



# Quetta College of Dentistry

## Quetta Cantt

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### Anti Harassment Policy

#### Purpose

The purpose of this Anti-Harassment Policy is to foster a safe and respectful environment for all members of the Quetta College of Dentistry (QCD) community, including students, faculty, staff, and visitors. Harassment of any form undermines this environment and will not be tolerated.

#### Scope

This policy applies to all members of the QCD community and covers conduct that occurs on college property, during college-sponsored events, or in any situation where individuals represent the college.

#### Definition of Harassment

QCD takes the safety and well-being of its members very seriously and finds it prudent to define any form of harassment that could occur. Harassment is defined as any unwelcome, offensive, or discriminatory behavior that creates a hostile, intimidating, or abusive environment. This includes, but is not limited to:

1. **Verbal Harassment:** Inappropriate comments, jokes, or slurs.
2. **Physical Harassment:** Unwanted touching, assault, or threats of violence.
3. **Visual Harassment:** Sharing offensive images, emails, or materials.
4. **Sexual Harassment:** Unwanted sexual advances, requests for sexual favors, or other verbal or physical harassment of a sexual nature.
5. **Bullying:** Repeated aggressive behavior that involves an imbalance of power.
6. **Discrimination:** Treating individuals unfairly based on protected characteristics (e.g., race, gender, age, sexual orientation, disability, etc.).

#### Policy Statement

The QCD is committed to maintaining an environment free from harassment. All members of the college community have the right to work, study, and engage in college-related activities without fear of harassment.

#### Reporting Procedures

1. **Immediate Action:** In case anyone experiences or witnesses harassment, report it immediately to a supervisor, faculty member, or designated college official.
2. **Formal Complaint:** Individuals may file a formal complaint with the Office of Human Resources or the students' Coordinator. Complaints can be submitted in writing or verbally.



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3. **Confidentiality:** All complaints are to be treated with confidentiality to the extent possible. However, some information may need to be shared with relevant parties to investigate and resolve the complaint.
  4. **Retaliation:** Retaliation against any individual for reporting harassment or participating in an investigation is strictly prohibited and will result in disciplinary action.

### Investigation Process

1. **Initial Review:** The designated official will conduct an initial review of the complaint to determine if it falls under this policy.
2. **Investigation:** If warranted, a thorough investigation will be conducted, which may include interviews with the complainant, the accused, and any witnesses.
3. **Resolution:** The college will take appropriate action based on the findings of the investigation. This may include mediation, training, or disciplinary actions.
4. **Notification:** Both the complainant and the accused will be notified of the outcome of the investigation, respecting confidentiality and privacy.

### Disciplinary Actions

Violations of this policy may result in disciplinary action, which can include:

- Written warning
- Mandatory training or counseling
- Suspension or expulsion (for students)
- Termination of employment (for staff or faculty)
- Involving law agencies for repeat offenders and serious offenses (physical/endangering wellbeing)

### Training and Education

The QCD will provide training and resources to ensure that all members of the community understand this policy and their rights and responsibilities under it.

The training will include:

- Definition and examples of harassment
- Reporting procedures
- Bystander intervention strategies

### Review and Revision

This policy will be reviewed annually and revised as necessary to ensure it remains effective and compliant with legal requirements.

### Members of the Anti-Harassment Policy