

The Chairman is glad to constitute the Prevention of Sexual Harassment (PoSH) Committee with the following members to oversee and execute various activities and initiatives within the college campus. The committee shall be responsible for addressing complaints related to sexual harassment, promoting awareness among students and staff, conducting sensitization programs, and implementing institutional policies for prevention and redressal.

### Objectives:

- To prevent and prohibit sexual harassment at the workplace.
- To create a safe, respectful, and inclusive environment for women employees and students.
- To provide a confidential and accessible system for lodging complaints.
- To ensure fair, impartial, and timely resolution of sexual harassment cases.
- To comply with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

### Roles & responsibilities:

- Receive and investigate complaints of sexual harassment impartially and confidentially.
- Support and guide complainants throughout the complaint and inquiry process.
- Recommend appropriate actions to management based on inquiry findings.
- Conduct awareness programs, campaign, seminars/ workshops to prevent sexual harassment and promote a safe campus environment.

### Prevention of Sexual Harassment (PoSH) Committee Members:

S.No	Name	Designation	Role
1	Dr.M.Premkumar	Principal	Chairman
2	Dr.K.Selvi	Professor, Dean Academics	Member
3	Mrs.K.Sharmiladevi	Associate Professor, Civil Engineering	Member
4	Mrs.A.Samundeeswari	Associate Professor, ECE	Member
5	Mrs.S.Uma	Principal PA, Typist (Non-Teaching)	Member

6	K.Vidya, B.A., LLB	Public Prosecutor, Salem District Court, Salem	External Member
7	Mrs.V.Gomathi	Sub Inspector of Police, Pudhuchatram, Namakkal	External Member
8	S.Daya Sri	IV Year / Aero	Student Member
9	E.Kanmani	III Year / EEE	
10	P.N.Thenswetha	II Year / Civil	
11	S.Hariharan	I Year / Agri	

### Prevention of Sexual Harassment - Redressal Mechanism

Procedure for logging in complaint: Complaints should be submitted either through email or by post or in person as soon as possible after an incident has occurred, preferably in writing with his or her details of name, designation, contact number and address.

The complaint should provide the following information:

1. The name, department and position of the person allegedly committing harassment.
2. A description of the incident(s), including the date(s), location(s) and the presence of any witnesses.
3. The names of other individuals who might have been subject to the same or similar harassment.

All complaints and investigations are treated confidentially to the extent possible and information is disclosed strictly on a need-to-know basis.

#### Procedure for resolving the issue:

1. On receiving the complaint by the Sexual Harassment Committee (SHC) will initiate an enquiry by forming a committee with the members along with the approval of the Principal. The committee will meet and interview the complaint, the respondent and any witnesses to determine whether the alleged conduct occurred.

2. Upon conclusion of an investigation, the Chairperson will submit a written report of the committee findings to the Principal. The committee will recommend appropriate disciplinary action. The appropriate action will depend on the severity, frequency and pervasiveness of the conduct, the quality of the evidence.

3. Finally, recommendations submitted will be implemented by the Principal.

Copy to:

All HODs



  
PRINCIPAL

PRINCIPAL  
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