

Yagyodaya Dudhnath Tharu Multiple Campus

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Suddodhan-3, Rupandehi



Code of Conduct on Sexual Exploitation and Abuse/Sexual Harassment

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1. Introduction

Sexual Exploitation, Abuse, and Harassment (SEAH) is a major issue in Nepal's colleges and universities, affecting not just students but also teachers and administrators. This makes these academic places less safe and fair. SEAH covers many harmful actions, like unwanted sexual advances, verbal abuse, or using one's position to get sexual favors. These incidents often remain unreported because of fear of retaliation, social stigma, or the belief that no action will be taken.

In Nepal, cultural norms that favor men, power imbalances, and lack of gender awareness contribute to an environment where SEAH can occur without serious consequences. College students particularly young women, those from marginalized communities, and those living away from their families are especially at risk. Faculty and staff can be both victims and perpetrators, especially if power or political influence is misused. College leaders may lack the training or willingness to address SEAH effectively, and sometimes they prioritize the institution's reputation over individual safety.

Most colleges in Nepal don't have strong SEAH prevention policies, effective systems for handling complaints, or proper support services for victims. Even when rules like the Sexual Harassment at Workplace (Prevention) Act, 2015, are in place, they are often not enforced effectively in educational settings. Faculty and staff might not be aware of professional boundaries, and students might not know their rights or how to report misconduct safely and confidentially.

A culture of silence, victim-blaming, and fear of negative consequences for careers or academics further discourages reporting. When students or staff do report issues, the response from the institutions may be inadequate, slow, or dismissive, discouraging others from coming forward.

To tackle SEAH in Nepal's colleges, a comprehensive approach is necessary. This includes implementing clear anti-harassment policies, establishing confidential and gender-sensitive ways to report incidents, providing regular education for staff and students about their rights and professional conduct, and promoting a campus culture of respect and equality. Creating safe, inclusive educational environments is not only a legal and moral responsibility but also crucial for improving educational outcomes and maintaining the institution's credibility.



Yagyodaya Dudhnath Tharu Multiple Campus needs a simple and clear set of rules for everyone on campus. These rules are important to make sure the campus is safe, respectful, and focused on learning. As the campus grows and welcomes more people from different backgrounds, having clear rules will help avoid confusion and stop bad behavior. Without these rules, misunderstandings might happen, and people's actions could harm the campus's reputation. These rules will clearly tell students, teachers, and staff what is expected from them. They need to be honest in their studies, act professionally, and treat others with respect. The rules will also help deal with serious problems like sexual harassment, discrimination, and misuse of power. These issues are becoming a big concern in colleges all over Nepal, not just here. By putting these rules into action, the campus will hold people responsible for what they do. It will also protect everyone's rights and make the campus a better place to learn and grow. This will improve the experience and environment for everyone involved with the campus.

2. Applicability and Coverage

Applicability and Coverage of policies addressing Sexual Exploitation, Abuse, and Sexual Harassment (SEA/SH) at **Yagyodaya Campus** refer to **who** the policy applies to and **where** it is enforced.

Applicability

The SEA/SH policy applies to:

- All students
- Teaching and non-teaching staff
- Visiting faculty, researchers, and consultants
- Administrative and support personnel
- Contracted service providers and vendors
- Campus visitors and guests
- Any person engaged in activities or events organized under the name of Yagyodaya Campus

Coverage



The policy covers conduct that occurs:

- **On campus premises** – including classrooms, offices, hostels, libraries, cafeterias, and other facilities.
- **During campus-related activities** – such as field trips, workshops, training, seminars, internships, sports activities, and study tours.
- **Online or virtual platforms** – including video calls, messaging platforms, emails, and learning management systems used for campus purposes.
- **Off-campus** – if the conduct is connected to campus roles or responsibilities or affects the campus environment (e.g., sexual harassment by a professor during an offsite conference).

