

## **ZERO TOLERANCE POLICY**

Madha Engineering College is committed to creating and maintaining a working, learning, and social environment for all members of the GCE community which is free from violence.

Civility, understanding, and mutual respect toward all members of the GCE community are intrinsic to excellence in teaching and learning, to the existence of a safe and healthful workplace, and to maintenance of a campus culture and environment which serves the needs of the many constituencies which support it. Threats of violence or acts of violence not only impact the individuals concerned, but also the mission of the college to foster higher education through open dialogue and the free exchange of ideas. The College prohibits and will take decisive action to eliminate verbal harassment, violent acts, threats of violence, or any other behavior which by intent, action, or outcome harms another person. Such conduct is subject to disciplinary action up to and including dismissal from employment, expulsion from the College/Governing Council/Management or civil or criminal prosecution as appropriate. The College has zero tolerance for violence against members of the College community. To fulfill this policy, the College will work to prevent violence from occurring and will ensure that state and Central Government laws, as well as University/AICTE regulations prohibiting violence, are fully enforced. In determining whether conduct constitutes a credible threat or act of violence, the circumstances surrounding the conduct will be considered.

Established GCE faculty, staff and student and Department of Police procedures will serve as the mechanisms for resolving situations of violence or threats of violence. Each allegation of violence or threat of violence will be taken seriously. Individuals are encouraged to report acts of violence, threats of violence, or any other behavior which by intent, act or outcome harms another person