disciplinary Actions

Warnings & Counseling – For minor violations.

Suspension or Expulsion – For severe cases involving coercion or repeated offenses.

Termination & Legal Action – In extreme cases involving criminal acts.

8. Awareness & Training

Mandatory training programs on sexual harassment and consent.

Awareness campaigns to promote respect and inclusivity.





