

Bunts Sangha's
S.M.Shetty College of Science ,Commerce & Management Studies,powai.
NAAC ACCREDITED 'A' GRADE
ISO 21001:2018 CERTIFIED
IMC RBNQ CERTIFICATE OF MERIT 2019

Activity Approval Format

Date: 9th April,2021

Program: POSH in Higher Educational Institutions

Need: To create and maintain safe work environment, free from sexual harassment & discrimination for all its employees.

Objective: To create awareness & maintain a safe work environment.

Content: The PoSH (Prevention of Sexual harassment Act) law seeks to empower women to fight against sexual harassment at workplace.

Resource Person: Mr. Harish Sadani (Hon.Secretary and Chief Functionary of MAVAIndia).

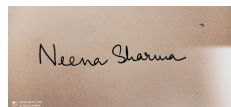
Date: 12th April , 2021

Time: 1:30 to 3:00 pm

Venue: Zoom Webinar

Cost/Budget: 2000 Rs.

Proposed By: ICC



Neena Sharma

Verified By:



Minutes

Date: 18-3-2021

Time: 1:00 pm

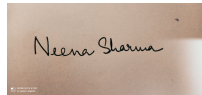
Mode: Zoom

Following things were discussed in the meeting:-

It was decided that ICC will conduct a Workshop on POSH in Higher Educational Institutions on 12th April, 2021 from 1:30-3:00 pm over ZOOM platform for teaching & non-teaching staff of the institute.

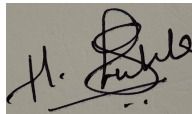
ICC Presiding Officer:

Asst. Prof. Neena Sharma

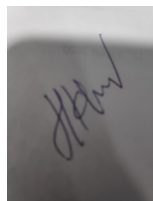


ICC Members:

Asst. Prof.Himani Shukla



Adv.Hamid Khan



Mrs. Smitha Ravindranath(librarian)



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Date: 11-4-2021

NOTICE

Internal Committee of Bunts Sangha's SM Shetty College of Science
Commerce and Management Studies, Powai, invites all teaching and non
teaching staff to a workshop on POSH in HEIs.

Resource Person : Harish Sadani, MAVA

Date: 12 April

Time : 1.30-3pm

Platform : Zoom

Link:<https://zoom.us/j/96756178244?pwd=UTVTSGU5Nmh6TldpT0w1TUZsaDd2dz09>

ICC Presiding Officer

Asst. Prof. Neena Sharma

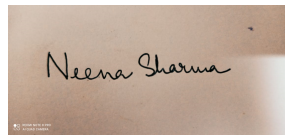
ICC Members

Asst. Prof. Himani Shukla

Adv. Hamid Khan

Ms. Smitha Ravindranath

ICC Presiding Officer:

A rectangular box containing a handwritten signature in black ink that reads "Neena Sharma".

Principal:


A handwritten signature in black ink, appearing to be "Rashmi".

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Banner



 **Bunts Sangha's**
S.M Shetty College of Science , Commerce & Management Studies,
Powai, Mumbai -400076
(Affiliated to University of Mumbai)
NAAC Accredited 'A' Grade
IMC RBNQ Certificate of Merit 2019
ISO 21001 : 2018 Certified



Internal Committee presents
Workshop on POSH Act for Higher
Educational Institutions
For Teaching and Non Teaching staff.

Resource Person
HARISH SADANI

Co-founder and Executive Director
- Men Against Violence and Abuse
(MAVA)

- Date: 12th April 2021
- Time: 1.30-3pm
- Platform : ZOOM

Activate Window
Go to Settings to activate Windows Firewall

Report

Event : Workshop

Name: POSH in Higher Educational Institutions

Date: 12 April 2021, 1.30pm-3pm

Platform : ZOOM

The Internal Committee (IC) organised a workshop for all teaching and non teaching staff on 'POSH in Higher Educational Institutions' on 12th April , 2021.

The resource person for the workshop was Mr. Harish Sadani, Hon.Secretary and Chief Functionary of MAVAIndia.

