

Geetai Institute of Management, Bidkin

Policy on Prevention of Sexual Harassment (POSH)

As per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

1. Introduction

The institute is committed to creating a safe, inclusive, and respectful environment for all stakeholders.

2. Objectives

- Prevent sexual harassment
- Provide redressal mechanism
- Promote gender sensitivity

3. Scope

Applies to all employees, students, visitors, and stakeholders within campus and institutional activities.

4. Definition of Sexual Harassment

Includes unwelcome acts such as physical contact, advances, sexually colored remarks, or hostile work environment.

5. Internal Complaints Committee (ICC)

The ICC is constituted as per POSH Act to address complaints.

Sr. No.	Name	Designation
01	Ms. Nanda K. Vidhate	Chairperson
02	Ms. Sharda U. Sasemahal	Member
03	Dr. Kiran L. Ekhande	Member
04	Advt. Satish B. Hade	External Member
05	Ms. Sukanya Mharolkar	Student Representative

6. Complaint Procedure

Complaints must be submitted within 3 months. ICC will conduct inquiry and recommend action.

7. Inquiry Process

The ICC ensures fair hearing, confidentiality, and timely resolution.

8. Confidentiality

All proceedings are confidential.

9. Action & Penalties

Appropriate disciplinary action will be taken if allegations are proven.

10. Awareness Programs

Regular workshops and sensitization programs are conducted.

11. Conclusion

The institute is committed to maintaining a safe environment.