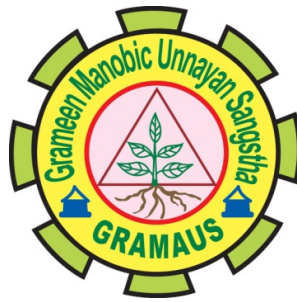


Sexual Harassment Elimination and Prevention Policy

Effectuated From : 1st July 2016



Grameen Manobic Unnayan Sangstha (GRAMAUS)

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Introduction

GRAMAUS is committed to a working and learning environment where people can achieve their full potential free of all types of harassment. The Organization recognises sexual harassment and sexual violence are prevalent in all areas of society, including higher education, and can take many forms. The nature of sexual harassment can be difficult to recognize and, gone undetected, can result in a culture that tolerates such behavior. This can lead to individuals feeling isolated and unsafe. GRAMAUS recognises the importance of raising specific awareness of sexual harassment and sexual violence to promote a fully inclusive culture in order to enable issues to be tackled appropriately if they occur, resulting in a better environment for all.

Policy Aims

This policy explains the steps GRAMAUS will take to provide a safe environment free from sexual harassment and violence. GRAMAUS recognises the need to challenge any tacit or explicit acceptance of sexual harassment or sexual violence to prevent escalation. GRAMAUS also undertakes to improve the understanding of sexual harassment across the working area to prevent it occurring, as well as providing a supportive culture, which encourages reporting of incidents and ensures that they are dealt with sensitively and appropriately. It is recognized that it can be distressing for all those affected by a sexual harassment disclosure; this policy aims to ensure that all parties are treated with dignity and respect and provided with appropriate support. Sexual Harassment and Sexual Violence Policy Operational 2 In addition to addressing individual complaints of sexual harassment and sexual violence, GRAMAUS will take steps to understand the nature and extent of sexual harassment and sexual violence experienced by members of the GRAMAUS working area and office on its premises that goes unreported.

Scope of Policy


GRAMAUS recognises that all people, including men in heterosexual and same gender relationships and transgender and non-binary people, can experience sexual harassment and/or sexual violence. This policy applies to all members of the GRAMAUS community regardless of gender or sexuality. The Organization will not tolerate any form of sexual harassment or sexual violence within its community or against its members. This may go beyond the physical premises and normal business hours of the Organization, such as conduct at events and trips abroad or on social media.

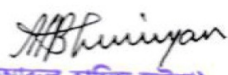
The organization also commits to tackling sexual harassment or sexual violence by, or against, any other party who is contracted to abide by this policy, such as visiting fellows, and will take action deemed appropriate in the circumstances.

Whilst issues relating to sexual harassment and/or sexual violence may arise as a result of a power differential, they are not necessarily confined to the behaviour of any particular group of staff to another, e.g. senior staff towards more junior staff, or, indeed, staff towards students. It can take place between persons at the same level or involve staff.

Definitions:

For the purposes of this Policy, the following definitions apply:


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নির্বাহী পরিচালক
গ্রামীন ফার্মিক ট্রান্সন সংস্থা (গ্রামাউস)


(মোঃ আব্দুল হামিদ ভূইয়া)
সভাপতি
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Sexual harassment is defined as unwanted behaviour of a sexual nature which has the purpose or effect of violating an individual's dignity; making an individual feel intimidated, degraded or humiliated and/or creating a hostile or offensive environment. Sexual harassment also occurs if an individual treats a person less favourably because that person has rejected or submitted to unwanted conduct of a sexual nature or that is related to gender identity or sex, and which has had the purpose or effect described in this section. In this scenario, the person who treats someone less favourably might not be the person who engaged in the unwanted conduct.

Sexual violence is any sexual act or attempt to obtain a sexual act by violence or coercion which takes place without consent. Actions or behaviour which may constitute sexual harassment or sexual violence include, but are not limited to, the following: sexual comments or jokes, touching, sexual assault including groping, unwelcome sexual advances, displaying or showing material of a pornographic or sexual nature, making requests for sexual favours, stalking in person or online, rape. Online harassment may take the form of intimidating, offensive, or graphic posts on social media sites or chat rooms, or sexually explicit communications by email, text, or instant messaging.

Safe Contacts are members of GRAMAUS staff who have received advanced anti-sexual violence and harassment training and can provide a primary point of contact, information and support for individuals disclosing sexual violence or sexual harassment.

Policy Principles

Preventing Sexual Harassment and Sexual Violence GRAMAUS will take steps to eliminate sexual harassment and sexual violence and other unlawful discrimination. The Organization will actively promote equality in order to provide a collegiate, lawful and harmonious working and learning environment.


GRAMAUS will endeavour to raise awareness of sexual harassment and sexual violence among staff. This will be achieved by providing workshops covering the issue of consent for staff..


Updated contact details for 'Safe Contacts' will be published annually on the GRAMAUS website and in relevant student and staff handbooks. There will be an ongoing programme of training for new and existing Safe Contacts.

Action against Sexual Harassment and Sexual Violence

The Organization will conduct confidential and impartial investigations in response to allegations of sexual harassment and/or sexual violence made against staff as appropriate under the Organization's relevant staff procedure. Where a complaint is being investigated as a criminal act, the organization will normally defer its own internal investigations pending the conclusion of the criminal case. However, where appropriate, the Organization reserves the right to conclude its own investigations regardless of the criminal proceedings and without delay. In these cases, caution will be exercised to prevent any internal investigations from compromising the criminal proceedings. Internal investigations will be judged on the balance of probability, as opposed to the criminal standard of 'beyond reasonable doubt'. As such, it is possible that different conclusions may be reached in the separate proceedings.

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