

CONSTITUTION OF ANTI SEXUAL HARASSMENT COMMITTEE

Date: 15-09-2024

Objective

The Anti-Sexual Harassment Committee (ASHC) is constituted to provide a safe, secure, and gender-neutral environment for all students, faculty, and staff of the college, and to prevent, prohibit, and redress any act of sexual harassment as per the POSH Act, 2013.

Roles of the Committee

- **Chairperson:** Presides over meetings, ensures adherence to POSH guidelines, supervises inquiry proceedings.
- **Faculty Members:** Assist in awareness activities, investigation processes, and act as support contacts.
- **Administrative Staff Representative:** Maintain records, assist in documentation and communication.
- **Student Representatives:** Act as peer contacts to encourage reporting and awareness.
- **External Member:** Provide impartiality, expertise, and ensure fairness in proceedings.

Responsibilities of the Committee

1. **Awareness & Prevention**
 - Organize workshops, seminars, and training programs on sexual harassment awareness and prevention.
 - Display policies, complaint procedures, and contact details of the committee in prominent places.
2. **Complaint Handling**
 - Receive complaints in writing or via designated confidential email/complaint box.
 - Ensure confidentiality and protection from victimization for the complainant and witnesses.
 -
3. **Inquiry & Redressal**
 - Conduct a prompt, impartial, and thorough investigation into complaints.
 - Provide both parties the opportunity to present evidence and witnesses.
 - Submit a report with recommendations to the Principal/Management within the stipulated time frame.

4. Support & Guidance

- Offer counseling and guidance to victims.
- Ensure that no retaliatory action is taken against complainants or witnesses.

5. Monitoring & Reporting

- Maintain proper documentation of complaints and resolutions.
- Submit an annual report to the Principal and relevant authorities as per the POSH Act.

6. Policy Review

- Periodically review and update the anti-sexual harassment policy of the institution.

The Anti Sexual Harassment Committee has been constituted with the following members

S. No	Name of the Members	Designation	Role in the Committee
1	Dr. Ch. Mallikarjun	Professor & Principal	Chairperson
2	Mrs. K.G.B. Gowri	Assoc. Professor, S&H	Convener
3	Mrs. G. Madhavi	Asst. Professor, CE	Member
4	Dr. G. Bhaskar Reddy	Professor & HOD, S&H	Member
5	Mrs. P. V. Padmavathi	Administrative Officer	Member

Principal

A.M. Reddy Memorial College of Engineering & Technology