

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

**Activity Approval Format**

Date: 16-9-2021

**Program:** POSH Act & Safe Campus( The Sexual Harassment of Women at workplace-  
Prevention, Prohibition & Redressal).

**Need:** To create awareness.

**Objective:** To create awareness among members (staff & Students) at the workplace.

**Content:** The session will deal with students rights as per UGC guidelines and grievance  
redressal mechanism of the Internal Committee.

**Resource Person:** Mrs.Janhavi Shekhar

**Date:** 22-10-2021

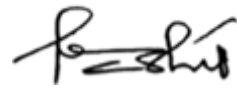
**Time:** 12:30 pm.

**Venue:** Zoom

**Cost/Budget:** NA

**Proposed By:** IC

**Verified By:**



(Principal)



  
**PRINCIPAL**  
Bunts Sangha's S. M. Shetty College  
of Science, Commerce & Management Studies  
Powai, Mumbai - 400 076.  
Tel.: 022 - 6132 7352  
Email : college@smshettyinstitute.org

## **Minutes of the Meeting**

Date: 5/07/2021

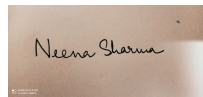
Time: 12:30 p.m.

Following things were discussed in the meeting:-

The IC will organize a workshop on prevention of sexual harassment of women's at workplace. The session will cover the rights as per Indian Penal Code made for women, on 22nd October,2021 (Friday) at 12:30 pm . The resource person for the event will be Mrs.Janhavi Shekhar. The target audience would be students , teaching-staff & non-teaching staff from the institution.

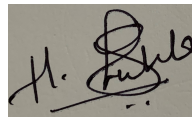
### **IC Presiding Officer:**

Prof. Neena Sharma

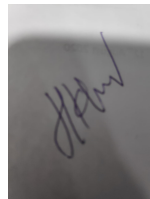


### **IC Members:**

Asst.Prof. Himani Shukla



Adv. Hamid Khan



Ms. Smitha Ravindranath





  
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**Date: 20-10-2021**

**NOTICE**

The Internal Committee (IC) of  Bunts Sangha's S.M.Shetty College of Science, Commerce & Management Studies  (Affiliated to University of Mumbai), is organizing a awareness session for students & staff members on POSH Act & Safe Campus( The Sexual Harassment of Women at workplace- Prevention, Prohibition & Redressal). The session will deal with students rights as per UGC guidelines and grievance redressal mechanism of Internal Committee.

Resource Person: Ms.Janhavi Mhatre


 22nd October , 2021 (Friday)

 12:30 - 1:30 p.m.

Joining Zoom Link:

<https://us02web.zoom.us/j/82783423671?pwd=QmdpZnFWRnB0TnRIY3JTSi9OQ0pOQT09>

 E- Certificate will be provided to all the participants

For any query kindly  us at: [icc@smshettycollege.edu.in](mailto:icc@smshettycollege.edu.in)

*Neena Sharma*

ICC Presiding Officer

*[Signature]*

Principal



*[Signature]*  
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## **Backdrop**

Bunts Sangha's  
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Powai, Mumbai - 400076.  
(Affiliated to University of Mumbai)  
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**Internal Committee (I.C.)**

Present

**Webinar**  
on

***"POSH Act & Safe Campus (The Sexual Harassment of Women at workplace- Prevention, Prohibition & Redressal)."***

22nd October, 2021 ( 12.30 pm)

Resource Person  
**Mrs. Janhavi Mhatre**

## **Certificate**

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**Certificate of Participation**

*This is to certify that*

**Himani Shukla** from **Bunts Sangha's S.M. Shetty Degree College** has participated in a webinar on **'POSH Act and Safe Campus'** organised by the Internal Committee (I.C.) of the college on 22<sup>nd</sup> October, 2021. The resource person for the event was Mrs. Janhavi Mhatre.

