

ANTI-HARASSMENT & ANTI-DISCRIMINATION POLICY

1. ZERO TOLERANCE

The Institute of Maritime Studies is committed to maintaining a safe, respectful, inclusive, and professional environment for all cadets, faculty, and staff.

Harassment or discrimination of any kind is strictly prohibited. This includes, but is not limited to, conduct based on; **Race, Colour, Religion, Gender, Sexual orientation, Age, Disability, National origin and Caste or any other protected characteristic.**

Any unwelcome verbal, physical, written, or online behaviour that intimidates, humiliates, threatens, or creates a hostile environment will not be tolerated.

All Cadets and Staff Members of the Institute are expected to uphold professionalism, discipline and mutual respect in all interactions.

2. REPORTING MECHANISM

Cadets, trainees, faculty, or staff experiencing or witnessing harassment or discrimination are strongly encouraged to report incidents immediately to:

- The Director
- The Grievance Committee
- The Internal Committee (for sexual harassment / PoSH matters)
- The Designated Nodal Officer

All complaints will be handled confidentially and in accordance with applicable laws and Institute procedures.

3. DISCIPLINARY ACTION

Any confirmed incident of harassment or discrimination will be dealt with seriously. Disciplinary action may include:

- Suspension
- Rustication
- Expulsion from the Institute

The Institute will also fully cooperate with any investigations under applicable statutory provisions.

4. MONITORING & SUPPORT

The Institute has constituted committees and cells to monitor compliance, address grievances, and support affected individuals:

- Grievance Committee- addresses general harassment and discrimination complaints
- Internal Committee (PoSH)- handles sexual harassment complaints
- Counselling and Internship Cell- provides support for mental health and well-being

All members are expected to cooperate fully and actively participate in maintaining a safe and inclusive learning environment.




(SHIVRAM R. KAMAT)
DIRECTOR