



MALWA CENTRAL COLLEGE OF EDUCATION FOR WOMEN
CIVIL LINES, LUDHIANA



PREVENTION OF SEXUAL HARASSMENT (POSH)

Malwa Central College of Education for Women, located at Civil Lines, Ludhiana managed and operated by Khalsa Dewan aims to provide an equal opportunity space inclusive for individuals irrespective of their gender, caste, community, race/ethnicity, colour, social status, age, religion, nationality and physical ability As an institution, we are committed to conducting and governing ourselves with ethics, transparency and accountability and to this, we have developed governance structures, practices and procedures that ensure that ethical conducts at all levels is promoted across the institution. It is thus in acknowledgement of and consonance with these values, that we are dedicated to ensure that the work environment across our institution is conducive to fair, safe and harmonious relations, based on mutual trust and respect, between all the associates of the institution

We treat each other with respect and dignity and expect everyone to promote a sense of personal responsibility. We recruit competent and motivated people who respect our values, provide equal opportunities for their development and advancement; protect their privacy and do not tolerate any form of harassment or discrimination

the Institution also believes that sexual harassment in any form at workplace is a grave offence. The institution holds the responsibility to identify and prevent sexual harassment and to develop a culture of 'zero tolerance' for any form of sexual harassment at the workplace. The Institution will respond promptly to reports of sexual harassment and will take prompt and appropriate steps to take cognizance of acts/behaviour that violates this policy and if necessary, facilitate legal action. This policy is applicable across the Institution in all its workplaces and branches, whether existing or which may be established in future.

Legislative background and Requirement

This policy has been framed in accordance with the provisions of “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” and rules framed there under. Accordingly the policy covers all the key aspects of the Act, for any further clarification reference shall always be made to the Act and the provisions of the Act shall prevail.

Scope:

This policy applies to all categories of employees within the institution, including permanent, managerial, subordinate, probationary, casual, temporary, trainee and contractual staff, whether working at the institution’s premises or on assignment at external locations etc.

The institution maintains a zero-tolerance stance on sexual harassment, irrespective of whether it is perpetrated by clients, customers, vendors, suppliers, or other business associates.

Prevention of Sexual Harassment (POSH) Act Compliance Formation of Internal Compliance Committee (ICC)

Presiding Officer	: Dr. Tripta, Officiating Principal
Teaching Staff	: Dr. Avninder Preet Singh, Associate Professor
Non-Teaching Staff	: Ms. Sandeep Kaur, Clerk
External Member	: Ms. Anchal Jindal, Advocate