



**EDUCARE
INSTITUTE OF
DENTAL SCIENCES**

Kiliyamannil Campus, Chattiparamba, Malappuram - 676 504
Tel: 0483 2705602 / 2705603 / 2708353/ Fax: 0483 2706707
E-mail: admin@educareinstitute.in website: www.educareinstitute.in
An ISO 9001:2015 certified institution

POSH POLICY

POLICY NO.	ISSUE/REVISION NO.	DATE OF REVISION	NEXT REVISION
EIDS/IQAC/POLICY/036	01/01	10/06/2022	2025

PREPARED BY	VERIFIED BY	APPROVED BY
		
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POSH POLICY - PREVENTION OF SEXUAL HARASSMENT

The Internal Complaint Committee of Educare Institute of Dental Sciences is committed to provide a conducive environment, free from violence, harassment, and exploitation amongst the students; teaching & non-teaching staff on the college campus. This includes all forms of gender violence, sexual harassment against women. The Committee members are expected to render full assistance to the "aggrieved woman" in writing the complaint of Sexual Harassment, the members should also be aware of the responsibilities and duties under the UGC Regulations as well as under the Sexual Harassment of Women at Workplace Act, 2013.

Formation of the Internal Complaint Committee:

The Internal Complaint Committee of the Educare Institute of Dental Sciences is formed under Section 4 of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institution) Regulation, 2015 & under Section 4 of Sexual Harassment of Women at Workplace (Prohibition, Prevention & Redressal) Act, 2013.

Objectives of the Policy:

- To fulfil the requirements of the Sexual Harassment of Women at Workplace At, 2013 (POSH Act).
- To ensure that the in-house Grievance Redressal Mechanism as mentioned under the Act is implemented to the full letter and spirit.
- To provide an environment free of gender discrimination.





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- To assist the "Aggrieved Woman" to make the complaint relating to Sexual Harassment of Women at Workplace.
- To create a secure physical and social environment that will deter acts of sexual harassment.

Jurisdiction of the Committee:

The Rules and Regulations outlined in this policy shall be applicable to all the complaints relating to Sexual Harassment at Workplace: When one member (faculty or the student) has sexually harassed the other member within the Educare Institute of Dental Sciences.

Powers of the Committee:

- i) The Committee shall have the power to summon witnesses and call for documents or any information from any employee/student.
- ii) The Committee shall have the power to issue interim directions to any person participating in the proceedings before it.
- iii) The Committee before initiating an inquiry under the Act may undergo "Conciliation" under Section 10 of the Act if both the parties agree to it.