3. Definitions

- **Gender-based Violence (GBV)** : Violence directed at a person because of their gender. SEA/SH are forms of GBV that violate basic rights (e.g. equality, dignity, bodily integrity).
- **Sexual Exploitation and Abuse (SEA):** Sexual Exploitation is exploiting another person who is in a vulnerable situation, possesses lesser power, or trusts you, for the sake of sex. It also entails deriving benefits such as money, social status, or political advantage from sexually exploiting another human being. Sexual Abuse is forcing or threatening another person with sexual intercourse. It may occur by the use of physical force or in unjust or coerced situations. SEA, or Sexual Exploitation and Abuse, is a serious offense against human rights and ethics.
- **Sexual Harassment (SH):** Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that interferes with work or creates a hostile environment (not consenting).
- **Violence Against Women (VAW):** violence Against Women refers to any act of gender-based violence that results in, or is likely to result in, physical, sexual, psychological, or economic harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life.



- **Intimate Partner Violence (IPV) :** It involves different types of harm, which can be physical, sexual, emotional, or even financial. This harm happens between people who are in a close relationship. The main aim of IPV is to gain or maintain power and control over the other person in the relationship. This kind of violence does not discriminate against anyone regardless of their gender, age, or marital status.
- **Non-partner sexual abuse/violence:** It is any sexual act or behavior compelled by another who is neither the current nor former intimate partner or spouse upon an individual. The abuse involves unwanted sexual behavior or contact without consent, and it can occur in certain spaces such as public spaces, the workplace, or other social environments where the victim and the offender are not in a partner or intimate relation
- **Sexual assault:** Any form of non-consensual sexual touching or penetration.
- **Rape:** Forced or coerced sexual intercourse without consent.
- **Child sexual abuse:** Any sexual activity with a minor by an individual who is not a partner.
- **Child and force marriage:** Child and forced marriage are a formal marriage or informal union before age 18 (as per WHO).
- **Consent:** Consent means a person agrees to do something freely and with full understanding of what's involved. Real consent does not exist if someone is forced, tricked, threatened, or deceived. The United Nations Convention on the Rights of the Child states, and the World Bank agrees, that children under 18 cannot give consent. This rule holds even if a country's laws have a lower age limit. Believing a child is older than they are or that they agree is not a valid excuse.

4. Conducts that may constitute SEA/SH

A. Sexual Exploitation

- Offering academic favors, scholarships, job benefits or resources in exchange for sexual acts.
- Taking or sharing sexual images or videos without consent.



- Using one's position of power to pressure someone into sexual activity.

B. Sexual Abuse

- Any unwanted physical contact of a sexual nature (e.g., groping, forced kissing).
- Coerced or forced sexual activity.
- Unwanted touching or physical advances.
- Attempted or actual rape.

C. Sexual Harassment

- Unwelcome sexual comments, jokes, or gestures.
- Inappropriate conversation or enquiries of a sexual nature.
- Inappropriate touching of an individual's body or clothes in a sexual way.
- Sending sexually explicit messages, images, or videos.
- Making offensive remarks about someone's body or sexual orientation.
- Repeatedly asking someone out despite being rejected.
- Displaying sexually suggestive materials in shared spaces (classrooms, offices, dorms).

5. Roles and Responsibilities

The primary role and responsibility of Yagyodaya Dudhnath Tharu Multiple Campus is to create and maintain a safe, respectful, and inclusive working and learning environment that is free from sexual harassment, abuse, and exploitation (SEA/SH).

Campus Leadership: The Campus Chief and Campus Management Management Committee must ensure a safe, respectful campus. They will publicly commit to a zero-tolerance policy for SEA/SH and enforce this Code.

All Officials & Staff: Every staff member must uphold this Code and help create awareness.

Students: All students must respect others' rights, follow this Code, and participate in awareness programs. Any student who experiences or witnesses SEA/SH should report it.

Grievance Hearing Committee: The Committee will receive complaints, oversee investigations, and recommend actions.



Reporting Mechanisms Support

- **Multiple Reporting Channels:** Provide confidential reporting options: a complaint box on campus, designate email and SMS.
- **Grievance Hearing Committee / Focal Person:** The campus will formulate a Grievance Hearing Committee and appoint a Grievance Hearing Focal Person. The focal person will collect the complaints.
- **Confidentiality & Non-Retaliation:** All reports of SEA/SH will be handled promptly, sensitively, and with strict confidentiality. Yagyodaya Dudhnath Tharu Multiple Campus guarantees that no complainant will face retaliation, discrimination, or victimization as a result of reporting a violation of the Code of Conduct. The campus is committed to ensuring that all individuals feel safe and supported throughout the grievance process.
- **Victim Support:** Yagyodaya Dudhnath Tharu Multiple Campus may provide support services for complainants, including counseling and referrals for legal processes, if needed.

