



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.

RODUCTION

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 behvaiour (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.

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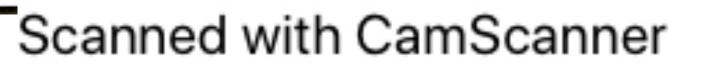
PRINCIPAL

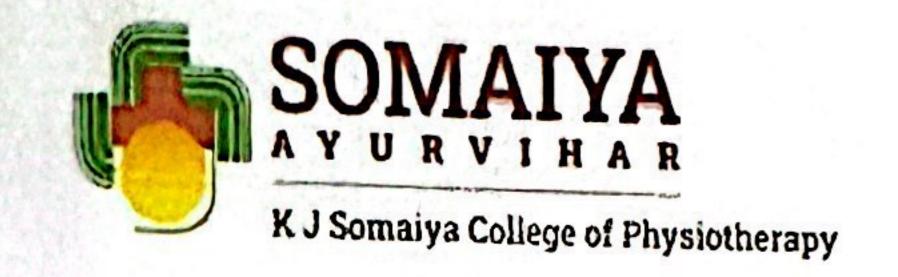
K. J. SOMAIYA COLLEGE OF PHYSIOTHERAPY

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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 actsof 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.
 - 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

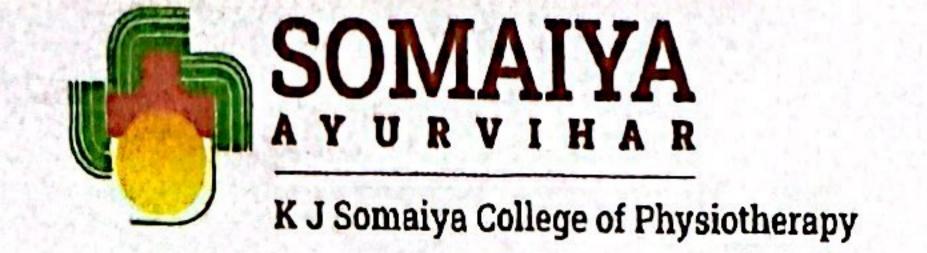
STEP 10: Penalty for publication or making known contents of complaint and inquiry proceedings

STEP 11: Appeal

PRINCIPAL

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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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