



Anti-Sexual Harassment Policy

Bangladesh Socio Cultural Forum (BSCF)

1. Purpose

Bangladesh Socio Cultural Forum (BSCF) is committed to creating a safe, respectful, and inclusive environment for everyone involved in the organization.

Sexual harassment is unacceptable in any form. BSCF follows a zero-tolerance approach toward sexual harassment during organizational activities, meetings, online communication, and events.

This policy explains:

- What sexual harassment is
- How members should behave
- What to do if harassment occurs
- How BSCF will respond to complaints

2. Scope

This policy applies to:

- Staff members
- Volunteers
- Interns
- Youth network members
- Event participants
- Partner organizations
- Anyone representing BSCF

The policy applies during:

- BSCF programs and events
- Meetings and workshops
- Camps and training programs
- Field visits
- Online communication (WhatsApp, email, social media)

Sexual harassment will not be tolerated in any BSCF space, whether physical or digital.





3. What is Sexual Harassment

Sexual harassment includes any unwanted sexual behavior that makes someone feel uncomfortable, unsafe, or disrespected.

Examples include:

- Unwanted touching or physical contact
 - Sexual jokes or comments
 - Sending inappropriate messages or images
 - Repeatedly asking someone for romantic or sexual attention after they have refused
 - Making comments about someone's body or appearance in a sexual way
 - Threatening someone's role or opportunity if they reject advances
- Sexual harassment can happen between any genders.

4. Principles of BSCF

BSCF believes:

- Everyone deserves a safe environment
 - Consent and personal boundaries must be respected
 - Complaints must be taken seriously
 - Survivors must be treated with dignity and confidentiality
- No one should fear speaking up.



5. Expected Behavior

Members of BSCF should:

- Treat everyone with respect
 - Maintain professional behavior during programs and meetings
 - Respect personal space and boundaries
 - Avoid comments or jokes that may be sexually offensive
 - Communicate responsibly in online groups
- Creating a respectful environment is everyone's responsibility.

6. Real-Life Situations and BSCF Response

Situation 1: Inappropriate Messages

A member repeatedly sends personal messages to another member late at night, asking for romantic attention even after being asked to stop.

What BSCF Will Do

- The affected person can report the issue to the leadership or safeguarding contact.
- BSCF will review the messages as evidence.
- The accused person will be warned or disciplined depending on the severity.
- If the behavior continues, the individual may be removed from **BSCF activities**.



Situation 2: Unwanted Physical Contact

During an event, a volunteer touches another participant in a way that makes them uncomfortable.

What BSCF Will Do

- The issue should be reported immediately to the event coordinator.
- The accused individual may be temporarily removed from the event while the issue is reviewed.
- BSCF will investigate and take disciplinary action if the complaint is confirmed.

Situation 3: Sexual Jokes During a Meeting

During a team meeting, someone makes repeated sexual jokes about another member.

What BSCF Will Do

- The meeting facilitator should stop the behavior immediately.
- The person responsible will receive a warning.
- If such behavior continues, further disciplinary action may be taken.

Situation 4: Abuse of Authority

A team leader suggests that a volunteer might get better opportunities if they agree to meet privately or go on a date.

What BSCF Will Do

- This is considered a serious violation.
- The complaint will be formally investigated.
- If proven, the individual may be removed from their leadership position or dismissed from the organization.



7. Reporting Sexual Harassment

Anyone who experiences or witnesses harassment can report it.

Reports can be made to:

- Event coordinator
- Program lead
- Executive committee member
- Youth Network leadership

Reports may be made verbally or in writing.

BSCF will treat all complaints confidentially and respectfully.

8. Investigation Process

When a complaint is received:

- The issue will be reviewed by the responsible committee.
- Both sides will have an opportunity to explain their perspective.
- Evidence such as messages or witness statements may be considered.
- A decision will be made based on fairness and safety.

9. Disciplinary Actions

Depending on the seriousness of the violation, actions may include:

- Verbal warning
- Written warning
- Removal from a specific event or program
- Suspension from BSCF activities
- Removal from membership or leadership roles

Serious cases may also be referred to appropriate legal authorities.





10. Protection from Retaliation

No person should face punishment or harassment for reporting a complaint in good faith.

Any attempt to threaten or retaliate against someone who reports harassment will also be treated as a policy violation.

11. Policy Review

BSCF will review this policy regularly to ensure that it continues to protect members and maintain a safe environment.

Approved By

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