

REF/OASYSIT/ICC/25-26 /01

24/07/2025

## PREVENTION OF SEXUAL HARASSMENT (POSH) COMMITTEE

### CIRCULAR

The Internal Complaint Committee has been established for the academic year 2025-2026 in accordance with the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015, as well as the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

### INTERNAL COMPLAINT COMMITTEE

S.No	Name	Designation	Role	Phone Number
1	Mrs. S. Nishanthinivalli	HOD/EEE	Presiding Officer	9486159800
2	Ms.H. Akila	AP / <del>SAH</del>	Faculty Member	9788199588
3	Mrs. M. Banupriya	AP / ECE	Faculty Member	6382355656
4	Mrs. C. Tamilselvi	AP /CSE	Faculty Member	9942695005
5	Mrs.M.Poornima	AP / IT	Faculty Member	7639378216
6	Ms. S. Ishwarya	TA/EEE	Non-Teaching member	9524659575
7	Ms. N.Nathiya	TA/S&h	Non-Teaching member	9585675209
8	Mr. M. Arunkumar	AP /MBA	Faculty Member	7639574884
9	Ms. P. Sivashalini	III-AIDS	Student Member	7550084093
10	Ms.R.Kayalvizhi	IV-EEE	Student Member	8778764516
11	Ms.R.Kavi	II-MBA	Student Member	9787479258

### Responsibilities of Internal Complaint Committee

- Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence.
- Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender.
- Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.
- Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
- Provide assistance if an employee or a student chooses to file a complaint with the police.

*Admin/24/7/25*  
DIRECTOR-IQAC

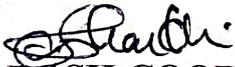
**Dr. J. Palanivel** M.Tech(IITM), Ph.D.  
Director - IQAC,  
OASYS Institute of Technology,  
Pulivalam.

*24/7/25*  
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PULIVALAM, TRICHY Dt. - 621 006

**PREVENTION OF SEXUAL HARASSMENT (POSH)**

(Academic Year 2025-26)

S.No	Name of The Event	Date & Time	Venue	Participation Details
1	Orientation program for fresher's students	19.09.2025 / 03.00P.M. - 04.00 P.M	Seminar Hall	I <sup>st</sup> year Girl's students
2	POSH in Academia - Ensuring a Safe and Dignified Workplace,	08.10.2025 / 03.00P.M. - 04.00 P.M	Seminar Hall	All Female Faculties & All Girl's students

  
POSH COORDINATOR

  
DIRECTOR IQAC

**Dr. J. Palanivel** M.Tech(ITM), Ph.D.  
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# OASYS INSTITUTE OF TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai,  
Thuraiyur Main Road, Pulivalam, Trichy-621006

## PREVENTION OF SEXUAL HARASSMENT (POSH)

### ORIENTATION PROGRAM

**PROGRAM: Orientation for First year students**

**DATE & TIME: 19.09.2025 & 03.00P.M. - 04.00 P.M**

**VENUE: Seminar Hall**

The internal complaints cell of OASYS Institute of Technology organised an **Orientation program for fresher's** regarding the prevention of sexual harassment in the workplace on the **19<sup>th</sup> of September 2025**, from **3.00 pm to 4.00 pm**, at ground floor seminar hall, as a part of the orientation program for new students.

Mrs.S.Nishanthinivalli, POSH, Coordinator, welcomed the new batch of students and explained the importance of the POSH cell and the working of the internal complaints cell. She enlightened the students about fostering a culture of dignity and respect, and a sexual harassment and exploitation-free environment here at OASYS Institute of Technology. She further explained the complaint registering process in detail, and assured the students that their confidentiality will always be protected at such cases.

Around **190 first year girl students and 30 female faculties** participated and benefitted from the event.

#### **Objectives:**

- To educate the newly joined students and faculty about the POSH Act, its implications, and the importance of preventing sexual harassment.
- To explain the policy of how the POSH cell works.
- To outline the complaint process to the students.

#### **Outcomes:**

- Students and faculty understood the POSH Act, its implications, and the importance of preventing sexual harassment.
- The Participants comprehend the college's POSH policy, including the roles and responsibilities of the POSH cell.
- The Students had a clear understanding of how to report incidents of sexual harassment and the steps involved in the complaint process.

