



Marathwada Gramin Shikshan Sanstha's

Establishment 2001

## HUTATMA JAYWANTRAO PATIL MAHAVIDYALAYA, HIMAYATNAGAR

TQ. HIMAYATNAGAR - 431802. DIST. NANDED.

(Affiliated to Swami Ramanand Teerth Marathwada University)

Recognized by UGC U/s 2(f) and 12(B), NAAC accredited with 'B' Grade (CGPA 2.48)

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President

**Arun Kulkarni**

Secretary

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Ref.

Date :



### Zero Tolerance Policy:

#### Overview:

The Zero Tolerance Policy is an ideal companion policy to the College Code of Conduct. This policy works to give the harshest punishment to anyone who commits a crime or breaks the rules. This policy allows us to prevent and manage behaviour that is illegal, inappropriate or against our College Code of Conduct.

This policy gives employees and students/students the right to speak up when faced with behaviour that violates the policy. In addition, it reduces unwanted workplace behaviour.

#### Subject to our policy:

All staff and students are expected to adhere to a zero-tolerance policy. An inclusive culture is only possible with the participation and cooperation of every employee and student, regardless of their role or position.

Prohibited conduct: This policy applies to anyone who engages in the following behaviour:

**Harassment:** Harassment is repeated or unwanted physical, verbal or non-verbal conduct that violates a person's dignity or creates an intimidating, hostile, humiliating, uncomfortable or toxic environment.

Examples of harassment include, but are not limited to:

- Making threatening comments.
- Making inappropriate or unwanted comments on a person's physical characteristics or appearance.
- Making gender-based insults or jokes.
- Sexual harassment.
- Repeated unwanted social or sexual invitations.

**Bullying:** Bullying is any physical, verbal and non-verbal conduct that is abusive, malicious, and inappropriate. Bullying can take the form of physical, verbal and non-verbal conduct. It can make a person feel unsafe, excluded, humiliated, inferior, intimidated or scared.



Examples of bullying include, but are not limited to:

- Physical threats.
- Physical intimidation.
- Spreading malicious rumours.
- Excessive pressure
- Yelling at colleagues in public or private.

**Discriminatory behaviour:** Discrimination refers to behaviour where people are treated differently or unfavourably because of one or more aspects of their identity, such as race, colour, ethnic origin, sex, expression, religion, age, gender, sexual orientation, marital status, family status, physical or mental disability or genetic characteristics.

Examples of discrimination include, but are not limited to:

- Making insensitive jokes, comments, using inappropriate slurs, racial slurs.
- Deliberately insulting a colleague based on gender.

**Microaggressions:** It can have lasting emotional and mental effects on the targeted person or persons and contribute to a toxic and non-inclusive workplace that is not fair.

It refer to direct or indirect behaviours and comments that refer to personal identities such as race, gender, ethnic origin, religion, or age.

Examples of micro-aggressions in the workplace may include, but are not limited to:

- Repeatedly calling a racial zed employee by the name of another person of the same race.
- Asking a racial zed employee where they are really from.
- Commenting on a person's physical appearance in reference to racial characteristics such as skin colour.
- Calling a female boss by name.

#### **Disciplinary Action:**

Staff and students who are found to have violated the zero-tolerance policy may face a variety of disciplinary actions, including immediate dismissal and expulsion.

Disciplinary action may be recommended and will be determined by the authority. The severity of the disciplinary action depends on the type of misconduct.

Coordinator, NAAC

I.Q.A.C. Co-ordinator

H.J.P. Mahavidyalaya, Himayatnagar

Principal

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