



sri venkateshwaraa
College of Engineering & Technology
(Approved by AICTE, New Delhi & Affiliated to Pondicherry University, Puducherry)
13-A, Pondy - Villupuram Main Road, Ariyur, Puducherry - 605 102.

ASPIRE TO EXCEL



PREVENTION OF SEXUAL HARASSMENT POLICY



Prevention of Sexual Harassment Policy Documents

Name of the Policy	Prevention of Sexual harassment Policy	Policy Number	SVCET2023/15
Prepared by	Mrs.K. Sujatha AP/ECE Department, SVCET.	Date of Submission	16.02.2023
Reviewed by	Dr.V. Nagaraj, IQAC- Coordinator, SVCET	Revised Date (if any)	Nil
Approved by	Dr.S. PradeepDevaneyan Principal, SVCET.	Date Approval	17.02.2023
To whom the policy is applicable	Staffs of SVCET.	Version Number/Frequency no	2/5

S. No	Name of Authority	Designation	Signature
1.	Mrs.K. Sujatha	AP/ECE Department, SVCET.	
2.	Dr.S. PradeepDevaneyan	Principal, SVCET	
3.	Dr.V. Nagaraj	IQAC- Coordinator, SVCET	





PREVENTION OF SEXUAL HARASSMENT POLICY

The POSH act has been enacted in SVCET with the objective of preventing and protecting against workplace from potential harassers and to ensure effective redressal of complaints of Sexual Harassment. The POSH committee of our Institution raises awareness about the issue, encouraging a cultural shift toward zero tolerance for behavior.

Objectives

- To provide a mechanism for addressing complaints of Sexual Harassment promptly and effectively and prohibits retaliation or adverse action against those who file complaints.
- To establish that non compliance can lead to penalties and legal consequences.
- Conduct POSH training programs from time to time to create awareness.
- Set up an Internal Complaints Committee (ICC) for the redressal of sexual harassment complaints.
- Create a more equitable and safe work environment by preventing, addressing and eradicating **Sexual Harassment in the campus.**

Internal Complaints Committee:

The Prevention of Sexual Harassment at workplace (Prevention, prohibition and Redressal) act, 2013 and University Grants Commission (Prevention, prohibition and Redressal of sexual harassment of women workforce and Students in higher educational Institutions) regulations, 2015 makes it obligatory for all Employees and HEI correspondingly to compose an Internal Complaints Committee to look into the matter of sexual harassment at workplace.





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Responsibilities of ICC

- It needs to provide assistance if an Employee or Student chooses to file a complaint with the Police. Protect identities of the parties involved.
- Provide interim relief during the pendency of the complaint.
- Ensure that victims or witnesses are not victimized or discriminated against while dealing with the complaints
- Ensure prohibition of retaliation or adverse action against covered individual.

Timelines as per act

- Submission of complaint – within 3 months of last incident
- Notice to the respondent –within a week of receiving copy of the complaint
- Completion of inquiry – within 3 months
- Submission of report by ICC –within 10 days of completion of inquiry
- Implementation of recommendations – within 2 months
- Appeal –within 3 months of the recommendations



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