



SHRI DHARMASTHALA MANJUNATHESHWARA LAW COLLEGE
CENTRE FOR POST GRADUATE STUDIES & RESEARCH IN LAW
MANGALURU - 575003

AFFILIATED TO KARNATAKA STATE LAW UNIVERSITY, HUBBALLI
RECOGNIZED BY BAR COUNCIL OF INDIA, NEW DELHI
(NAAC Accredited B CGPA 2.9)**

Sponsored By: Shri Dharmasthala Manjunatheshwara Educational Society®, Ujire, D.K.

PREVENTION OF SEXUAL HARASSMENT POLICY & COMMITTEE DETAILS





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POLICY ON PREVENTION OF SEXUAL HARASSMENT (POSH)

Introduction

SDM Law College Centre for Post Graduate Studies and Research in Law is committed to providing a safe and respectful workplace environment for all employees, students and visitors. We believe in fostering a culture that promotes dignity, respect, and equal opportunities for all individuals, free from any form of sexual harassment. This policy outlines our commitment to preventing sexual harassment, defines the responsibilities of all parties involved, and establishes procedures for addressing complaints in a fair and timely manner.

Policy Statement

- 1. Scope:** This policy applies to all employees, students and visitors of college. It covers all forms of sexual harassment that occur within the workplace premises, during work-related activities, or at college-sponsored events, whether on-site or off-site.
- 2. Definition:** Sexual harassment is defined as any unwelcome conduct of a sexual nature, whether verbal, physical, or visual, that creates an intimidating, hostile, or offensive work environment. This includes but is not limited to:
 - Unwanted sexual advances
 - Requests for sexual favours
 - Verbal or physical conduct of a sexual nature
 - Displaying sexually explicit materials
 - Making derogatory comments or jokes of a sexual nature
- 3. Prohibited Conduct**
 - Engaging in any form of sexual harassment is strictly prohibited and will not be tolerated.
 - Retaliation against any individual who reports sexual harassment or participates in an investigation is also prohibited.
- 4. Responsibilities**
 - **Management:** Outline the responsibilities of college administration in preventing and addressing sexual harassment.
 - **Employees:** Specify the duties of faculty and staff in reporting and responding to incidents.
 - **Students:** Explain students' responsibilities in adhering to the policy and reporting any instances of harassment.





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5. Reporting Procedure:

- Any students who experience or witness sexual harassment are encouraged to report it immediately to the internal complaints committee, set up in the college to deal with matters related to sexual harassment.
- Complaints to be given in writing. The college will ensure confidentiality to the extent possible and will conduct a prompt and thorough investigation.
- Internal complaints committee comprises a chairperson who is a female faculty of the college, 2 internal members including a male member and 1 external member.

6. Investigation and Resolution:

- Upon receipt of a complaint, the college will initiate a fair and impartial investigation.
- The investigation will be conducted promptly, respecting the privacy and confidentiality of all parties involved.
- If the investigation confirms that sexual harassment has occurred, prompt and appropriate corrective action will be taken, up to and including termination of employment or suspension of student from the institution.

7. Training and Awareness:

- College will provide regular training and awareness programs to educate employees and students about sexual harassment, prevention strategies, and reporting procedures.

8. Policy Review:

- This policy will be reviewed periodically and updated as necessary to reflect changes in legislation, best practices, or organizational needs.
- Students will be notified of any updates to the policy and expected to adhere to the revised guidelines.

Implementation

This policy is effective immediately upon approval and dissemination to all stakeholders of the institution. All students are expected to familiarize themselves with this policy and adhere to its guidelines.





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DLC/69/2023-24

OFFICE ORDER

As per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, institution shall constitute POSH Internal Committee to Redress the Grievances of employees relating to Sexual Harassment at Workplace. Accordingly the Internal Committee is constituted as per POSH Act. Kindly find the details here below:

Details of the Members of Internal Committee 2023-24

- Dr. Annapoorna Shet – Presiding Officer
- Mrs. Deepa Salián – Member
- Mr. Ashwin – Member
- Dr. Akshatha Adarsh – External Member

To,

1. All Members

2. For Office Records


Principal/Chairman
PRINCIPAL
Shri Dharmasthala Manjunatheshwara
Law College, Mangaluru





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DLC/18/2022-23

OFFICE ORDER

As per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, institution shall constitute POSH Internal Committee to Redress the Grievances of employees relating to Sexual Harassment at Workplace. Accordingly the Internal Committee is constituted as per POSH Act. Kindly find the details here below:

Details of the Members of Internal Committee 2022-23

- Mrs. Shubhalakshmi P – Presiding Officer
- Dr. Chandralekha V – Member
- Dr. Ravindra Krishna Rajput – Member
- Mrs. Kavitha Murugesh – External Member

To,

1.All Members

2. For Office Records

Principal/Chairman

PRINCIPAL
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Law College, Mangaluru





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DLC/72/2021-22

OFFICE ORDER

As per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, institution shall constitute POSH Internal Committee to Redress the Grievances of employees relating to Sexual Harassment at Workplace. Accordingly the Internal Committee is constituted as per POSH Act. Kindly find the details here below:

Details of the Members of Internal Committee 2021-22

- Mrs. Sharika Rai – Presiding Officer
- Mrs. Sachitha Nandagopal – External Member
- Mrs. Shubhalakshmi P – Member
- Dr. Santhosha Kumara A – Member

To,

1. All Members

2. For Office Records


Principal/Chairman
PRINCIPAL
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DLC/61 /2020-21

OFFICE ORDER

As per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, institution shall constitute POSH Internal Committee to Redress the Grievances of employees relating to Sexual Harassment at Workplace. Accordingly the Internal Committee is constituted as per POSH Act. Kindly find the details here below:

Details of the Members of Internal Committee 2020-21

- Mrs. Sharika Rai – Presiding Officer
- Mrs. Sachitha Nandagopal – External Member
- Mrs. Shubhalakshmi P – Member
- Mr. Santhosha Kumara A – Member

To,

1.All Members

2. For Office Records

Principal/Chairman

PRINCIPAL

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DLC/52/2019-20

OFFICE ORDER

As per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, institution shall constitute POSH Internal Committee to Redress the Grievances of employees relating to Sexual Harassment at Workplace. Accordingly the Internal Committee is constituted as per POSH Act. Kindly find the details here below:

Details of the Members of Internal Committee 2019-20

- Mrs. Sharika Rai – Presiding Officer
- Mrs. Sachitha Nandagopal – External Member
- Mrs. Shubhalakshmi P – Member
- Mr. Santhosha Kumara A – Member

To,

1.All Members

2. For Office Records


Principal/CHIEF OF INSTITUTION
Shri Dharmasthala Manjunatheshwara
Law College, Mangaluru

