

VISHNU DENTAL COLLEGE

Policy on Prevention of Sexual Harassment (POSH)

1. Introduction

Vishnu Dental College is committed to providing a safe, respectful, and inclusive environment for all students, faculty, and staff. This policy is framed in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to prevent and address incidents of sexual harassment.

2. Objectives

- To create a safe and secure academic and working environment
- To prevent sexual harassment in any form
- To provide a mechanism for redressal of complaints
- To promote awareness about gender sensitivity and respectful behaviour

3. Definition of Sexual Harassment

Sexual harassment includes any unwelcome behaviour, whether direct or implied, such as:

- Physical contact or advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

4. Internal Committee (IC)

- The Internal Committee is constituted as follows:
- Dr. Swetha. P, Professor, Presiding Officer
- Dr. Jyothirmal. K, Professor & HOD, Member
- Dr. V. Sandhya, Reader, Member
- Angel Benny, Psychologist
- The committee is responsible for receiving, investigating, and resolving complaints related to sexual harassment.

External Committee:

- Mr. A. Venkateswara Raju, Senior Advocate, Bhimavaram.
- Mrs. Ch. Aruna Devi, NGO – Association for Welfare & Comprehensive Rural Development (AWARD), Bhimavaram.

5. Scope of the Policy

This policy applies to:

- All BDS, Interns & MDS students.
- Faculty and non – teaching staff
- Visitors & patients
- Any place within the campus, hospital, hostels or during official events, programs or off-campus activities

6. Complaint Mechanism

- Complaints should be submitted in writing to the IC within 3 months of the incident
- The complaint can be submitted directly to any IC member
- Assistance will be provided if the complainant is unable to submit a written complaint

7. Inquiry Process

- The IC will initiate an inquiry within a reasonable time
- Both parties will be given an opportunity to be heard
- Confidentiality will be strictly maintained
- The inquiry will be completed within 90 days

8. Interim Measures

During the inquiry, the IC may recommend:

- Transfer of either party
- Leave for the complainant
- Restriction of contact between parties

9. Action and Punishment

If the respondent is found guilty, actions may include:

- Warning or written apology
- Suspension or termination
- Withholding promotion or academic privileges
- Any other action as per institutional rules

10. Protection Against Retaliation

The institution ensures that:

- No victim or witness will be subjected to retaliation or discrimination
- False complaints, if proven malicious, may lead to disciplinary action

11. Awareness and Training

- Regular awareness programs, workshops, and orientations will be conducted
- POSH guidelines will be displayed prominently across the campus

12. Confidentiality

- All proceedings, complaints, and identities of involved parties will be kept strictly confidential to protect dignity and privacy.

13. Policy Review.

- This policy will be reviewed periodically to ensure effectiveness and compliance with legal provisions.

14. Conclusion

- Vishnu Dental College strictly prohibits sexual harassment in any form and is committed to maintaining a safe, respectful, and dignified environment for all.

Date: 29.04.2025

To
The Project Director,
Women and Child Welfare Department & Empowerment Office,
Collector's Office, West Godavari District,
Bhimavaram.



Sri Vishnu Educational Society's
Vishnu Dental College
Recognized by Dental Council of India
Affiliated to Dr. NTRUHS, Vijayawada
Accredited by NAAC
Website : <http://www.vdc.edu.in>
E-mail: principal@vdc.edu.in

Subject: Submission of Internal Committee Details under POSH Act, 2013 – Request for Issuance of Official Order & Acknowledgment – Reg.

Ref.1 Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)

Ref.2 Letter Roc. No. 682/Estt/2022, Proceedings of the Collector & District Magistrate, West Godavari, Bhimavaram (then P. Prasanthi, IAS).

Dear Sir/Madam,

In compliance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and as per the directives issued from your esteemed office under the above reference, we have duly constituted the Internal Committee (IC) in our institution to address complaints related to sexual harassment at the workplace.

The Internal Committee is entrusted with the responsibility of receiving complaints, conducting impartial inquiries, and recommending appropriate action to the management and/or the District Authority in line with the prescribed guidelines.

The details of the Internal Committee members are as follows:

S. No	Committee Role	Internal/ External Member	Name & Designation	Phone Number	Email ID
1	Presiding Officer	Internal	Dr. P. Swetha, Professor	8886157688	swetha.p@vdc.edu.in
2	Member	Internal	Dr. K. Jyothirmai, Professor & HOD	9866432477	jyothirmaik@vdc.edu.in
3	Member	Internal	Dr. V.S. Lakshmi T, Reader	7093158160	sandhya.thorreti@vdc.edu.in
4	Member	Internal	Psychologist. Angel M Benny	9961855671	angel.benny@vdc.edu.in
5	Member	External	Mr. A. VenkateswaraRaju, Senior Advocate, Bhimavaram	9848211102	alluri.llb@gmail.com
6	Member	External	Mrs. Ch. Aruna Devi, NGO – Association for Welfare & Comprehensive Rural Development (AWARD), Bhimavaram	9848955766	arunodaya1998@gmail.com

We kindly request your good office to issue an official acknowledgment/order confirming the receipt and approval of the Internal Committee constitution for our institution, as per the POSH Act provisions.

CC:

- The District Collector, West Godavari District, Bhimavaram
- The District Welfare Officer, Women and Child Welfare Department, West Godavari
- The Regional Joint Director, Collegiate Education, Rajamahendravaram
- All Members of the Internal Committee
- Director(Admin.,)
- Director-Student Affairs and Admin.

Thank you for your kind consideration and support in this regard.

With warm regards,

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