He is a co-founder and Chief Functionary of MAVA. Harish has done his Masters in Social Work from the Tata Institute of Social Sciences .Currently, he is also a Consultant and Trainer to Corporates, Universities, Colleges and NGOs across India on prevention of sexual harassment at workplace and other gender matters. Harish has been invited by national and international bodies like UN Women and UNFPA to share insights and build capacities of various stakeholders on addressing issues of gender-based and sexual violence against women.

Principal Dr. Sridhara Shetty welcomed the guest and stressed upon the importance of understanding the law in letter and spirit so that campuses are safe for all.

The purpose of the workshop was to engage the staff in understanding the importance of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act with reference to educational institutions.

The resource person spoke extensively about issues related to gender justice and the provisions of the Act and how the college can be made a safe space for all.


Forty members of the staff , teaching and non teaching and the counselling centre , attended the workshop.

Pictures

Gender Operates as a System Through Sub-Systems of Society

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graph TD; Root[Gender Operates as a System Through Sub-Systems of Society] --- Family; Root --- Religion; Root --- Education; Root --- Governance; Root --- Media; Religion --- Caste; Religion --- Marriage; Governance --- Legislature; Governance --- JudicialSystem[Judicial system];
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➤ Male Entitlement to Power comes from any of the above sub-systems existing in society



Personal Boundary & Comfort Zones

- A boundary around oneself that protects you from invasion and harm
- Individuals experience their personal boundaries differently
- People have different comfort zones for different individuals with whom they interact
- It is only after a sexual behavior, of whatever degree, has crossed someone's boundary that the question arises of whether it was welcome or unwelcome

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Participant List

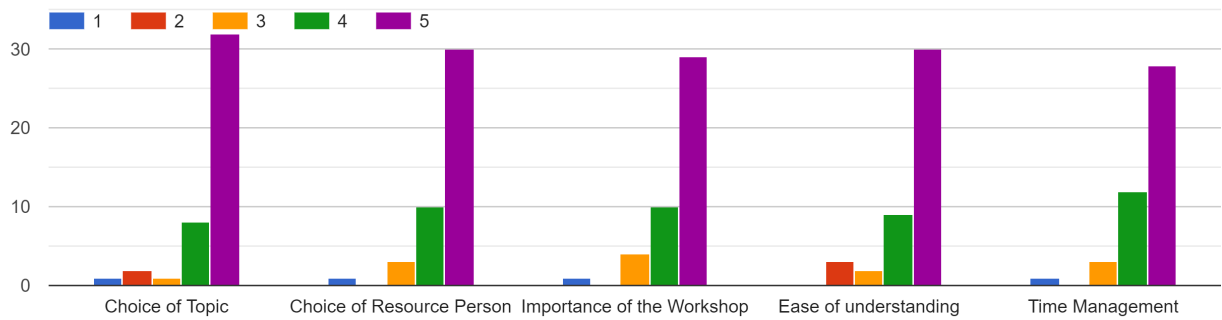
Sr.No	Full Name	Gender	Section	Category	Department	Designation
1	Dilip Khemani	Male	Degree College	Non-Teaching Staff	Non Teaching Staff	Registrar
2	Prema shetty	Female	Degree College	Non-Teaching Staff	Office	Junior clerk
3	Smitha Ravindranath	Female	Degree College	Non-Teaching Staff	Library	Librarian
4	Dattatray Dubal	Male	Degree College	Non-Teaching Staff	Degree college library	Library peon
5	Vandana Ajay Gharge	Female	Degree College	Non-Teaching Staff	Library	Library Assistant
6	Geeta shetty	Female	Degree College	Non-Teaching Staff	Degree college library	Library peon
7	Shweta Hegde	Female	Degree College	Non-Teaching Staff	Degree	Junior clerk
8	Sweta Shetty	Female	Degree College	Non-Teaching Staff	Administrative	Jr. Clerk
9	Pratima Bhandarkar	Female	Counselling Centre	Non-Teaching Staff	Human Development Centre	Head, Counselling Centre
10	Prachi Agarwal	Female	Degree College	Teaching Staff	Commerce	Assistant Professor
11	Avneet Kaur	Female	Degree College	Teaching Staff	IT	Asst. Prof
12	John Menezes	Male	Degree College	Teaching Staff	COMMERCE	Assistant Professor
13	Sahana Raviprasad	Female	Degree College	Teaching Staff	Commerce	Asst. Professor
14	Hamid Khan	Male	Degree College	Teaching Staff	BMS	Asst. Prof.
15	Richa Sharma	Female	Degree College	Teaching Staff	Commerce	Assistant Professor
16	Debbie James	Female	Degree College	Teaching Staff	Commerce	Assistant Professor
17	Virendra Kumar Singh	Male	Degree College	Teaching Staff	Accountancy	Assistant Professor
18	Preeti Matharu	Female	Degree College	Teaching Staff	BMS	Assistant Professor
19	vijay vishwakarma	Male	Degree College	Teaching Staff	B.COM	ASSISTANT PROFESSOR
20	Liji Santosh	Female	Degree College	Teaching Staff	Economics	Vice Principal
21	Sharanya Sanoj	Female	Degree College	Teaching Staff	BMM	Asst. Prof.

