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Date; 21/07/2018

### **POLICY FOR GENDER EQUALITY AND SEXUAL HARRESMENT**

At LLDIMS, we are committed to fostering a workplace and educational environment that promotes gender equality and ensures the safety and well-being of all individuals. This policy is a collaborative effort between the Director of LLDIMS, the Coordinator of the Women's Cell, and the Sexual Harassment Cell.

Members:

1.	Dr. Manju Sharma	Manjuvats69@gmail.com	8076843266	B.Ed.
2.	Ms.Harmeet Kocchar	Kr.harmeet@gmail.com	9999169373	BA(JMC)
3.	Ms.Rupal Asati	Roopal.asati26@gmail.com	8058271726	BBA & B.Com
4.	Ms.Saloni	Salonisaini110@gmail.com	9871779571	BA(JMC)

- Ensures the overall implementation and adherence to the gender equality and sexual harassment policy.
- Provides necessary support and resources for the effective functioning of the Women's Cell and
- Leads initiatives to promote gender equality within the institution. Organizes awareness programs, workshops, and events focused on women's issues and empowerment.
- Serves as a point of contact for women facing challenges or seeking guidance.

#### **Coordinator Anti-Sexual Harassment Cell:**

- Oversees the implementation of policies and procedures related to the prevention and redressal of sexual harassment.
- Conducts awareness sessions on preventing sexual harassment and the avenues available for reporting incidents.
- Ensures fair and timely resolution of complaints related to sexual harassment.

  
DIRECTOR  
LINGAYA'S LALITA DEVI INSTITUTE  
OF MANAGEMENT & SCIENCES  
MANDI ROAD, MANDI  
NEW DELHI-110047



## Lingaya's Lalita Devi Institute of Management & Sciences

(NAAC Accredited "A" Grade Institute & Approved U/s 2(f) of UGC Act 1956)

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- Strictly prohibits any form of sexual harassment and provides a safe environment for reporting incidents.
- Encourages open communication and guarantees confidentiality for individuals reporting sexual harassment.

### Awareness Programs:

- Regularly conducts awareness programs and workshops on gender equality, diversity, and the prevention of sexual harassment.
- Reporting Mechanism:
- Establishes a confidential and accessible reporting mechanism for incidents of sexual harassment.
- Ensures prompt and impartial investigation and appropriate action in response to complaints.
- Support Systems:
- Provides support services, counselling, and assistance to individuals affected by gender-based discrimination or sexual harassment.
- Education and Training:
- Implements educational programs to sensitize the community about gender-related issues and the importance of creating an inclusive environment.
- Compliance and Review:
- This policy will be regularly reviewed and updated to ensure its relevance and effectiveness. All members of the LLDIMS community are expected to comply with this policy to create a respectful and inclusive environment.

### Conclusion:

LLDIMS is dedicated to fostering an environment that upholds the principles of gender equality and ensures the safety and dignity of all individuals. This policy reflects our commitment to creating a workplace and educational institution that values diversity and promotes a culture of respect and equality.

**DIRECTOR**

*MSL*

**Coordinator**

**Dr Manju Sharma  
WECE, LLDIMS**

*[Signature]*  
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## Policy Guidelines:

### Equal Opportunities:

- LLDIMS is committed to providing equal opportunities to all individuals, irrespective of gender, in recruitment, promotions, and educational pursuits.
- Prevention of Sexual Harassment:
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Dr Manju Sharma

Coordinator, WCEC, LLDIMS

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