

Prevention of Sexual Harassment Cell (POSH)

Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee

As per the guidelines of UGC, NAAC and Honourable Supreme Court, Prevention of Sexual Harassment of Women at workplace Cell has been established in the AESIMR to provide a healthy and congenial atmosphere to the female staff members and students of the Institute.

Composition

As per the provisions of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the Institute has constituted an Internal Complaints Committee (ICC) named Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee comprising members with a senior faculty member as the Convener. The present constitution of ICC is as follows:

Sr. No.	Member	Designation
1	Mrs. Anita Nalawade	Presiding Officer
2	Mr. Dilip Jadhav	Member (Teaching Staff)
3	Mrs. Sonali Gaikwad	Member (Teaching Staff)
4	Mr. Santosh Salunke	Member (Non – Teaching Staff)
5	Mr. Vishal Jagtap	Member (Non – Teaching Staff)
6	Mr. Yogesh Gore	Member (Student Representative)
7	Ms. Sayali Patil	Member (Student Representative)
8	Ms. Sakshi Pakhale	Member (Student Representative)
9	Mr. Vinod Kewate	Representative of Non Government Organization involved in youth activities.

Objectives

Sexual harassment at an Institute or workplace is considered as violation of women's right to equality, life and liberty. The committee ensures that there is no insecure and hostile teaching-

learning environment which discourages women's participation in Institute, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth. Following are the objectives of the committee:

- To ensure that all the provisions in the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) legislation are adhered to in order to protect women employees and students from any act of sexual harassment in the campus.
- To comply with the directives of Hon'ble Supreme Court of India requiring all employers to develop and implement a policy for prevention of sexual harassment at the Institute.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the Institute.
- To follow and lay down guidelines for redressal of complaint related to sexual harassment of women in the Institute.
- To create awareness about gender equity.

Procedure/Mechanism for Lodging Complaint

As per the guidelines of the Act, the committee has formulated the following procedure for lodging the complaints:

- An aggrieved person is required to submit a written complaint to the Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee within three months from the date of the incident. Provided that where such a complaint cannot be made in writing, the Chairperson or any member of the committee shall render all reasonable assistance to the person for making the complaint in writing or can email the complaint to the Institute email address: director@aesimr.org
- The committee members investigate the cases and act upon the cases which have been forwarded along with the necessary documents/proof, if any
- The committee assures that the grievance has been properly addressed to and redressed in the stipulated time limit.

Functions

The committee is empowered to look into the matters of harassment which includes the following functions:

- A student with a grievance may approach the committee members and file a written complaint in person or via email.
- The cases will be attended promptly on receipt of written grievances from the students.

- The committee will review all cases and act as per rules.
- The committee will prepare and maintain record of all the complaints and action taken.

Activities

Our Institute has been putting efforts zestfully in spreading awareness about the very cause among our young girl students, keeping in mind their safety at utmost priority. The Institute authorities send suggestions to Singhad Police Station to check eve teasing, as a result of which following actions have been taken by the Police:

- The Police patrolling around the Institute during late hours has increased to ensure the better safety of the girl students.
- The martial arts students of the Institute conduct self- defense demonstrations from time to time for the students to learn martial arts, which will be helpful to them in troublesome situations.
- The helpline numbers are also displayed in the Institute campus so that the police can be contacted immediately in case of eve teasing.

University Grants Commission (Prevention, prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015.

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