

COMMITTEE AGAINST SEXUAL HARASSMENT IN WORKPLACE

Chairperson :Dr. Seema S Shenoy, Director, SDM PG Centre, Mangalore.

Members :Ms.Sumathi, Assistant Professor
Dr. Harshitha K

Constituted on : 30th July 2016

Objectives

1. To comply with the provisions of the sexual harassment at workplace (Prevention prohibition and redressal Act 2013).
2. To upload the rights of women against sexual harassment and for the prevention of sexual harassment.
3. To evolve and effective mechanism for prevention prohibition and redressal of sexual harassment of women at our Institute.
4. To create a healthy and safe working environment.
5. To undertake all possible steps for purpose of gender sensitization and conduct of enquiry on complaints at the institution.

Procedures

1. The committee meets once in a semester to ensure safety and security of women employees and the institution.
2. In the event of any kind of harassment the faculty have been directed to submit written complaint the chairman.
3. Any complaint submitted to the committee member will be forwarded to the chairman.
4. Internal enquiry at the institute level is to be undertaken.
5. Secrecy of the matter is assured to the complainant at all levels.

6. The Chairperson will convene a meeting of the committee within a period of one week from the date of complaint.
7. The complaint needs to present evidence on the matter in the first meeting in person the committee shares then decide whether the enquiry needs to be carried out.
8. On the conduct of enquiry, if it is been proved that the offended has in Dust in sexual harassment appropriate disciplinary actions would be taken against him irrespective of his status in the Institution.