



# A. J. Institute of Engineering and Technology Mangaluru



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(A unit of Laxmi Memorial Education Trust ®)

ACCREDITED BY NAAC & NBA (BE : CV, CSE, ECE, ISE & ME)

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## MEN'S WELFARE & ANTI-SEXUAL HARASSMENT POLICY

### 1. Title

Men's Welfare & Anti-Sexual Harassment Policy

### 2. Preamble

The A J Institute of Engineering & Technology, Mangaluru, is committed to providing a safe, inclusive, respectful and equitable academic and working environment for all students, teaching faculty, non-teaching staff and stakeholders. Recognizing that harassment and discrimination can affect individuals of all genders, the Institution adopts this **Men's Welfare & Anti-Sexual Harassment Policy** to safeguard dignity, promote well-being, and ensure justice through a fair and transparent mechanism.

### 3. Objectives of the Policy

The objectives of this policy are to:

1. Ensure a harassment-free and discrimination-free environment.
2. Protect the rights, dignity and well-being of male students and employees.
3. Prevent and prohibit sexual harassment in any form.
4. Establish a transparent mechanism for redressal of grievances.
5. Promote awareness, sensitivity and mutual respect within the campus.
6. Provide psychological, academic and moral support to aggrieved persons.

### 4. Scope and Applicability

This policy applies to:

- All male students (UG, PG, Research Scholars)
- Teaching staff
- Non-teaching staff
- Contractual staff

The policy applies to: Campus premises, Hostels, College-organized events, tours, internships, and training programs

### 5. Men's Welfare Measures

The AJIET commits to the following welfare measures for men:

### **5.1 Academic & Professional Support**

- Equal opportunities in academics, leadership and extracurricular activities
- Mentoring and counselling support
- Career guidance and skill development programs

### **5.2 Mental Health & Well-Being**

- Access to counselling services
- Stress management and wellness programs
- Awareness programs on emotional health

### **5.3 Protection from Harassment**

- Safeguards against false, malicious, or discriminatory complaints
- Confidentiality and dignity during inquiry processes
- Fair hearing and due process

## **6. Definition of Sexual Harassment**

Sexual harassment includes any **unwelcome act or behaviour**, whether direct or indirect, such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually colored remarks or jokes
- Showing pornography
- Verbal, non-verbal, or electronic conduct of a sexual nature
- Threats, intimidation, or humiliation linked to gender

## **7. Anti-Sexual Harassment Committee (ASHC)**

### **7.1 Composition of the Committee**

The **Men's Welfare & Anti-Sexual Harassment Committee** shall consist of the following members:

- **Dr. Shantharama Rai C**  
Principal, AJ Institute of Engineering & Technology, Mangaluru  
**Chairperson**

- **Dr. P. Mahabaleswarappa**  
Dean – Academics, AJIET, Mangaluru  
**Member**
- **Dr. Antoney P. J**  
Vice-Principal, AJIET, Mangaluru  
**Member**

## 8. Functions of the Committee

The Committee shall:

- Receive and redress complaints related to sexual harassment
- Ensure confidentiality and impartial inquiry
- Recommend appropriate action to the management

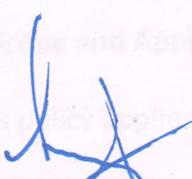
## 9. Complaint and Redressal Mechanism

### 9.1 Filing of Complaint

- Complaints may be submitted in writing or via email to the Committee
- Anonymous complaints may be considered based on merit

### 9.2 Inquiry Procedure

- Fair hearing to both complainant and respondent
- Adherence to principles of natural justice
- Finally, submit a report to the Management

  
**Vice-President**  
Laxmi Memorial Education Trust  
Mangaluru