

# SPA BHOPAL: A SAFE, INCLUSIVE AND EQUAL OPPORTUNITY CAMPUS



*"Where the mind is without fear and the head is held high  
Where knowledge is free. . . "* Rabindranath Tagore



**Every person on the campus of SPA Bhopal has equal right to be free in action, thought and spirit, without the fear of being exploited or intimidated by actions of any other person on the campus.**

**As per the law of the land Sexual Harassment of Women is an offence.**

Sexual Harassment means and includes unwelcome sexual determined behavior such as:

- Physical contact and advances;
- A demand or request for sexual favors;
- Sexually-colored remarks;
- Showing of pornography;
- Unwelcome physical, verbal or non verbal conduct of sexual nature;
- Sexual or indecent gestures and indication;
- Entry into private place marked for females, with the intent to commit mischief and harassment;
- Taking of photograph of female workers/staff without permission; converting photographs and other images into visually offensive and/or pornographic material and circulating the same in any manner including electronic media;
- All such acts and conducts against women, which amount to commission of offence defined in the Indian Penal Code.



**Sexual Harassment is humiliating, hurts the dignity of the victim, causes mental torture, fear and anxiety and can lead to mental and physical problems of person subjected to such behavior.**

**LET US MAKE THE CAMPUS OF SPA, BHOPAL AN INCLUSIVE AND SAFE TEACHING-LEARNING-WORK ENVIRONMENT FOR ALL!**



**SPA Bhopal has created an **Anti-Sexual Harassment Complaint Cell****

**You may Reach out to any one of the members for assistance and help**



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