

PREVENTION OF SEXUAL HARASSMENT POLICY



ZELUS VII

Annual Sports fest of RGNUL, Punjab



Applicability: 11th March to 15th March 2026

PREVENTION OF SEXUAL HARASSMENT POLICY

A. Purpose

The Organising Committee at Zelus VII is committed to providing a safe environment for all of its participants and volunteers, free from discrimination on any ground and from harassment during the fest including sexual harassment. The Organising Committee will operate a zero-tolerance policy for any form of sexual harassment at or during the event, treat all incidents seriously and promptly investigate all allegations of sexual harassment. Any person found to have sexually harassed another will face disciplinary action in accordance with this Policy.

All complaints of sexual harassment will be taken seriously and treated with respect and confidentiality.

B. Applicability

This Policy and the guidelines thereto apply to all the participants, volunteers, organizing committee members, coaches, trainers, referees, umpires, chief guests, spectators, sponsors and any other person present at the venues of Zelus VII along with the students, teaching and non-teaching staff of the Rajiv Gandhi National University of Law, Punjab for the entire duration of the Fest; 11th March 2026 - 15th March 2026.

C. Zero Tolerance Policy

Sexual harassment will not be tolerated. Any violation will invite action under the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women, Employees and Students in Higher Educational Institutions) Regulations, 2015.

D. Definitions

For the purposes of this Policy, the following words would mean as given below:

1. **Act-** Shall refer to the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (“POSH”);
2. **Administration-** The administration of Rajiv Gandhi National University of Law, Punjab including the Hon’ble Vice Chancellor, the Registrar and any other person discharging administrative responsibilities;

3. **Aggrieved Person-** Any person who alleges to have been subjected to any act of sexual harassment in accordance with this Policy;
4. **Campus-** Shall include the following:
 - a. Campus of Rajiv Gandhi National University of Law, Punjab and any other campus where sports events of the fest are being conducted;
 - b. Transportation provided on behalf of the Organising Committee as a part of the Fest;
 - c. Accommodation provided on behalf of the Organising Committee as part of the Fest.
5. **Complainant -** Shall refer to any aggrieved person who reports a complaint to the POSH Facilitation Team, which shall forward the same to the ICC;
6. **Contingent-** Shall refer to the entire/part of team attending any/all the events at Zelus VII, 2026 and representing their respective college/ university at any/ all the events at Zelus VII, 2026, including all the students/ faculties or any other person(s) accompanying the team;
7. **Fest-** Shall refer to the seventh edition of the Sports Fest, Zelus, of Rajiv Gandhi National University of Law, taking place from 11th March to 15th March, 2026;
8. **Internal Complaints Committee (“ICC”)-** Refers to the duly constituted Internal Complaints Committee of the Rajiv Gandhi National Law University, Punjab under the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC shall have exclusive jurisdiction receive complaints, conduct inquiries and recommend appropriate action;
9. **Participants-** Shall include the students, faculty and any other person(s) accompanying the Contingent from any college other than Rajiv Gandhi National University of Law, Punjab for the purpose of this Fest;
10. **Person-** Shall include persons belonging to all genders;
11. **Policy-** Refers to this policy document named as “Prevention of Sexual Harassment Policy of Zelus VII, 2026”;
12. **POSH Facilitation Team-** The POSH Facilitation Team as constituted by the administration of Rajiv Gandhi National Law University, Punjab for the purposes listed below:
 - a. Serve as the first point of contact in receiving complaints
 - b. Ensure awareness of Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013 norms
 - c. Provide immediate assistance and guidance
 - d. Enable access to the Internal Complaints Committee

- e. Support safety and compliance during the fest
- f. Maintenance of neutral assistance records
- g. assisting the complainant in drafting the complaint and forwarding to the ICC

The POSH Facilitation Team shall NOT:

- a. Conduct inquiries
 - b. Record evidence or statements
 - c. Determine the guilt or the innocence of the accused
 - d. Recommend punishment or disciplinary action
 - e. Issue notices or directions
- 13. Regulations-** Shall refer to the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women, Employees and Students in Higher Educational Institutions) Regulations, 2015;
- 14. Related Party(ies)-** Shall refer to all such person(s) and institution(s) which have a connection with the proceedings of the ICC and/or can cause direct/indirect impact on the due course of the proceedings of the ICC.
- Explanation- For the purpose of this definition, direct/ indirect impact would mean any such action/influence exerted by such related party/ies which can act as an impediment in the due course of the proceedings of the ICC;
- 15. Respondent-** Shall refer to any person(s) against whom an allegation of sexual harassment has been raised by the Complainant;
- 16. Student(s)-** Shall include all the regular and bona-fide students enrolled in the undergraduate or postgraduate programmes at the Rajiv Gandhi National University of Law, Punjab;
- 17. Sexual Harassment-** Shall have the same meaning as under Section 2(n) of the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and includes but is not limited to:
- a. physical contact and advances; or
 - b. a demand or request for sexual favours; or
 - c. making sexually coloured remarks; or
 - d. showing pornography, including oral, textual, graphic representations of a sexual nature; or
 - e. any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

- f. stalking or cyberstalking, as provided for under the Section 78 of the Bhartiya Nyaya Sanhita, 2023 and Section 67A of the Information Technology Act, 2000;
- g. creation of a hostile environment for an individual by way of conduct or actions of a sexual nature such that it interferes or unreasonably affects an individual's participation/ performance

Explanation I - Physical contact includes any non-consensual physical contact of a sexual nature, including touching, groping, assault, or any attempt(s) to commit such acts.

