



Bullying and Harassment Policy

Gram Vikas Navyuvak Mandal Laporiya(GVNML), constituted a unit comprising some senior staff and consultant for all types of documentation, the unit developed some organization policies for smooth implementation of different kind of office and field works. In this series of policies - Bullying and Harassment Policy is one that agreed by Governing Board of GVNML, on 15, May 2020. And from the date onwards the policy is effective and all staff, Board Member (while they are in GVNML campus and while doing some works related to GVNML) have to follow the Policy.

Policy statement given below:

The aim of this policy is to ensure incidents of bullying and harassment can be recognized and dealt with. Bullying and harassment are not only unacceptable on moral grounds but may, if unchecked or

badly handled, create serious problems.

GVNML is committed to:

- Set the standards of behavior expected, set a good example in its own behavior and ensure that individuals are fully aware of their responsibilities to others.
- Dealing with all complaints of bullying and / or harassment fairly, confidentially and sensitively.
- Take complaints seriously and investigate them promptly and objectively.
- Try to rectify matters informally. Sometimes people are unaware that their behavior is not welcome and an informal discussion can lead to greater understanding and an agreement that the behavior will cease. Counseling may be used to resolve the issue or help support the person accused as well as the complainant.
- Consider a short period of suspension of the alleged bully/harasser while the case is being investigated.
 - Investigate and deal fairly and objectively with malicious and unfounded allegations of bullying and/or harassment.

GVNML will review this statement annually to reflect new legal and regulatory developments and promote good practice.

(Approved by Laxman Singh, Secretary, On behalf of Governing Board, GVNML)