

## Prevention of Sexual Harassment



# P SH

- Sexual Harassment can be caused by direct/indirect Physical, Verbal, Non Verbal, Emotional and Psychological encounter/interactions & communication resulting in harassment of women.
- Sexual Harassment at workplace is a grave offence & punishable with fine &/or rigorous imprisonment.
- Sexual Harassment violates the fundamental Right of Gender Equality, Right to Life & Dignity.
- **SVMS** code of conduct does not permit disrespect or harassment to any employee.
- POSH policy is aligned to the new Indian Law of sexual Harassment of Women at workplace (Prevention, Prohibition & Redressal) Act 2013. Copy is Available with the committee members, Location in Vice Principal Office.
- Under the act, women employee / aggrieved women includes Permanent, Temporary worker, Contract worker, Part Time, Trainee, Probationer, Consultant.
- Any aggrieved woman can lodge a complaint in her familiar language either in writing or verbally to any member of the Committee. In case she is unable to make the application or is incapable due to Physical/emotional problems, the complaint can be made on her behalf.
- On filing the complaint, the committee has to investigate the complaint immediately by meeting the complainant, verifying facts/ data/ documents or circumstantial evidence including examining witnesses and the defendant.
- Committee has to submit a final report with its recommendations to the management which will take suitable action within 30 days.
- Malicious complaint filed by any woman would be subject to disciplinary action by the Management.