



TEERTHANKER MAHAVEER UNIVERSITY

(Established under Govt. of U. P. Act No. 30, 2008)

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ANTI-HARASSMENT POLICY

1. Introduction:

Teerthanker Mahaveer University (TMU), recognizes the value of a safe, inclusive, respectful, and equitable academic and workplace environment. The University adopts a zero-tolerance approach toward harassment in any form, including verbal, physical, psychological, sexual, or digital misconduct. This policy outlines TMU's strong commitment to maintaining a harassment-free environment across the campus and beyond in alignment with the Prevention of Sexual Harassment Act 2013 (POSH Act 2013).

2. Purpose:

It aims to:

- Prevent all forms of harassment and discrimination
- Promote a culture of dignity, respect, and inclusion
- Provide a structured mechanism for reporting, redressal, and resolution
- Ensure compliance with statutory provisions (**POSH Act 2013, etc.**)
- Strengthen institutional accountability and transparency

3. Scope and Applicability

This policy applies to all:

- Faculties, departments, and administrative units
- Students, faculty, and staff
- Visitors, vendors, consultants, and third-party stakeholders
- All university premises, hostels, transport, events, and digital platforms

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4. Definitions

Harassment

Any unwelcome behaviour (verbal, non-verbal, physical, or digital) that creates an intimidating, hostile, or offensive environment.

Sexual Harassment

Includes but is not limited to:

- Unwelcome physical contact or advances
- Demand/request for sexual favours
- Display of inappropriate content

Workplace Harassment

Bullying, intimidation, humiliation, or discrimination affecting professional or academic performance.

Cyber Harassment

Harassment through emails, social media, messaging platforms, or other digital means.

5. Guiding Principles

TMU shall be guided by the following principles:

- **Zero Tolerance:** No form of harassment will be tolerated
- **Equity & Inclusion:** Respect for diversity across gender, caste, religion, disability, and background
- **Confidentiality:** Protection of identity and privacy of all parties
- **Fairness & Natural Justice:** Impartial inquiry and unbiased decision-making
- **Accountability:** Clear responsibility at all institutional levels
- **Victim-Centric Approach:** Protection and support for complainants

6. Types of Harassment

- Sexual Harassment (**aligned with POSH Act, 2013**)
- Gender-based discrimination
- Verbal and emotional abuse
- Bullying and intimidation



- Cyber harassment
- Retaliation against complainants

7. Anti-Harassment Mechanisms and Measures

7.1 Institutional Committees

TMU has the following well-structured establishment:

- Internal Complaints Committee (as per POSH Act)
- Anti-Ragging Committee
- Grievance Redressal Cell
- Proctorial Board

7.2 Awareness and Capacity Building

- Regular workshops on gender sensitization and inclusivity
- Orientation programs for students and staff
- Awareness campaigns
- Various activities conducted by department of Psychiatry at TMU
- Regular mental health awareness, stress management, and counselling session

7.3 Safe Campus Initiatives

- CCTV surveillance
- Secure hostel and transport facilities
- Emergency helpline and complaint boxes
- Gender-neutral and inclusive infrastructure

7.4 Digital Safety Measures

- Monitoring misuse of institutional digital platforms
- Awareness of cyber ethics and online conduct
- Mechanisms for reporting cyber harassment

8. Complaint and Redressal Mechanism

8.1 Filing a Complaint

- Complaint may be submitted in writing or through an online portal



- Anonymous complaints may be considered based on evidence

8.2 Inquiry Process

- Preliminary review within **7 days**
- Formal inquiry by committee within **30–45 days**
- Opportunity for both parties to present evidence

8.3 Action and Penalties

Based on severity, actions may include:

- Warning or reprimand
- Suspension or expulsion (students)
- Termination (staff)
- Legal action as per law

8.4 Protection against Retaliation

Strict action shall be taken against any retaliation toward complainants or witnesses.

9. Roles and Responsibilities

University Administration

- Ensure policy implementation and compliance

Internal Committees

- Handle complaints, inquiries, and reporting

IQAC

- Monitor policy effectiveness and alignments with regulatory guidelines

Faculty & Staff

- Maintain professional conduct and report violations

Students

- Adhere to code of conduct and respect peers



10. Monitoring, Reporting, and Review

- Annual reporting of harassment cases and actions taken
- Continuous policy review based on feedback and legal updates

11. Review and Amendments

This policy shall be reviewed every three years to ensure continued relevance, regulatory compliance, and alignment with institutional priorities and global benchmarking frameworks. This policy shall come into effect upon approval by the competent authority of Teerthanker Mahaveer University.



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