



Academic Year 2019-2024

PREVENTION OF SEXUAL HARRASSMENT POLICY- Student

Preamble

The International Institute of Management Science (IIMS) is committed to fostering a safe, inclusive, and equitable environment where every student can learn, grow, and thrive free from fear, discrimination, or harassment.

Recognizing the importance of safeguarding the dignity and rights of all individuals, IIMS firmly upholds a zero-tolerance approach toward sexual harassment in any form. This policy is a reflection of our dedication to creating a campus culture rooted in mutual respect, gender sensitivity, and accountability.

The Prevention of Sexual Harassment (POSH) Policy aims to prevent, prohibit, and address incidents of sexual harassment involving students, ensuring a transparent and robust mechanism for redressal. It aligns with the principles enshrined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and extends its coverage to safeguard the well-being of every student, regardless of gender.

Objective of the POSH Policy

To ensure a safe, respectful, and inclusive environment for students at the International Institute of Management Science (IIMS), free from sexual harassment, and to provide a mechanism for prevention, prohibition, and redressal of complaints in accordance with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**.

Scope of the POSH Policy:

This policy is applicable to all students enrolled in any course or program at IIMS. The policy covers incidents occurring on the campus premises during college-related activities, events, internships, or excursions, including online platforms associated with the institution.

Definitions:

- **Sexual Harassment:** Includes any unwelcome act or behavior such as:
 - Physical contact and advances.
 - Demand or request for sexual favors.
 - Sexually coloured remarks.
 - Showing pornography.
 - Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.
- **Aggrieved Person:** Any student who alleges to have been subjected to sexual harassment.

**YASHASWI EDUCATION SOCIETY'S
INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**

DTE CODE
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

AISHE CODE
C-41595



Internal Complaints Committee (ICC):

An Internal Complaints Committee (ICC) is constituted to handle complaints of sexual harassment involving students:

- **Composition:**
 - Presiding Officer: A senior woman faculty member.
 - Two faculty members experienced in gender issues or legal matters.
 - One external member from an NGO or association committed to women's rights.
 - Two student representatives (one male and one female) appointed on a rotational basis for gender balance.
- **Tenure:** Members serve for a period of three years, except for student representatives who serve for one year.
- **Responsibilities:**
 - Receive and address complaints promptly.
 - Conduct awareness programs for students.
 - Submit an annual compliance report to the management.

Complaint Procedure:

1. **Filing a Complaint:**
 - Any aggrieved student can file a written complaint with the ICC within three months of the incident.
 - Extensions may be granted based on the circumstances.
2. **Inquiry Process:**
 - A preliminary assessment is conducted to determine the validity of the complaint.
 - Both parties are given an opportunity to present their case.
 - Witnesses and evidence are considered to arrive at a decision.
3. **Timeframe:**
 - Inquiry to be completed within 90 days of receipt of the complaint.
 - Final report to be submitted within 10 days of the inquiry's conclusion.
4. **Outcomes and Penalties:**
 - If the complaint is substantiated, appropriate action will be taken, including warnings, suspension, or expulsion of the respondent.
 - If found malicious, the complainant may face disciplinary action as per institutional guidelines.

Support Measures:

- Provide counselling and emotional support to the affected students.
- Offer immediate relief measures such as relocation of classes or schedules, if required.

Training and Awareness Programs:

- Mandatory gender-sensitization sessions during orientation.
- Regular workshops and events to educate students on POSH policies and procedures.
- Display of the policy on campus notice boards and online portals.

YASHASWI EDUCATION SOCIETY'S INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE

**DTE CODE
6775**

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733

**AISHE CODE
C-41595**

E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN



Monitoring and Reporting:

- The ICC will document all complaints, inquiries, and actions taken.
- An annual report summarizing the number of complaints and their resolution will be submitted to the management.

Prohibition Against Retaliation:

- Strict measures to ensure that complainants or witnesses are not subjected to any form of retaliation or victimization.

Contact Information:

Students can approach the ICC via email, a dedicated helpline, or in person to report complaints or seek clarifications.

Prepared by -

Name	Signature	Date
Dr Vandana Mohanty IQAC Co-ordinator		15.10.2019

Approved by-

Name	Signature	Date
Dr Shivaji Mundhe Director, IIMS		15/10/2019
Mr. Vishwesh Kulkarni President-Yashaswi Group		18-10-2019

**YASHASWI EDUCATION SOCIETY'S
INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**

DTE CODE
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

AISHE CODE
C - 41595