

## PREVENTION OF SEXUAL HARASSMENT (POSH) COMMITTEE MEMBERS

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## **RESPONSIBILITIES OF THE PREVENTION OF SEXUAL HARASSMENT (POSH) COMMITTEE**

The Prevention of Sexual Harassment (POSH) Committee is a group formed within institutions, to address, prevent, and eliminate sexual harassment in the college, and in workplace. This committee is primarily responsible for developing policies, implementing prevention programs, responding to complaints, and ensuring a safe and respectful environment for girl students and lady members of the college. The committee follows the rules and regulations laid down by the regulatory and law enforcing authorities for safety and wellbeing of all women in the college. The committee meets regularly once in a month or on any day if needed to discuss any issue if reported.

Here are some key functions and responsibilities of such a committee:

### 1. **Policy Development:**

The committee is responsible for drafting and reviewing policies related to sexual harassment as per the communication from the regulatory bodies. This includes defining sexual harassment, setting clear reporting procedures, and outlining consequences for violations.

### 2. **Awareness and Training:**

The committee may organize workshops, seminars, or training sessions to educate employees, students, about sexual harassment, its impact, and how to prevent it.

### 3. **Complaint Handling:**

The committee provides a confidential and safe process for individuals to report incidents of sexual harassment. They ensure that complaints are investigated fairly and promptly.



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**4. Support and Advocacy:**

The committee has a vision to provide support to victims, helping them navigate reporting mechanisms and offering resources like counselling or legal aid.

**5. Monitoring and Reporting:**

The committee may also monitor the effectiveness of sexual harassment policies and programs and make recommendations for improvements. They often report to senior management or governing bodies about the progress in addressing sexual harassment.

**6. Enforcement:**

They ensure that the organization takes appropriate action when a complaint is substantiated, including disciplinary measures, reporting to dedicated law enforcing authorities, penal interventions, or other remedies.

**7. Promote a Culture of Respect:**

Beyond just eliminating harassment, the committee plays a role in fostering an organizational culture that values mutual respect, equality, and inclusion.



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