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22	Mrs. Steffi Salve Desouza	Female	Degree College	Teaching Staff	BMS	BMS
23	Kalpana Rai Menon	Female	Degree College	Teaching Staff	BAMMC	Asst. Prof.
24	Sandesha Shetty	Male	Degree College	Teaching Staff	Accountancy & Financial Management	Vice Principal
25	Rohini shetty	Female	Degree College	Teaching Staff	Sports department	Physical education director
26	Nabila Kazi	Female	Degree College	Teaching Staff	BScIT	Asst Prof
27	Swati Shetty	Female	Degree College	Teaching Staff	BAF & BBi	Assistant Professor
28	NEENA SHARMA	Female	Degree College	Teaching Staff	BAMMC	Assistant Professor
29	Dr Tushar Sambare	Male	Degree College	Teaching Staff	Information Technology	HoD
30	Niveditha Shetty	Female	Degree College	Teaching Staff	Commerce	Assistant Professor
31	CA Zainab Rangwala	Female	Degree College	Teaching Staff	BMS	Asst Prof
32	Satyavan Sakpal	Male	Degree College	Non-Teaching Staff	Administrative Office	IT Lab Assist.
33	asha p shetty	Female	Degree College	Non-Teaching Staff	degree college	senior clerk
34	Sheetal Khanore	Female	Degree College	Teaching Staff	IT	Asst. Prof
35	Ashish C Navik	Male	Degree College	Teaching Staff	BMS	Assistant professor
36	Disha Roshan Bhakta	Female	Degree College	Teaching Staff	Information Technology	Assistant Professor
37	Raveena Shetty	Female	Degree College	Teaching Staff	BScIT	Assistant professor
38	Sujata Rizal Kotian	Female	Degree College	Teaching Staff	BSc. IT	Asst. Professor
39	Asst.Prof.Himani Shukla	Female	Degree College	Teaching Staff	B.Sc.IT	Assistant Professor
40	Vishwanatha Shetty	Male	Degree College	Non-Teaching Staff	Accounts	Accountant
41	Mithilesh Chauhan	Male	Degree College	Teaching Staff	BSCIT	Asst. Prof.
42	Taqdis Pawle	Female	Degree College	Teaching Staff	Mathematics	Assistant professor
43	Sunil A jabre	Male	Degree College	Non-Teaching Staff	Degree college	IT lab assistant
44	Mrs. Steffi Salve Desouza	Female	Degree College	Teaching Staff	BMS	Asst. Prof.

Feedback Analysis

Please rate each area in a 1 to 5 scale (1-lowest, 5-highest)



Feedback of POSH Workshop - 12th April 2021

Questions Responses 14

ASSISTANT P... Assistant prote... Asst. Prof Head, Counsell... Jr. Clerk Librarian peon se...
 Assistant Profe... Asst Prof Asst. Professor IT Lab Assist. Librarian Registrar

Any other suggestion or comments that you would like to add.
 44 responses

- Thanks
- Nicesession
- No comments
- Topic very relevant...explained by Mr Harish with live examples.
- Great session!
- Good session
- Nothing
- Informative session
- It's good session

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Action Taken Report

The participants' response to the workshop was mostly positive. Suggestions included conducting more such programmes on similar issues, conducting thm in Hindi/Marathi