



BVV Sangha, Bagalkot
AMRUTA INSTITUTE OF ENGINEERING & MANAGEMENT SCIENCES
 Approved by AICTE, New Delhi
 Recognized by Government of Karnataka & Affiliated to VTU, Belagavi

AIEMS
 BENGALURU

AIEMS-Internal Quality Assurance Cell

Ref No: BVVS/AIEMS/ ICC/POSH /2024-25/04

Date: 03.2.2025

INTERNAL COMPLAINTS CELL / PREVENTION OF SEXUAL HARASSMENT COMMITTEE

ICC/POSH Cell has been revised for the academic year 2024-25 wef 3.2.2025.

Committee Members List

| Sl No | Faculty Name | Designation | Phone | Email ID |
|-------|---|---------------------|-------------|--|
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Dr. Anitha N.
 IQAC Coordinator

[Signature]

Dr. Santosh M Muralan
 IQAC Chairman

Amruta Institute of Engineering & Management Sciences
 Bidadi Industrial Area Near Toyota Kirloskar Motors
 Bidadi, Bangalore-562 109

Academic Year-2024-25



INTERNAL COMPLAINTS COMMITTEE (ICC) / PREVENTION OF SEXUAL HARASSMENT (POSH) COMMITTEE – ROLES AND RESPONSIBILITIES

The **Prevention of Sexual Harassment (POSH) Committee**, also known as the **Internal Complaints Committee (ICC)**, is responsible for ensuring a safe, respectful, and gender-sensitive environment by preventing, addressing, and resolving complaints related to sexual harassment in accordance with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal)**

Roles and Responsibilities

1. Awareness & Sensitization

- Conduct **awareness programs** on sexual harassment, gender sensitivity, and workplace ethics.
- Display **POSH policy** and guidelines on notice boards and institutional websites.
- Organize **workshops, seminars, and training** for faculty, staff, and students.

2. Prevention & Monitoring

- Promote a **zero-tolerance policy** against sexual harassment.
- Ensure a **safe and inclusive campus environment** for all genders.
- Encourage students and staff to report incidents without fear of retaliation.

3. Grievance Redressal & Complaint Handling

- Provide a **confidential and accessible** platform for filing complaints.
- Investigate complaints in a **fair, unbiased, and time-bound manner**.
- Ensure no **victimization or retaliation** against complainants.

4. Inquiry & Disciplinary Actions

- Conduct thorough **investigations** by following legal and institutional guidelines.
- Recommend **disciplinary actions** such as **Apology letter or warning** for minor cases. **Suspension, termination, or legal action** for serious offenses.
- Maintain **records of complaints and resolutions** while ensuring confidentiality and submit the report to (IQAC).



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5. Support & Counseling

- Provide **psychological and legal support** to victims.
- Arrange for **counseling services** and guidance for affected individuals.

6. Liaison with Authorities

- Collaborate with **law enforcement agencies, NGOs, and women's welfare organizations** when necessary.
- Ensure compliance with **government regulations and institutional policies**.

7. Compliance & Reporting

- Submit **annual reports** on committee activities to institutional and regulatory bodies (IQAC).
- Review and update policies regularly to strengthen **preventive measures**.

Benchmark

| Sl No. | Programs to be conducted | No. of activities |
|--------|--|------------------------------|
| 1 | Meetings with committee | 1 per semester or 2 per year |
| 2 | Conduct awareness programs on sexual harassment, gender sensitivity, and workplace ethics | 1 or 2 per year |
| 3 | Organize workshops, seminars, and training for faculty, staff, and students | 1 or 2 per year |

Dr. Anitha N
IQAC Coordinator



Dr. Santosh M Muranal
IQAC Chairman

PRINCIPAL

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