



The Scholars College of Nursing and Health Science

Prepared by:
Dr. Nazish
Assistant Professor
01-07-2025

Reviewed by:
Mr. Fazli Hadi
Director
01-07-2025

Approved by:
Mr. Gul Muhammad
Principal
01-07-2025

Anti-Harassment Policy

The Scholars College of Nursing and Health Sciences

Objective

To ensure a safe, respectful, and inclusive environment for all students, faculty, and staff, free from harassment, bullying, and discrimination.

Scope

This policy applies to all students, faculty, staff, and visitors of **The Scholars College of Nursing and Health Sciences**.

1. Definition of Harassment

Harassment includes any unwelcome conduct, verbal or physical, that creates an intimidating, hostile, or offensive environment, including:

- Sexual harassment
- Bullying or intimidation
- Discrimination based on gender, religion, ethnicity, or disability
- Any behavior that threatens safety or dignity of individuals



2. Zero Tolerance Policy

- The Scholars College of Nursing and Health Sciences maintains **zero tolerance** for harassment.
- All complaints will be taken seriously and investigated promptly and confidentially.

3. Reporting Procedure

- Students or staff experiencing harassment must report immediately to:
 - Head of Department (HOD)
 - Principal or Director
- Reports can be submitted in writing or via official email.

4. Investigation Process

- The college will investigate all complaints fairly and impartially.
- Confidentiality will be maintained throughout the investigation.
- Both the complainant and the accused will have the opportunity to present evidence.

5. Disciplinary Action

Depending on the severity and findings, disciplinary actions may include:

- Verbal or written warning
- Suspension from classes or duties
- Expulsion from the college
- Legal action, if applicable

6. Protection Against Retaliation

- Retaliation against any individual who reports harassment in good faith is strictly prohibited.
- Any retaliation will itself be subject to disciplinary action.

7. Awareness and Training

- Regular workshops, seminars, and orientation sessions will be conducted to raise awareness about harassment, rights, and reporting procedures.