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**ST. ALOYSIUS DEGREE COLLEGE**

Centre for Post Graduate Studies  
Accredited by NAAC

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## 7.1. INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

**7.1.1 Institution has initiated the gender audit and measures for the promotion of gender equity during the last five years .**

*Enclosed below the PREVENTION OF SEXUAL HARASSMENT (POSH) CELL POLICY of the Institution*



*Sr. Sagarapamary . B .*  
Principal

**ST. ALOYSIUS DEGREE COLLEGE**  
Sarvagnanagar, Cox Town,  
Bangalore - 560 005

**St. Aloysius Degree College  
and Center for Post-Graduation Studies**



**PREVENTION OF SEXUAL  
HARASSMENT (POSH) CELL  
POLICY**

## **PREVENTION OF SEXUAL HARASSMENT (POSH) CELL POLICY**

St. Aloysius Degree College is committed to providing a safe and respectful environment for all its students, faculty, staff, and visitors. As part of this commitment, Prevention Of Sexual Harassment (POSH) Cell has been established to address complaints of sexual harassment and discrimination within the college community. This policy outlines the procedures for reporting, investigating, and resolving complaints in a fair and timely manner.

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#### **1. OBJECTIVES OF THE POSH :**

- To prevent discrimination and sexual harassment against students, teaching, and non-teaching staff within the college
- To adhere to complaints of sexual harassment and discrimination based on gender, sexual orientation, race, religion, disability, or any other protected characteristic under Indian law.
- To ensure a transparent and supportive mechanism for addressing complaints related to discrimination and sexual harassment effectively.
- To focus on creating a safe and respectful environment for all members of the college community.

## **2. COMPOSITION OF PREVENTION OF SEXUAL HARASSMENT (POSH) CELL**

<b>Sl. No</b>	<b>Name</b>	<b>Designation</b>	<b>Post Held in the committee</b>
1.	Dr. Sr. Sagayamary. B	Principal	Presiding officer
2.	Mrs. Brinda Adige	Human Right Activist	Chair person
3.	Mrs. Saranya	Asst. Professor	Secretary
4.	Sr. Deepa	Asst. Professor	Member
5.	Dr. MS Itigi	Associate Professor	Member

## **3. FUNCTIONS OF PREVENTION OF SEXUAL HARASSMENT (POSH) CELL**

The ICC shall have the following responsibilities:

- Receive complaints of sexual harassment and discrimination from any member of the college community.
- Conduct prompt, impartial, and confidential investigations into complaints.
- Provide support and assistance to complainants and respondents throughout the investigation process.
- Recommend appropriate disciplinary action against individuals found guilty of sexual harassment or discrimination.
- Conduct awareness and training programs on preventing sexual harassment and discrimination.

## **4. COMPLAINTS PROCEDURE**

- Any member of the college community who experiences or witnesses sexual harassment or discrimination should report the incident to the POSH in writing or in person. Complaints may also be submitted anonymously, although this may limit the committee's ability to investigate.
- Upon receiving a complaint, the POSH shall initiate an investigation within seven working days. The investigation shall be conducted in a manner that respects the privacy and confidentiality of all parties involved.

## **5. COMPLAINT HANDLING PROCESS:**

- **Written Complaint Requirement:** An aggrieved person must submit a written complaint to the POSH within three months from the date of the incident
- **Confidentiality:** All complaints should be dealt with confidentially to protect the privacy of the individuals involved
- **Detailed Complaint:** The nature of the complaint should be clearly stated with specific details including dates and locations
- **Non-anonymous Complaints:** Complaints must not be anonymous, and the aggrieved person's name and address should be legible.

## **6. INVESTIGATION PROCESS**

The investigation process shall include the following steps:

- Interviewing the complainant, respondent, and any witnesses to the alleged incident.
- Reviewing relevant evidence, such as emails, text messages, or CCTV footage.
- Consulting with external experts or legal advisors if necessary.
- Reaching a conclusion based on the preponderance of evidence.
- Throughout the investigation, both the complainant and respondent shall have the right to be accompanied by a support person of their choice.

## **7. REMEDIAL ACTION**

- If the POSH determines that sexual harassment or discrimination has occurred, it shall recommend appropriate remedial action, which may include:
  - Counseling or training for the respondent.
  - Transfer or reassignment of the respondent.
  - Suspension or termination of the respondent's employment or enrollment.
  - Any other measures deemed necessary to prevent recurrence of the behavior.

## **8. CONFIDENTIALITY AND NON-RETALIATION**

The POSH shall ensure that all information related to complaints is treated with the utmost confidentiality. Members of the college community are prohibited from retaliating against individuals who file complaints or participate in investigations.

## **9. REVIEW AND MONITORING**

This policy shall be reviewed annually to ensure its effectiveness and compliance with relevant laws and regulations. The POSH shall also monitor trends and patterns of sexual harassment and discrimination within the college community and recommend proactive measures to address them.

This policy has been approved by the management of St. Aloysius Degree College and shall be disseminated to all members of the college community. Any questions or concerns regarding this policy should be directed to the Internal Complaints Committee.

## **REFERENCES**

- Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013  
<https://wcd.nic.in/sites/default/files/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf>
- University Grants Commission Notification, THE GAZETTE OF INDIA : EXTRAORDINARY- New Delhi, the 6th May, 2019  
[https://www.ugc.gov.in/pdfnews/2813028\\_SG-Regulations-2019.pdf](https://www.ugc.gov.in/pdfnews/2813028_SG-Regulations-2019.pdf)
- Vishaka Guidelines laid down by the Supreme Court of India in Vishaka and Others v. State of Rajasthan and Others (1997) 6 SCC 241.  
[https://www.equalrightstrust.org/ertdocumentbank/Microsoft%20Word%20-%20Vishaka\\_edited.pdf](https://www.equalrightstrust.org/ertdocumentbank/Microsoft%20Word%20-%20Vishaka_edited.pdf)