



Stop Sexual Harassment



SPEAK UP, TAKE ACTION

KIET has zero tolerance for any form of sexual harassment that interferes with the work performance of a student or an employee. The instructions provide guidelines to safeguard incidents involving the violation of personal dignity that is when done physically, verbally or electronically and is a punishable offence.

INQUIRY COMMITTEE

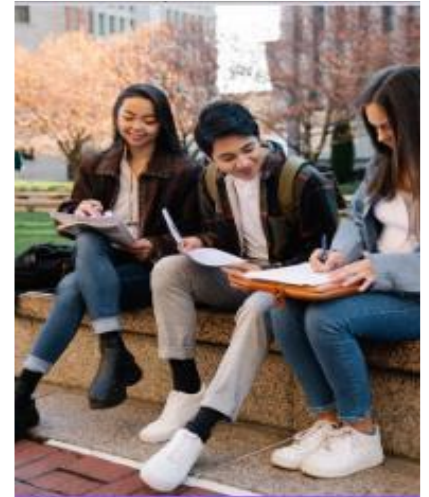
Name	Designation	Email
Wing Commander (Retd) Syed Rizwan Ali	DD Admin	rizwan.ali@kiet.edu.pk
Dr Safiuddin Qadri	Asst.Prof (CoE)	safi.qadri@kiet.edu.pk
Miss Quratulain	Lecturer (CoCIS)	quarat.ulain@kiet.edu.pk
Miss Noor ul Ain	Lecturer (CoE)	noorulain@kiet.edu.pk
Miss Mehwish Qureshi	Lecturer (CoMS)	mehwish.qureshi@kiet.edu.pk

CONFIDENTIALITY

Confidentiality shall strictly be ensured by the inquiry committee and all others involved in the process. Don't handle this on your own; instead, report the incident to the inquiry committee.

SEXUAL HARASSMENT SHOULD NEVER BE TOLERATED

**When you see something happening to others
inform us**



CLASS ROOM SOP

Students can use cell phones in class, only with teacher's permission. Cameras will be watching students, if rules are broken they shall be punished.

REPORTING AND COMPLAINTS

A complaint may be lodged either by e-mail or in person meeting with the head or any focal person of the inquiry committee.

PUNISHMENTS

Minor Penalties

- Monetary fine or course/semester drop or change of campus.

Major Penalty

- Rustication from KIET.

SEXUAL HARASSMENT: TYPES

Physical

- Unwanted touching, brushing, gestures, kissing, hugging, rubbing shoulders/back or other abnormal behaviors of an intimate nature.



Visual

- Sending sexual images/videos, unwelcome gestures, & staring at someone else's body offensively.



Psychological

- Psychological harassment is defined as negative or hostile behavior by one or more persons, directly or indirectly targeting a third person.



Verbal

- Verbal comments, "jokes", remarks, sexual questions, etc. Mobbing also is an VERBAL unethical or destructive way of reacting to a situation or behaving towards a person.



Stalking

- Repeatedly following someone, unwanted contact, spreading rumors, spying, leaving unwanted gifts, repeated calls or texts, hacking social accounts.

