



**SOMAIYA**  
AYURVIHAR

K J Somaiya College of Physiotherapy



**ANTI SEXUAL HARASSMENT COMMITTEE**  
**(POSH ACT, 2013)**

An act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complains of sexual harassment and for matters connected therewith or incidental thereto.

**INTRODUCTION**

It is the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

Sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- Physical contact and advances
- A demand or request for sexual favours
- Sexually colored remarks
- Showing pornography
- Any other unwelcome physical, verbal or non verbal conduct of sexual nature.

  
PRINCIPAL

**K. J. SOMAIYA COLLEGE OF PHYSIOTHERAPY**  
Somaiya Ayurvihar Complex, Eastern Express Highway,  
Sion (East), Mumbai - 400 022.

Somaiya Ayurvihar Complex, Sion, Mumbai - 400022. P: +91 8356964432  
E: somaiya\_physiotherapy@somaiya.edu | physiotherapy.somaiya.edu





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## AIM

To promote and maintain a zero tolerance workplace violence.

## OBJECTIVES

1. To develop a policy against sexual harassment of women at the Institute.
2. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the institute.
3. To ensure the implementation of the policy in the letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the institute to provide an environment free of gender based discrimination.
5. To create a secure physical and social environment to deter any act of sexual harassment.
6. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
7. To hold meetings every 6 months discussing all the objectives.

## PROCEDURE (According to POSH ACT)

- STEP 1: Formation of the committee
- STEP 2: Complaint of sexual harassment.
- STEP 3: Conciliation
- STEP 4: Inquiry into complaint
- STEP 5: Action during pendency of inquiry
- STEP 6: Inquiry report
- STEP 7: Punishment for false complaint
- STEP 8: Determination of compensation
- STEP 9: Prohibition of publication or making known contents of complaint and inquiry proceedings
- STEP 10: Penalty for publication or making known contents of complaint and inquiry proceedings
- STEP 11: Appeal

  
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## **INTERNAL COMPLAINT COMMITTEE (Women's Complaints Committee)**

We have formulated Internal Complaints Committee at K J Somaiya College of Physiotherapy as per POSH ACT.

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1	Dr.Shweta Manwadkar (PT) Principal – K J Somaiya College of Physiotherapy Somaiya Ayurvihar Mobile No. 8104017576 Email Id – principal.physiotherapy@somaiya.edu	Presiding Officer
2	Dr.Geeta Bhatt (PT) Professor – K J Somaiya College of Physiotherapy Somaiya Ayurvihar Mobile No. 9323275268 Email ID – geeta.bhatt@somaiya.edu	Member
3	Dr.Mayur Revadkar (PT) Associate Professor – K J Somaiya College of Physiotherapy Somaiya Ayurvihar Mobile No. 9619581894 Email ID – mayor.kr@somaiya.edu	Member
4	Dr.Dhvani Shah (PT) Assistant Professor – K J Somaiya College of Physiotherapy Legal Somaiya Ayurvihar Mobile No.9820149921 Email ID – dhvani@somaiya.edu	Member
5	Mrs.Sulbha Dambale Sr.Clerk – K J Somaiya College of Physiotherapy Somaiya Ayurvihar Mobile No. 8976521139 Email ID – sulbha@somaiya.edu	Member
6	Mrs. Manju Pednekar Project Manager – Sahas Sahas – Somaiya Ayurvihar Mobile No. 9819034939 Email ID – manju@somaiya.edu	Member

  
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