

Shaheed Smriti Multiple Campus (SSMC) Ratnanagar-3, Chitwan

Code of Conduct



## Sexual Exploitation, Sexual Abuse, and Sexual Harassment (SEAH)

### 1. Introduction:

Shaheed Smriti Multiple Campus (SSMC), an educational heritage of Eastern Chitwan, is committed to fostering a safe, respectful, and dignified academic environment for all students, faculties, staff, and visitors. Campus affirms that every individual has the fundamental right to study and work in a setting where they feel secure, valued, and protected. In this regard, SSMC maintains a zero-tolerance policy toward sexual exploitation, sexual abuse, and sexual harassment (SEAH) in any form. This Code of Conduct outlines the principles and guidelines designed to stop SEAH, ensuring the accountability among all the stakeholders of the campus community concerned for the safeguard of individual rights, and promotion of a culture grounded in respect and integrity.

### 2. Objectives:

The SEAH has the following objectives.

- Prevent all forms of sexual exploitation, abuse, and harassment (SEAH) within the campus community.
- Protect the safety, dignity, and rights of all individuals associated with the institution.
- Ensure prompt, fair, and confidential handling of SEAH reports through established procedures.
- Promote a culture of respect, integrity, and accountability through awareness and education.



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- Provide support and protection to survivors, including access to counselling and necessary services.

### 3. Scope:

These are following scopes for SEAH.

1. It applies to all members of the campus community, including students, faculties, staff, administrators, and visitors.
2. It includes all forms of sexual exploitation, abuse, and harassment like verbal, physical, written, or non-verbal.
3. It includes misconduct occurring both on and off campus, if it affects the safety, dignity, or rights of any community members.
4. It applies to all institutional activities and partnerships, including collaborations, outreach programs, internships, and external engagements.

### 4. Definitions:

The following conditions are defined as SEAH.

**4.1 Sexual Exploitation:** It covers any actual or attempted abuse of a position of vulnerability, power imbalance, or trust for sexual purposes, including deriving monetary, social, or political benefit from the exploitation of another individual.

**4.2 Sexual Abuse:** It mentions the actual or threatened physical intrusion of a sexual nature, committed by force or occurring under unequal, coercive, or otherwise improper conditions.

**4.3 Sexual Harassment:** It includes any unwelcome sexual advance, request for sexual favours, or other verbal, non-verbal, or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.

## 5. Prohibited Behaviors of SEAH

The following behaviors are strictly prohibited:

1. Sexual advances, comments, jokes, or gestures with sexual intent.
2. Unwanted physical contact of any kind.
3. Demand or request for sexual favors in exchange for academic, financial, or professional benefit.
4. Display of sexually explicit materials in campus areas.
5. Use of authority or power to influence or pressure someone sexually.
6. Sharing intimate images or information without consent.
7. Any action that constitutes sexual exploitation or abuse.

**6. Reporting Mechanisms:** All the individuals concerned can report SEAH incidents through:

- Campus SEAH Response Committee (formal complaint submission)
- Campus Administration Office
- Designated Focal Person for SEAH
- Confidential email/online reporting system (to be established)

Reports may be submitted verbally or in writing. Anonymous reports will also be reviewed to the extent possible. Retaliation against complainants, witnesses, or individuals participating in investigations is strictly prohibited. Anyone found engaging in retaliation will be subject to disciplinary action.

**7. Investigation and Response to SEAH:** The following investigation and responses is undertaken to solve SEAH.

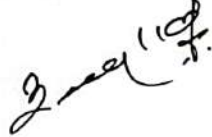
- All complaints will be reviewed promptly and handled impartially.



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- Investigations will be conducted with confidentiality and professionalism.
- Individuals found responsible for SEAH will face disciplinary action, which may include:
  - Written warnings
  - Suspension
  - Dismissal or expulsion
  - Legal action as per national laws

For the effective implementation of SEAH, campus will conduct periodic awareness programs, provide SEAH-related training for faculties, staff, students and visitors, promote respectful behavior through campaigns and campus events. This Code of Conduct will be reviewed as per the need of the Campus. The updates will be made as needed to strengthen SEAH prevention and response measures. Shaheed Smriti Multiple Campus is dedicated to fostering a safe and inclusive environment where all individuals can learn, work, and grow without fear of exploitation, abuse, or harassment. This Code of Conduct reflects the Campus's commitment to dignity, respect, and equal opportunity for all.



**Ishwori Prasad Aryal**

**Chairperson**



**Buddhi Raj Sedhai**

**Campus Chief**

**Approved by:**

*Campus Management Committee*  
Shaheed Smriti Multiple Campus  
Ratnanagar-3, Chitwan, Nepal