

Rahbar Medical and Dental College Lahore

Anti-Harassment Policy

1. Purpose:

To provide safe and supportive environment where all students, faculty and staff are free from harassment, discrimination, and any form of intimidation in alignment with the guidelines of PM&DC, HEC and UHS.

2. Scope:

This policy applies to all students, faculty, staff of the RMDC in the college premises, during clinical rotations at PRTH, in hostels and when involve in extracurricular activities, or institutional events including online environments.

3. Definitions:

- 3.1 **Harassment:** Unwanted behavior that demeans, threatens, or offends others. It can be verbal, physical, written, or online.
- 3.2 **Sexual Harassment:** Unwelcome advances, favors, or other verbal or physical conduct of a sexual nature.
- 3.3 **Bullying:** Mistreatment that can cause harm to the student's emotional, psychological, or physical well-being.
- 3.4 **Cyber Harassment:** Use of digital platforms to intimidate, threaten or harm others.

4. Types of Harassment:

- 4.1 **Verbal:** verbal Insults.
- 4.2 **Physical:** Unwanted touching, intimidation.
- 4.3 **Psychological:** Threats, exclusion, or manipulative behavior.
- 4.4 **Online:** Cyberbullying, spreading rumors.

5. Reporting Procedures:

- 5.1 **Confidential Reporting:** Students affected, faculty members and staff can report harassment to designated individuals (e.g. student counselor RMDC, Departmental Heads).
- 5.2 **Formal Complaints:** A formal complaint can be filed with the RMDC Anti-Harassment committee, specifying the nature of harassment along with available evidence.

6. Investigation Process:

- 6.1 **Initial Review:** A preliminary inquiry to determine the validity of the complaint.
- 6.2 **Formal Investigation:** If required, RMDC Anti-Harassment committee will inquire in to the circumstance in view of written statement and evidence to revealed the fact.
- 6.3 **Outcome:** Based on the findings, actions can include warnings, disciplinary action deemed appropriate covered under the rules and regulation.
- 6.4 **Confidentiality:** All reports will be handled confidentially. Disclosure of information will be limited to individuals involved in the investigation.

7. Suggested Disciplinary Actions:

- 7.1 **Warning or Reprimand:** For minor offenses.
- 7.2 **Suspension:** Removal from the institution for 1 year.
- 7.3 **Expulsion:** Permanent removal for severe offenses.
- 7.4 **Legal Action:** In cases of criminal activity, the institution may involve law authorities to proceed further with the case.

8. Protection Against Retaliation:

Any student who reports harassment or participates in an investigation shall be protected from retaliation.

9. Prevention Measures:

- 9.1 **Workshops and Awareness Campaigns:** Ongoing communication about the institution's zero-tolerance stance on harassment.

10. Review and Update of Policy:

The policy will be reviewed regularly to ensure best practices in future.