

ANTI-HARASSMENT POLICY

(In accordance with the Protection Against Harassment of Women at the Workplace Act, 2010 and institutional guidelines)

1. POLICY STATEMENT

KIMS is committed to providing a safe, respectful, and inclusive environment for all students, faculty, and staff. Harassment of any kind—verbal, physical, visual, or online—is strictly prohibited and will be dealt with through a zero-tolerance approach.

2. OBJECTIVES

- To ensure a work and academic environment free from harassment.
- To establish procedures for reporting, investigating, and addressing complaints.
- To protect the rights of all individuals at KIMS in compliance with national laws.

3. SCOPE

This policy applies to all employees, faculty, students, contract workers, and visitors within the premises of KIMS or any associated institutional activities, events, or online platforms.

4. DEFINITIONS

Harassment: Any unwelcome behavior that demeans, threatens, or offends another person. It includes, but is not limited to, sexual harassment, bullying, verbal abuse, and intimidation.

Sexual Harassment: As defined by the 2010 Act, it includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

5. REPORTING PROCEDURE

- Any victim or witness of harassment may file a complaint in writing to the Chairperson Anti-Harassment Committee or designated officer.
- Complaints must be filed within 30 days of the incident, or within a reasonable time if circumstances prevent timely reporting.
- Confidentiality will be strictly maintained throughout the process.

6. COMPLAINTS COMMITTEE

- A standing Anti-Harassment Committee shall be established, consisting of at least 3 members, including one female.

8. EVALUATION AND RECOGNITION

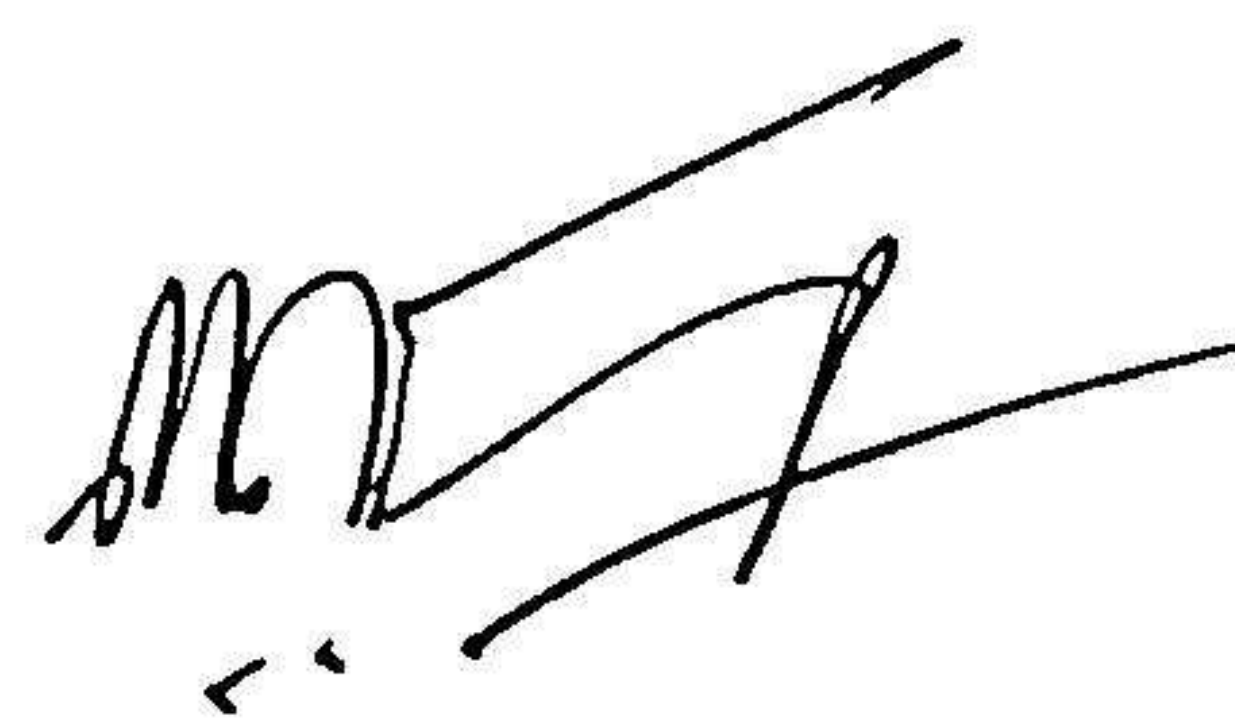
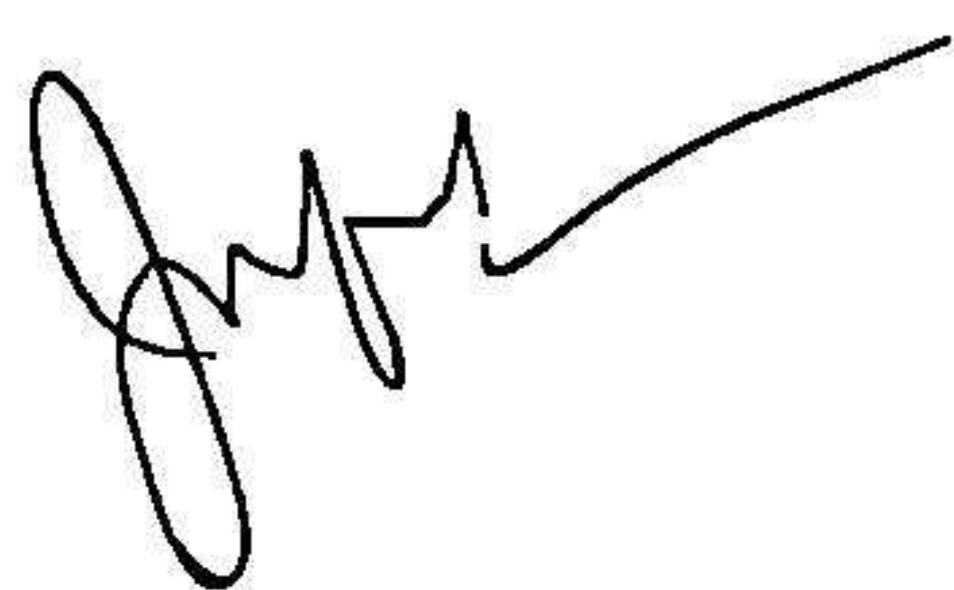
- Students will be assessed on proposal quality, research conduct, report, and presentation.
- Certificates of completion will be issued.
- Selected projects may be submitted for conferences, journals, or institutional repositories.

9. FUNDING & SUPPORT

- Limited institutional support may be provided for approved research activities.
- Students may also apply for external student research grants with the guidance of supervisors.

10. REVIEW AND MONITORING

This policy shall be reviewed annually by the Research Committee in consultation with the Curriculum Committee and updated to reflect evolving academic standards and opportunities.

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