

THE MOGAVEERA VYAVASTHAPAKA MANDALI – MUMBAI

MVM Educational Campus

Creating Quality...Delivering Excellence

M V Mandali's Colleges of Commerce & Science

NAAC ACCREDITED

Affiliated to University of Mumbai

Permanently Unaided Linguistic Minority Institution

MVM Educational Campus Marg, Off Veera Desai Road, Andheri (West), Mumbai - 400 058



Sexual Harassment and Prevention Policy



We, at M V Mandali's Colleges of Commerce & Science is committed to providing a learning and working environment free from sexual harassment. This policy outlines the measures and procedures for preventing, reporting, and addressing incidents of sexual harassment in accordance with the POSH (Prevention of Sexual Harassment) Act.

Objectives

1. Prevent Sexual Harassment of women student in the Institute.
2. To provide an environment free of gender-based discrimination
3. To create a secure physical and social environment to deter any act of sexual harassment.

This policy applies to all students, faculty, staff, and visitors of M V Mandali's Colleges of Commerce & Science, both on campus and at college-sponsored events.

At M V Mandali's Colleges of Commerce & Science, our commitment to fostering a safe and inclusive campus environment is exemplified through our comprehensive Sexual Harassment Prevention Policy. This policy is designed to address and prevent all forms of sexual harassment, ensuring the dignity and rights of every member of our community.

Our policy outlines clear definitions of sexual harassment and provides examples to ensure a common understanding. It delineates the responsibilities of all stakeholders, including faculty, staff, students, and visitors, in upholding a harassment-free environment.

To facilitate the effective implementation of this policy, we have established an Internal Complaints Committee (ICC).

Our complaint mechanism allows individuals to report incidents in writing to ICC members. Upon receipt of a complaint, the ICC ensures prompt acknowledgment within seven working days and conducts a thorough preliminary assessment within ten working days. If necessary, interim relief measures are recommended to safeguard the complainant's well-being, such as altering the respondent's work or study environment.

The investigation procedure involves forming an inquiry panel to conduct fair and impartial investigations. Both the complainant and respondent are given the opportunity to present their case and evidence. Throughout this process, confidentiality is strictly maintained, and detailed records are meticulously documented.

Following the investigation, the ICC prepares a comprehensive report with findings and recommendations within 60 days. Based on these findings, the administration takes appropriate disciplinary action, which may include suspension, termination, or expulsion. Both parties are promptly notified of the decision within seven working days, with provisions for appeals within 15 days.

Furthermore, our policy emphasizes ongoing support and follow-up services for the complainant, including counselling and monitoring of their well-being. Regular training and awareness programs are conducted to educate the community about sexual harassment prevention and the importance of maintaining a respectful environment.

Approval and Amendment

This policy is approved by the college management and will be reviewed periodically by college administration. Amendments to the policy will be made as necessary as per the UGC - POSH guidelines to address emerging needs and challenges.

By implementing this policy, M V Mandali's Colleges of Commerce & Science aims to create a responsive and responsible environment, ensuring that student grievances are addressed in a fair and timely manner.




Principal



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