



राष्ट्रीय फैशन टेक्नोलॉजी संसथान
वस्त्र मंत्रालय, भारत सरकार
सिडको, इलेक्ट्रॉनिक काम्प्लेक्स रंगरेट
श्रीनगर 191132, जम्मू कश्मीर

National Institute of Fashion Technology

Ministry of Textiles, Govt. of India

SIDCO Electronic Complex Rangreth, Srinagar-191132 J&K

16418/NIFT/Sgr/Estt/P.S.H.W.E/2019/481

Dated: 12-01-2021

Circular

National Institute of Fashion Technology (NIFT) Srinagar has always endeavoured to provide a safe working environment at the workplace as it has zero tolerance policy on unwanted and inappropriate behaviour on Campus. As a pre-requisite to this, the order constituting the ICC under sub-section (1) of Section 4 of Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has already been issued and notified on the website.

The staff, Faculties and manpower deployed through outsource agencies must observe a proper professional etiquette while working at NIFT Campus. Some Don'ts in this regard are reproduced below;

- a. Do not indulge in any act of sexual harassment of any women.
- b. Don't pass derogatory comments of sexual nature or based on gender;
- c. Don't show or keep sexual visual material or pornographic material such as posters, cartoons, drawings, calendars, pinups, pictures, and computer programs of sexual nature
- d. Don't display written material such as notes or e-mail containing sexual comments that is sexual in nature,
- e. Don't pass comments about clothing, personal behavior, or a person's body;
- f. Patting, stroking, grabbing or pinching one's body is strictly prohibited;
- g. Don't make obscene phone calls;
- h. Telling lies or spreading rumors about a person's personal or sex life strictly is prohibited;
- i. Staff may refrain from calling colleagues at odd hours except in case of emergency.

Apart from above there are number of penal provisions in Indian Penal Code which may be invoked against any employee who indulges in an inappropriate behaviour.

Staff members are hereby informed to adhere to the required guidelines on above in letter and spirit.

By Order-

Officer on Special Duty (OSD)
NIFT Srinagar

Copy for information to:

1. All faculty members
2. All Contract Staff
3. All Outsource Staff
4. PA to director for information of Director NIFT Srinagar
5. Webmaster NIFT Srinagar for uploading on website