Neena Sharma  
Asst. Prof. Neena Sharma  
ICC Presiding Officer

Sandeha Shetty  
Asst. Prof. Sandeha Shetty  
Vice Principal

Liji Santosh  
Dr. Liji Santosh  
Vice-Principal & I.Q.A.C.  
Coordinator

Sridhara Shetty  
Dr. Sridhara Shetty  
Principal

Made for free with Certify'em



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Email : college@buntingsangha.edu.org

## **Report**

### **Objective:**

To create a safe working environment for the female employees and students and also to foster the concept of gender equality amongst the present generation.

**Report:** IC Event "Prevention of Sexual Harassment of women at workplace"

A workshop on Prevention of Sexual Harassment of women at workplace was organized by the Internal Committee [IC] on 22nd October 2021. The resource person for the workshop was Ms. Janhavi Shekhar Mhatre, she have Unique blend of work experience in Investigation, Security and Vigilance roles in India's leading PSU, Air India since 1998 and currently working as Sr. Manager – Vigilance for the past 22 years in Vigilance Department, Air India.

The session was very informative through which she touched various issues related to harassment. Multiple videos and examples were explained.

**Total number of participants:** 33 → (22 Females & 11 Males)



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## Pictures

Zoom 32:58 Leave


5

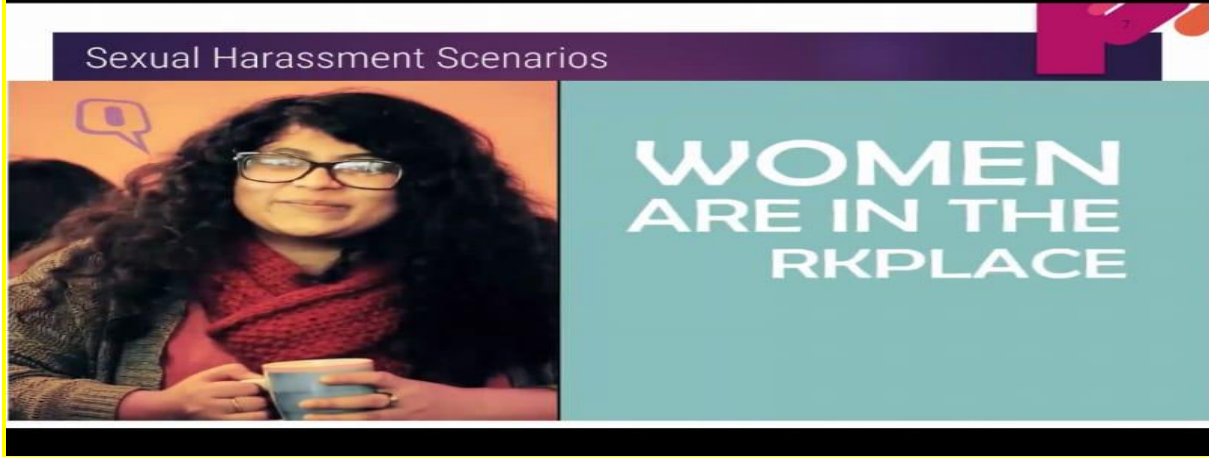
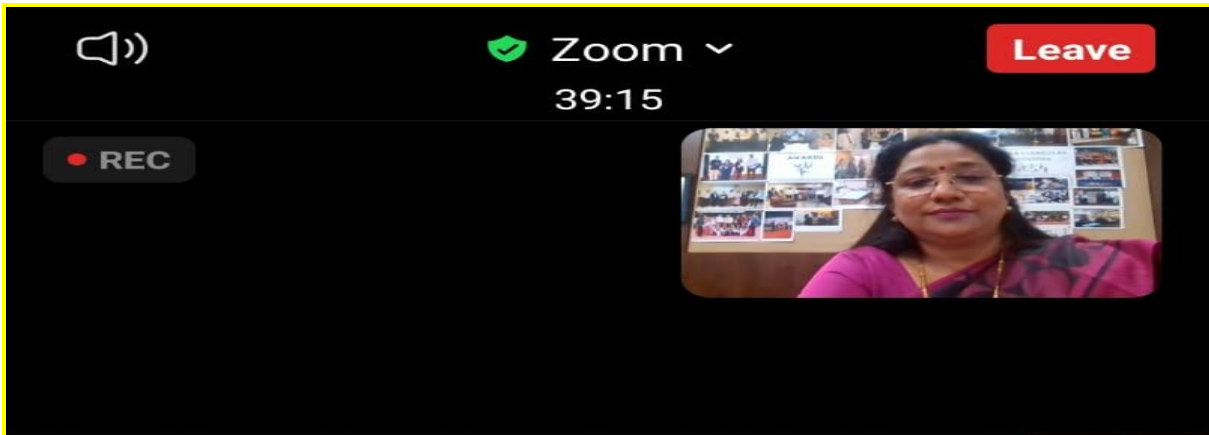
### GENESIS OF PoSH Act 2013.