Explanation II - Verbal conduct includes any sexually suggestive comments, jokes, demands for sexual favours, sexually degrading or humiliating remarks, and questions related to an individual's sexual history, or spreading of any rumours related to an individual.

Explanation III - Non-verbal conduct includes displaying sexually explicit materials, leering, making sexual gestures, stalking, or indecent exposure.

Explanation IV - Unwelcome includes all such conduct where the Aggrieved Person has not given consent, directly or by implication, to the alleged conduct.

Explanation V - Consent given by an incapacitated Person, by virtue of intoxication by drugs or alcohol, or for some other reason, cannot provide consent.

Any other word not defined herein, would have the same meaning as defined under the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women, Employees and Students in Higher Educational Institutions) Regulations, 2015.

E. Prohibitions

Any form of sexual harassment towards any person(s) is strictly prohibited at the Fest. All such conduct as defined above would be subject to stringent action against the Respondent.

F. Complaint Redressal Mechanism

Any aggrieved person may file a complaint:

1. Directly before the ICC, or through the POSH Facilitation Team which shall forward the Complaint to the ICC without delay, preferably within 24 hours.
2. Complaints shall be dealt with strictly in accordance with the procedure prescribed under the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and

Redressal) Act, 2013 and the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women, Employees and Students in Higher Educational Institutions) Regulations, 2015.

3. Confidentiality of the Complainant, Respondent and Proceedings shall be strictly maintained.
4. In case the Respondent is held guilty of sexual harassment, the respective contingent head and security personnel shall be informed.

G. POSH Facilitation Team

A POSH Facilitation Team, consisting of 5 members shall be constituted for the duration of the Fest along with one faculty coordinator. The Presiding Officer of the POSH Facilitation Team shall be a woman.

The details of the POSH Facilitation Team are as follows:

Name	Designation	Contact
Dr. Shveta Dhaliwal	Faculty Coordinator	+91 98148 13125
Ms. Madhumita J.	Presiding Officer	+91 91489 44199
Ms. Anusha Verma	Member	+91 83602 82259
Ms. Mouli Sharma	Member	+91 96502 13608
Ms. Tanishka Kapoor	Member	+91 81784 94477
Mr. Prakhar Singh	Member	+91 79056 01131

Note: In case the complaint is filed by or against one of the members of this POSH Facilitation Team or in case of any other conflict of interest due to any related party, the member would be replaced by a fifth-year student.

H. Interim and Immediate Measures

Pending inquiry, the POSH Facilitation Team may take interim protective measures including:

1. Ensuring physical safety of the Complainant
2. Preventing further interaction between the parties
3. Adjusting event related duties or access where necessary

Such measures shall be preventive and non-punitive.

I. Relief

1. In case the Respondent is found guilty of the alleged act of sexual harassment by the ICC, disciplinary action shall be taken against the Respondent depending on the nature and gravity of the offence. Such disciplinary action may include but is not limited to:
 - a. Denial of entry to the Respondent on the Campus;
 - b. Disqualification of the Respondent/Contingent/college from Zelus VII;
 - c. Disqualification of the Respondent/Contingent/college from future editions of Zelus;
 - d. Referral of the matter to the College/University authorities of the Respondent or/and the police or both.
2. An amicable resolution of the complaint would be possible only under the circumstances that a written consent of the Complainant is received and such consent was not obtained under duress or other unfavourable circumstances.
3. In case of conflict between the Policy mentioned herein and the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women, Employees and Students in Higher Educational Institutions) Regulations, 2015, the latter shall apply.

J. False or Malicious Complaints

Action for false or malicious complaints shall be taken only in accordance with Section 14 of the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013 after due inquiry and proof of malicious intent.

K. Awareness and Sensitization

Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013 awareness material shall be displayed prominently at event venues. Volunteers, team managers, referees and organizers shall be briefed on this policy. Emergency contact details shall be widely circulated.

L. Policy Interpretation

The Policy shall be read harmoniously with the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women, Employees and Students in Higher Educational Institutions) Regulations, 2015.

M. Conclusion

The University reiterates its commitment to ensuring that Zelus VII remains a space of fair play, dignity, respect and safety for all participants.