



Mahakavi Devkota Campus

Code of Conduct

on

Sexual Exploitation and Abuse/Sexual Harassment

1. Introduction

Mahakavi Devkota Campus (MDC) is committed to maintaining a safe and respectful learning and working environment for all students, faculty, staff, and stakeholders. This Code of Conduct aims to prevent and address sexual exploitation, abuse, and harassment (SEA/SH) within the campus and its affiliated activities. It aligns with the constitutional rights of Nepal and relevant national laws, including the Sexual Harassment at Workplace (Prevention) Act, 2014, and the Labor Act, 2017.

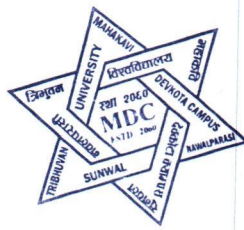
2. Applicability and Coverage

This Code applies to:

- All faculty, staff, students, and administrators of MDC including Campus Management Committee (CMC) members.
- Visitors, consultants, contractors, and service providers associated with the campus.
- Campus-related activities, including academic, social, and professional events, whether within campus premises or external locations.
- Online communication and interactions involving MDC members.

3. Definitions

- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- **Sexual Exploitation and Abuse (SEA):** Abuse of power, differential status, or trust for sexual purposes, including coercion and any form of forced or exploitative sexual activity.
- **Gender-Based Violence (GBV):** Physical, sexual, or psychological abuse based on gender or perceived gender roles.



4. Prohibited Conduct

- Staring, or unwanted flirtation
- Unwanted physical contact, including inappropriate touching
- Verbal abuse, derogatory comments, or sexual hints
- Displaying sexually explicit materials in any form
- Sending inappropriate messages or engaging in online harassment
- Spreading of sexual rumours
- Attempted or actual sexual assault, including rape
- Any form of gender-based violence
- Retaliation against individuals who report or oppose SEA/SH

5. Reporting and Grievance Mechanism

MDC shall establish a Sexual Harassment Complaints Committee (SHCC) to handle grievances related to SEA/SH. The grievance mechanism includes:

- **Anonymous reporting:** Complaints may be submitted via a complaint box or secure online platform.
- **Formal complaints:** Complaints can be submitted to the SHCC in person, via email, or through designated reporting channels.
- **Investigation procedure:** The SHCC will promptly investigate complaints in a confidential and unbiased manner.
- **Protection of complainants:** Retaliation against complainants or witnesses will not be tolerated.

6. Disciplinary Actions

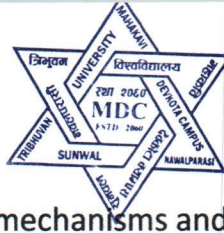
If found guilty of violating this Code, individuals may face:

- Written warnings or mandatory counseling.
- Temporary suspension or expulsion (for students).
- Demotion, suspension, or termination of employment (for faculty and staff).
- Referral to legal authorities for criminal offenses.

7. Awareness and Prevention

MDC shall:

- Conduct regular awareness programs on SEA/SH.
- Incorporate SEA/SH policies into staff and student orientations.



- Ensure accessible reporting mechanisms and support services.

8. Survivor Support and Remedial Actions

MDC commits to a survivor-centered approach, ensuring:

- Confidentiality and non-discrimination in handling complaints.
- Access to counseling and legal assistance.
- Immediate intervention and protective measures as required.

9. Conclusion

MDC is dedicated to adopting and promoting a campus culture where everyone is treated with dignity and respect. Any form of sexual exploitation, abuse, or harassment is strictly prohibited, and violators will be held accountable. This Code shall be actively enforced to create a safe, inclusive, and supportive academic environment.