

ZERO-TOLERANCE POLICY AGAINST SEXUAL HARASSMENT
(As per the POSH Act 2013 & UGC Regulations 2015)

Toc H Institute of Science & Technology is committed to ensuring a safe, respectful, and harassment free environment for all students and employees.

The Institution upholds a **Zero Tolerance Policy** towards any form of sexual harassment. All complaints will be handled with seriousness, confidentiality, and prompt investigation.

Strict disciplinary action will be taken against anyone found guilty, including warning, suspension, termination, financial penalties, expulsion, and, where applicable, criminal prosecution under the Indian Penal Code.

Internal Complaints Committee (ICC)

Assoc. Prof. (Dr.) Reena Madhu, Presiding Officer – 9895567656

Prof. (Dr.) Deepa Elizabeth George, Member – 9447820280

Prof. (Dr.) Perumal Sankar, Member – 9486452204

Email: shcomplaint@tistcochin.edu.in | icc@tistcochin.edu.in

Sexual Harassment Includes:

- Unwelcome physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any unwelcome physical, verbal, or non-verbal conduct of a sexual nature