

POSH Policy (Prevention of Sexual Harassment)

**Govt. M.H. College of Home Science and Science for Women,
Jabalpur (M.P.)**

1. Introduction

Govt. M.H. College of Home Science and Science for Women, Jabalpur, is dedicated to ensuring a safe, respectful, and equitable environment for all students, faculty, and staff. As an institution focused on women's education, we strictly prohibit any form of sexual harassment and are fully compliant with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

2. Objective

- To prevent and prohibit sexual harassment at the college.
- To provide an effective grievance redressal mechanism.
- To promote gender-sensitive and inclusive conduct within the campus.

3. Scope

This policy applies to:

- All students, teaching and non-teaching staff, administrative staff, and visitors.
- All incidents occurring within the campus or during college-related activities, events, internships, or trips outside the campus.

4. Definition of Sexual Harassment

- Sexual harassment includes any one or more of the following unwelcome acts or behaviors (whether directly or by implication):
- Physical contact and advances
- Demand or request for sexual favors

- Making sexually colored remarks
- Showing pornography
- Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature

5. Constitution of Internal Committee (IC)

- The college shall maintain an Internal Committee (IC) as per the Act, comprising:
- Presiding Officer: A senior woman faculty member
- Two faculty or staff members: With experience in social work or legal knowledge
- One external member: From an NGO or association with expertise in women's issues
- At least 50% of IC members shall be women
- Student representatives (in case the complaint involves a student)

6. Tenure

- ICC members will serve for a term of three years, except student representatives who will serve for one academic year.

7. Complaint Mechanism

- Any aggrieved woman may submit a written complaint to the Internal Committee within 3 months of the incident.
- The Internal Committee will maintain strict confidentiality and fairness in all proceedings.
- The inquiry shall be completed within 90 days, and the recommendations implemented within 60 days of the inquiry report.

8. Redressal Measures

- Based on the findings of the IC, appropriate disciplinary actions may include:
- Written apology
- Warning or reprimand
- Suspension or termination (in case of staff)

- Rustication or expulsion (in case of students)
- Any other action deemed fit by the Committee

9. Protection Against Retaliation

- The college ensures that complainants and witnesses are not victimized or discriminated against during or after the inquiry.

10. Malicious Complaints

- If a complaint is found to be malicious or intentionally false, the IC may recommend appropriate action against the complainant as per the rules.

11. Awareness and Capacity Building

- Orientation and sensitization programs will be conducted regularly for students, faculty, and staff.
- The POSH policy and contact details of IC members shall be prominently displayed on college premises and the official website.

12. Confidentiality

- All proceedings, records, and the identity of the complainant, respondent, and witnesses shall be kept strictly confidential to protect their privacy and dignity.

Member's Name

Convenor

Dr. Rajni Nigam

Committee Members

Mrs. Chitra Maravi

Dr. Rachana Agrawal

Dr. Prabha Diwedi

Students Member

Kanupriya Tiwari

Ku. Sneha Shukla.


IQAC Convenor


Principal