

## Harassment Policy for S' Residences Residents

Harassment, as defined below, is strictly prohibited within S' Residences premises:

### Definition:

Harassment encompasses any violation of the law or residential policies or University policies related to sexual misconduct or discrimination. It includes repeated instances of:

- Written, verbal, or electronic expressions.
- Physical acts or gestures.
- Any combination thereof.

Such actions must be directed at an individual, causing them to reasonably fear for their physical safety, impede their customary activities, or significantly disrupt their educational experience.

### Prohibition:

Residents of S' Residences are expressly prohibited from engaging in any form of harassment as outlined above.

### Reporting:

Any resident who experiences or witnesses harassment within S' Residences is encouraged to report the incident immediately to the Resident Warden, Operations Admin, or any designated authority within the residence.

### Investigation and Action:

Upon receiving a report of harassment, S' Residences administration will promptly investigate the matter. If the allegations are substantiated, appropriate disciplinary action will be taken against the perpetrator(s) in accordance with the severity of the offence and as per the established disciplinary procedures.

### Support:

S' Residences is committed to providing support and assistance to individuals affected by harassment. Resources such as counselling services, medical assistance, and legal support will be made available to affected individuals as needed.

### Awareness and Education:

S' Residences will conduct regular awareness programs and educational sessions to inform residents about the importance of respecting others' rights and the consequences of engaging in harassment. These efforts aim to foster a safe and inclusive living environment for all residents.

### Compliance:

All residents are expected to comply with this harassment policy. Failure to do so may result in disciplinary action, including termination of residency privileges.

### Confidentiality:

S' Residences will handle all reports of harassment with utmost confidentiality, respecting the privacy of the parties involved to the extent permitted by law and university policies.



### **Legal Implications:**

Residents are reminded that harassment may not only lead to disciplinary action within the residence but also carry legal consequences under applicable laws and regulations.

### **Amendments:**

This policy may be subject to periodic review and updates as necessary to ensure its effectiveness and alignment with relevant laws and university policies.

By adhering to this harassment policy, residents contribute to maintaining a safe, respectful, and supportive community within S' Residences.

MY POSHTELL