- ▶ Bhanvari Devi case
- ▶ Vishaka v/s the State of Rajasthan 1997
- ▶ Articles under Indian Constitution
- ▶ CEDAW – Article 11
- ▶ Vishaka guidelines
- ▶ Medha Kotwal Lele case
- ▶ PoSH

Join Audio Start Video Share Participants 83 More



  
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### Who can Complain ?

**Aggrieved Woman/Student**

**In case of physical incapacity**

- ❖ Relative, Friend, Co worker
- ❖ Officer of NCW or SCW
- ❖ Any person who has knowledge of the incident with the written consent of the complainant

**In case of mental incapacity**

- ❖ Relative or friend / Special educator
- ❖ Qualified psychiatrist/psychologist
- ❖ Guardian/authority under whose care the complainant is receiving treatment/care
- ❖ Any person with knowledge of the incident, jointly with any person mentioned above

**In case of death of a complainant**

Any person who has knowledge of the incident with the written consent of her legal heir

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	31-khan abuzar	Harsha Sajansh...
	106-Harshada k...	
FYBBI 05 Mayur...	115 FYBMS PRA...	
	Avinash Nikam 78	69 tyad Palak Sr...

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**Participants List**

<u>Sr . NO</u>	<u>Username</u>	<u>Full Name</u>	<u>Institute Name</u>	<u>Programme</u>	<u>Gender</u>
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2	rasmi1379@gmail.com	Smitha Ravindranath	Bunts Sangha's S.M. Shetty Degree College	Non-Teaching Staff	Female
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10	rajm217777@gmail.com	Mishra Raj Harivansh	Bunts Sangha's S.M. Shetty Degree College	BSc.IT.	Male
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12	dhanalaxmimurugan1905@gmail.com	Dhanalaxmi Murugan Kaunder	Bunts Sangha's S.M. Shetty Degree College	BCOM	Female
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15	aadiranaik2003@gmail.com	Aadira Naik	Bunts Sangha's S.M. Shetty Degree College	BMS	Female



*(Signature)*  
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			College		
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18	mansimolavade@gmail.com	Manasi Mahadev Molavade	Bunts Sangha's S.M. Shetty Degree College	BBI	Female
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30	vrushtiupadhyay25131@gm	Vrushti	Bunts Sangha's S.M. Shetty Degree	BAMMC / BMM	Female



*(Signature)*  
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	ail.com	Upadhyay	College		
31	nidashaikh9368@gmail.com	Shaikh Nida	Bunts Sangha's S.M. Shetty Degree College	BBI	Female
32	divyanshu.kotian1109@gmail.com	Divyanshu Kotian	Bunts Sangha's S.M. Shetty Degree College	BMS	Male
33	himanis@smshettyinstitute.org	Himani Shukla	Bunts Sangha's S.M. Shetty Degree College	Teaching Staff	Female

## Feedback Analysis

IC POSH Webinar Feedback


Questions Responses 33 Settings Total points: 0

Mention any 3 takeaways from the webinar.

