



The New Miraj Education Society's

KANYA MAHAVIDYALAYA, MIRAJ

Zero Tolerance Policy

Zero Tolerance Policy allows the institute to prevent illegal and inappropriate behaviour and practices against the Code of Conduct of the institute. The policy provides clear direction for the teaching, non-teaching staff along with the students about the discipline, conduct and behaviour in campus. It helps to create healthy and positive workplace environment. The policy encourages the employees and the students to speak up whenever they face the behaviour that violates the policy. In addition to this, the policy helps to curtail unwanted workplace behaviour if any.

Zero Tolerance Policy of our college is a commitment to provide safe and dignified workplace environment for the employees as well as the students regardless their gender, class, ethnicity and religion or any other aspects of their identity. All the employees and students are expected to conduct themselves in professional and inclusive manner. Disciplinary action will be taken against those who violate these expectations. The policy covers misbehaviour such as harassment, bullying and discrimination. Whosoever finds guilty or involved in harassment, bullying or any kind of discrimination will be subject to immediate disciplinary action.

The policy apply to any individual who engages in the following behaviour:

1. **Harassment:** Physical, verbal or non-verbal conduct that violates person's dignity, any other behaviour that creates uncomfortable and degrading workplace environment. eg. making threatening remarks, gender-based insults of jokes, sexual assault etc.
2. **Bullying:** Malicious, insulting verbal or non-verbal conduct. eg. Spreading rumours, body-shaming, physical or psychological threats etc.
3. **Discriminatory behaviour:** Discrimination on the basis of caste, religion, colour, race, ethnicity, language, gender, family status or any other aspects of identification.
4. **Micro-aggressions:** It refers to direct or indirect behaviour with reference to individual's personal identity race, gender, ethnic origin etc. Micro-aggressions can have lasting emotional and mental effects that can lead to toxic workplace environment. eg. calling a woman employee as 'bossy', commenting on person's physical appearance etc.

Disciplinary action:

Employees and students found to be involved in any kind of violation of Zero Tolerance Policy may face variety of disciplinary actions such as immediate termination or rustication. Severity of disciplinary actions will be depend on type of behaviour. Disciplinary action to be taken will be determined and recommended by the authority.




Principal
Kanya Mahavidyalaya
Miraj.