Investigation & Response Protocols

- **Impartial Investigation:** The Grievance Hearing Committee will promptly and impartially investigate all complaints. Inquiries will be conducted in a confidential, non-biased manner.
- **Survivor-Centered Approach:** Yagyodaya Dudhnath Tharu Multiple Campus administration and responsible staff will take every precautionary measure to ensure that SEA/SH complaints are handled in a confidential, respectful, non-biased manner ensuring the safety, consent of and prompt referral by the survivor
- **Due Process:** Yagyodaya Dudhnath Tharu Multiple Campus is committed to upholding the principles of due process in all instances of sexual exploitation, abuse, and harassment (SEA/SH). All allegations will be addressed through fair, impartial, and timely procedures that uphold the rights of both the complainant and the accused. The investigations will be conducted in a confidential, transparent, and non-discriminatory manner, and decisions will be based on evidence and policy provisions.
- **Coordination with Authorities:** If a criminal act is involved, the incident will be reported to police and action taken under the law.
- **Resolution & Appeal:** After a detailed look into the issue, the Grievance Hearing Committee will decide what actions should be taken and let both the person who



complained and the person who responded know about it officially. They will also explain any options for appealing the decision. If either party is unhappy with the outcome, they can choose to appeal to higher authorities within the institution. They also have the option to take the case to court, as per the relevant laws and rules.

Disciplinary Actions

- **Range of Penalties:** Violators of this Code will face disciplinary action as per Yagyodaya Dudhnath Tharu Multiple Campus institutional rules. Penalties may include written warning, transfer, suspension, demotion, dismissal (for staff) or suspension/expulsion (for students).
- Abuse will be reported to law enforcement; perpetrators are also subject to criminal penalties under Nepali law.
- **Protection of Complainants:** Yagyodaya Dudhnath Tharu Multiple Campus is committed to protecting all complainants and witnesses. Swift action will be taken to prevent and respond to any form of retaliation or victimisation. Anyone found retaliating against a complainant or witness will face immediate disciplinary action as per campus rules.
- **False Complaints** Knowingly making false accusations is strictly prohibited at Yagyodaya Dudhnath Tharu Multiple Campus. If it is found that a complaint was made with malicious intent or without basis, the person responsible will be subject to disciplinary action as per campus rules.

5. Prevention Strategies & Awareness Programs

- **Training and Orientation:** Regular workshops and induction sessions for students, faculty and staff on SEA/SH policies, consent, gender sensitivity and bystander intervention.
- **Clear Policies & Signage:** Yagyodaya Dudhnath Tharu Multiple Campus will ensure that this Code of Conduct and related rules are clearly communicated and publicly displayed across the campus. These materials will be made available in both English and Nepali through notice boards, the official website, classrooms, and other prominent locations to ensure accessibility and awareness among all stakeholders.
- **Behavioural Guidelines:** All members of Yagyodaya Dudhnath Tharu Multiple Campus are expected to maintain respectful and professional conduct at all times. Any form of abuse, harassment, or inappropriate behavior is strictly prohibited. The campus promotes a safe, inclusive, and respectful environment for all students, staff, and visitors.



- **Awareness Campaigns:** Yagyodaya Dudhnath Tharu Multiple Campus will organize regular awareness programs such as seminars, poster displays, and public campaigns to educate students, staff, and stakeholders on issues related to Sexual Exploitation, Abuse, and Harassment (SEA/SH), gender equality, and legal rights. These initiatives aim to build a respectful and informed campus culture.
- **Safe Environment:** Campus is committed to providing a safe and secure campus environment for all. Measures will include adequate lighting, monitoring of common areas, and the enforcement of conduct codes for both social media use and extracurricular activities. These efforts aim to prevent misconduct and promote respectful behaviour both on and off campus.

Grievance Hearing Mechanism