#### **Conclusion:**

The program was a great success which leads towards creating a safe, inclusive, and respectful environment for all students and faculty at OASYS Institute of Technology.



*[Signature]*  
19/9/25  
POSH COORDINATOR

*[Signature]*  
11/10/25  
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## PREVENTION OF SEXUAL HARASSMENT (POSH)

### AWARENESS PROGRAMME

PROGRAM: POSH in Academia

DATE & TIME: 08.10.2025 & 03.00P.M. - 04.00 P.M

VENUE: Seminar Hall

An awareness programme on the topic of POSH in Academia - Ensuring a Safe and Dignified Workplace, was held on 8<sup>th</sup> of October 2025, between 03.00P.M. - 04.00 P.M, at ground floor seminar hall, on behalf of the POSH cell at OASYS Institute of Technology .

In this programme Mrs. S.Vennila, Manager, Mrs.B.Padmavathi, Block Co-ordinator & Mrs M.Kavitha, Trainer Tamilnadu state Rural Livelihoods Mission, Trichy as special guest. Mrs. S.Vennila, in her speech spoke about prevention and redressal of sexual harassment incidence at workplace and methods for resolving such complaints. She also spoke in detail about the sexual harassment of women at workplace act 2013 and the functions of area development offices. More than 80 people including professors, female employees and students of college and benefited from this event.

#### Objective:

- To educate participants about the POSH act, its implications and importance of preventing sexual harassment.
- To explain colleges POSH policy including the roles and responsibilities of the POSH cell.
- To encourage respectful behavior among students and faculty promoting a culture of dignity and respect.

#### Outcome:

- The participants understood the POSH act, its implications and importance of preventing sexual harassment.
- The participants understood the roles and responsibilities of the POSH cell and obtained clear idea about the complaint and redressal activity.
- The participants comprehended the necessity of dignity and respect among one another in the institution.

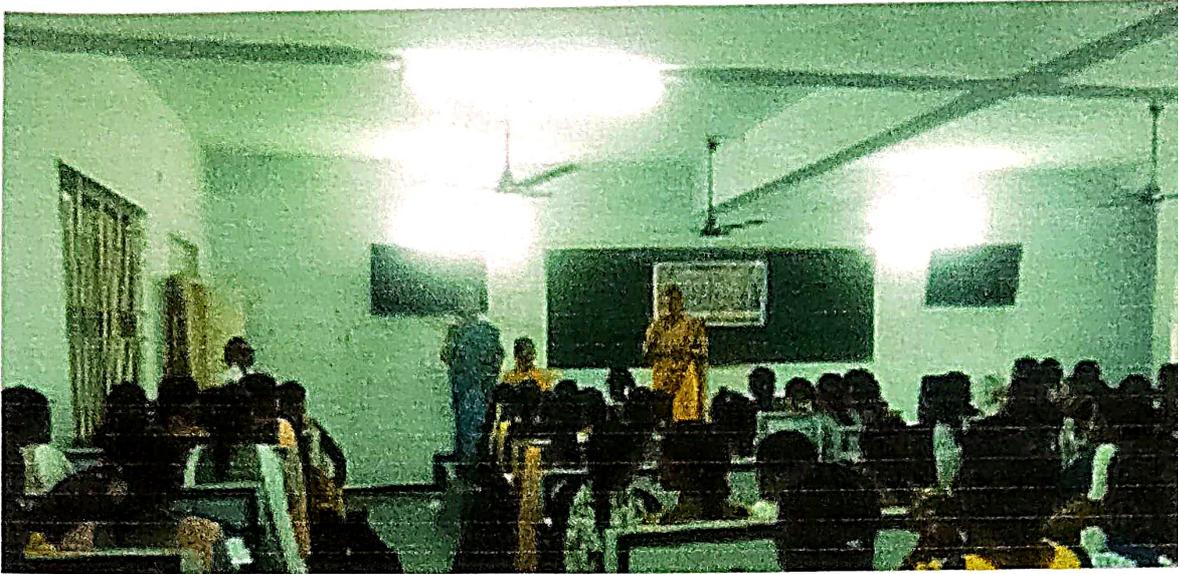
#### Conclusion:

The program was a great success among the participants. The participants acquired knowledge about sexual harassment of women at workplace act 2013 and the working of the POSH cell of OASYS Institute of Technology.



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*Shreya Sripada*  
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