33 responses

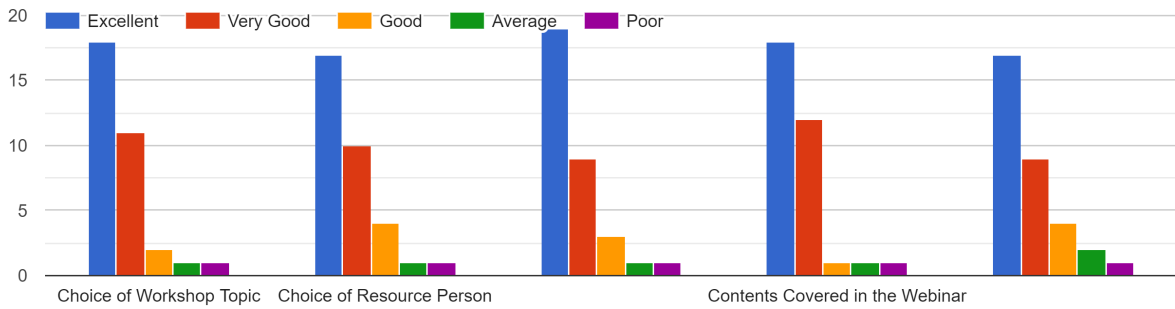
- Imp keynotes about sexual harassment
- What is sexual harassment, how to file a complaint, how to prevent it
- Respect everyone, do whatever you can if you can protect someone, stay alert and aware
- Verbal, physical, visual
- There were a lot of takeaways. How to complaint, how to be aware, how to not be scared and complaint about it, etc.
- role of IC, responsibilities of all, complaint procedure
- It was really a informative webinar about sexual harassment we got to know many thing about
- We should raise voice against wrong things
- The rights of women I different circumstances



  
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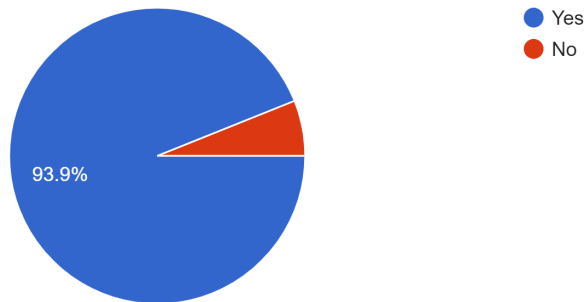
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Please give your feedback about the webinar.













Was the time chosen for the workshop convenient for you?

33 responses



  
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


IC POSH Webinar Feedback   All changes saved in Drive        

Questions Responses **33** Settings Total points: 0

Mention any difficulty (if any) that you faced with regards to technical or any other aspect during the workshop?

33 responses

- sample
- Not faced
- No difficulty
- Yes but that is acceptable, nothing wrong in that.
- Too lengthy
- No difficulties
- None
- College should pay more attention to how to conduct a workshop without any technical problem.
- No I don't face any difficulty

IC POSH Webinar Feedback   All changes saved in Drive        


Questions Responses **33** Settings Total points: 0

Give us your suggestion of topics for organizing events for IC in the future.

33 responses

- Nil
- Any informational topics
- Mental health issues
- NA
- Gender sensitisation
- For people who have a stammering problem
- Was a good webinar
- Skills for college students to try
- Sports




  
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### Action Taken Report

Details	Conclusion
<p>→ Session for students &amp; staff members on POSH Act &amp; Safe Campus</p> <p>→ Ms. Janhavi Mhatre</p> <p>→ 22nd October, 2021 (Friday)</p> <p>→ 12:30 - 1:30 p.m.</p>	<p>Based on feedback received, IC decided to conduct more such awareness sessions for students &amp; teachers.</p>



  
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