



BLDE Association's
AVS Ayurveda Mahavidyalaya, Hospital & Research Center,
Vijayapur

Vidya Nagar, Bagalkot Road, Vijayapur - 586109
Recognized by: NCISM, New Delhi; Ministry of AYUSH, New Delhi
Affiliated to Rajiv Gandhi University of Health Sciences, Karnataka,
Bengaluru Phone: Office: 9513398037 Hospital: 9513397413 Email:
principal.avsamv@bldea.org, bldeaavsamv@gmail.com

Date - 01-01-2024

Dear members,


The internal Quality Assurance Cell (IQAC) appoints you as a member of **Prevention of Sexual Harassment (POSH) Cell**

Sexual Harassment (POSH) Cell consists of following members with their position.

- | | | |
|----|-------------------------|------------------------|
| 1. | Dr. Sanjay Kadlimatti | Chairman |
| 2. | Dr. Shashidhar Naik | Member |
| 3. | Dr. Mallamma Biradar | Member |
| 4. | Dr P.G. Gannur | Member |
| 5. | Dr. Uma. Patil | Member |
| 6. | Dr. Vidyalaxmi. Pujari | Member |
| 7. | Smt. Vijayalaxmi Shinde | Member / Hostel Warden |
| 8. | Dr. Ashwini Nimbal | Member Secretary |

Roles and Responsibilities of committee are:

- Actively participate in the POSH cell activities.
- To organize awareness programmes on prevention of Sexual Harassment at college and women empowerment at regular intervals.
- To provide a platform for listening to complaints pertaining to girls sexually and initiate actions for such misconduct.


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POLICY AND PROCEDURE OF POSH CELL

The committee for prevention of sexual harassment and gender abuse is constituted and functions as per the statutory guidelines.

The information regarding existence of committee for prevention of sexual harassment is informed to All under graduate and post graduate students of the college at the beginning of their course. The name and the contact details of the committee members are displayed in all important location of the college campus for easy access.

The orientation /awareness program is conducted and statutory regulation, its details, mode of complaint lodging, process and action taken is explained in detail. What constitutes sexual harassment, what are the outcomes and punishments etc is informed in detail Once the complaint is received, the meeting of the committee members will be called upon immediately and action will be recommended within seven working days

Procedure for logging in complaint:

Complaints should be submitted either through email or by post or in person as possible after an incident has occurred, preferably in writing with his or her detail of name, designation, contact number and address. No verbal complaint will be accepted.

The complainant should provide the following information.

1. The name, department and position of the person allegedly committing harassment.
2. Adscription of the incident(s) including the date, location, and presence of any witnesses.
3. The names of other individuals who might have been subjected to the same or similar harassment.
4. What if any step the complaint has taken to try to stop the harassment.

5. Any other information the complaints believe to be relevant to the harassment.
6. All complaints and investigation 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 POSH Cell, The Secretary Will initiate by meet and interviewing the complainant, the respondent and any witnesses to determine whether the alleged conduct occurred.
2. Upon conclusion of an investigation, the secretary will submit a written report of the committee finding to the chairman. The committee will recommend appropriate disciplinary action. The appropriate action will depend on the severity, frequency and pervasiveness of the conduct, and the quality of evidence. Finally recommendations submitted will be implemented by the chairman.

Procedure for re appeal

If the recommendations and action taken are not satisfactory to the complainant, once again the complainant can appeal to the head of the institution. As per law the action plan will be reconsidered through a high level committee formed by the Head of the institution



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