



योजना तथा वास्तुकला विद्यालय, विजयवाड़ा
School of Planning and Architecture, Vijayawada
An Institute of National Importance, MHRD, Govt. of INDIA.

MEMORANDUM

Subject: Sexual Harassment of Women at Workplace for Employers / Institutions / Organisations/ Internal Complaints Committee / Local Complaints Committee (Prevention, Prohibition and Redressal) Act, 2013

All the employees of this Institute are informed that **our** Institute has zero tolerant policy pertaining to the cases/incidences of Sexual Harassment of women at workplace.

For this the support and commitment of everyone is required ensuring safe working place for women. We must strive to build work environments that respect women's right to equality of status and opportunity.

Our institute must be amongst those Institutes, wherein we should have the safest environment for the women to work with greater independence and without any fear and discrimination. The tone and tenor while interacting with Women Colleagues should be very decent and soft.

Hence Let us all work in unison and contribute to upholding the dignity, role and rights of women not only at work place but in our daily life wherever we go. Because as an Institution of National Importance, this is our Duty to the nation to uphold the dignity of woman by way of both self-esteem and self-respect.

Any inappropriate word/ language with Women Colleagues will attract disciplinary action as per rules. The guidelines for dealing with such cases with greater sensitivity are placed in the Deptts and Institute library for its wider circulation.


Director

To
All the Students, Staff and Faculty Members
SPA Vijayawada