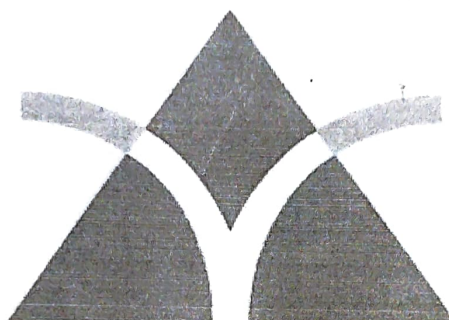


**ACHARYA INSTITUTE OF GRADUATE STUDIES**



**ACHARYA  
POSH CELL**

(PREVENTION OF SEXUAL HARASSMENT CELL)

**CHAIRPERSON: Dr. Gurunath Rao Vaidya**

**CO-ORDINATOR: Mrs. Shashi Kiran Shetty**

**Members:**

Mrs. Lakshmi V

Mrs. Rashmi C R

# Acharya Institute of Graduate Studies

Soldevanhalli, Bangalore-560107

## Meaning ,Scope & Functions

### Meaning of Sexual Harassment:

Any unwelcome sexually motivated behavior, whether directly or by implication involving physical contacts or advances, demand for sexual favors, sexually-tainted remarks, and other unwelcome physical, verbal or non-verbal expressions of a sexual nature which affects women's right to work in a congenial environment at the workplace.

### Scope:

The provision of these rules and procedures shall apply to all students and academic and non-academic staff of AIGS. These rules and regulations shall be applicable to all complaints of sexual harassment made by:

- 1) A student against member/members of academic or non-academic staff or co-students or a member of the academic or non-academic community against a student/ students or another member of the academic or nonacademic community within and outside the campus.
- 2) A service provider against a student/students or a member/ members of the academic or non-academic staff or a student or a member of academic or non-academic staff against an outsider or service provider, if the alleged sexual harassment is reported to have taken place within the camp.

### Functions:

- To examine complaints against sexual harassment or sexual discrimination (if any), and take necessary remedial measures wherever possible or submit its findings with recommendations to the Chairperson.
- To pursue for time-bound enquiry of the complaints, wherever necessary.
- To provide special counselors to the victim, as and when necessary.

*Anidya*  
PRINCIPAL

Acharya Institute of Graduate Studies  
Soldevanhalli, Bangalore-560107

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- To report to the BOM, if there is a prima-facie case for legal or disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.
- Organizing of training programmes for the staff and the students of AIGS to equip them well for handling sexual harassment cases and assistance to aggrieved parties in the campus.
- Meetings of the committee with the students and staff members shall be organized to create awareness and to ensure a healthy environment on the campus.

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*Arindya*  
**PRINCIPAL**  
Acharya Institute of Graduate Studies  
Soladevanahalli, Heeraghatta Road  
Bengaluru - 560107



# ACHARYA INSTITUTE OF GRADUATE STUDIES

Soldevanahalli, Hesaraghatta Road, Bengaluru -560107, Karnataka, India [www.acharya.ac.in](http://www.acharya.ac.in)  
Ph +91 80 283 960 11 Fax + 91 80 823 702 90 E-Mail [admission@acharya.ac.in](mailto:admission@acharya.ac.in)

Date: 10/10/2014

## OFFICE ORDER

### POSH CELL

To  
Mrs. Lakshmi V  
Assistant Professor & Head  
Department of Commerce  
AIGS

Harassment of women at work places is utmost condemned and hence stringent measures are adopted by the Institution to prevent such ugly incidents, if any. Prevention of Sexual Harassment Cell (POSH) is constituted in this regard. The cell shall ensure prevention, prohibition and redressal with regard to sexual harassment at work places.

You shall be the member of the Cell. You shall be holding programmes generating awareness about the punishments if found guilty of sexual harassment; addressing the grievances of the victims and initiating disciplinary action against the guilty. You shall assist the Coordinator of the committee.

Your performance shall be monitored and regularly reviewed. You shall discharge the said responsibilities till the further orders.

*Candice*

**PRINCIPAL**

Acharya Institute of Graduate Studies  
Soldevanahalli, Hesaraghatta Road  
Bengaluru - 560107

*Candice*

Principal

**PRINCIPAL**

Acharya Institute of Graduate Studies  
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Ph +91 80 283 960 11 Fax + 91 80 823 702 90 E-Mail [admission@acharya.ac.in](mailto:admission@acharya.ac.in)

Date: 14/9/2017

## OFFICE ORDER

### POSH CELL

To

Mrs. Shashikiran Shetty  
Assistant Professor & Head  
Department of Social Work  
AIGS

Harassment of women at work places is utmost condemned and hence stringent measures are adopted by the Institution to prevent such ugly incidents, if any. Prevention of Sexual Harassment Cell (POSH) is constituted in this regard. The cell shall ensure prevention, prohibition and redressal with regard to sexual harassment at work places.

You shall be the coordinator of the Cell. You shall be holding programmes generating awareness about the punishments if found guilty of sexual harassment; addressing the grievances of the victims and initiating disciplinary action against the guilty.

Your performance shall be monitored and regularly reviewed. You shall discharge the said responsibilities till the further orders.

*Amidy*  
PRINCIPAL  
Acharya Institute of Graduate Studies  
Soladevanahalli, Hesaraghatta Road  
Bengaluru - 560107

*Amidy*  
Principal  
PRINCIPAL  
Acharya Institute of Graduate Studies  
Soladevanahalli, Hesaraghatta Road  
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Ph +91 80 283 960 11 Fax + 91 80 823 702 90 E-Mail [admission@acharya.ac.in](mailto:admission@acharya.ac.in)

Date: 14/9/2017

## OFFICE ORDER

### POSH CELL

To  
Mr. Chetan K V  
Assistant Professor  
Department of Humanities  
AIGS

Harassment of women at work places is utmost condemned and hence stringent measures are adopted by the Institution to prevent such ugly incidents, if any. Prevention of Sexual Harassment Cell (POSH) is constituted in this regard. The cell shall ensure prevention, prohibition and redressal with regard to sexual harassment at work places.

You shall be the member of the Cell. You shall be holding programmes generating awareness about the punishments if found guilty of sexual harassment; addressing the grievances of the victims and initiating disciplinary action against the guilty. You shall assist the Coordinator of the committee.

Your performance shall be monitored and regularly reviewed. You shall discharge the said responsibilities till the further orders.

*Arindya*

PRINCIPAL

Acharya Institute of Graduate Studies  
Soladevanahalli, Hesaraghatta Road  
Bengaluru - 560107

*Arindya*

Principal

PRINCIPAL

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Ph +91 80 283 960 11 Fax + 91 80 823 702 90 E-Mail [admission@acharya.ac.in](mailto:admission@acharya.ac.in)

Date: 19/9/2018

## OFFICE ORDER

### **POSH CELL**

To

Mrs. Rashmi C R

Assistant Professor

Department of Social Work

AIGS

Harassment of women at work places is utmost condemned and hence stringent measures are adopted by the Institution to prevent such ugly incidents, if any. Prevention of Sexual Harassment Cell (POSH) is constituted in this regard. The cell shall ensure prevention, prohibition and redressal with regard to sexual harassment at work places.

You shall be the member of the Cell. You shall be holding programmes generating awareness about the punishments if found guilty of sexual harassment; addressing the grievances of the victims and initiating disciplinary action against the guilty. You shall assist the Coordinator of the committee.

Your performance shall be monitored and regularly reviewed. You shall discharge the said responsibilities till the further orders.

*Candice*

PRINCIPAL

Acharya Institute of Graduate Studies  
Soldevanahalli, Hesaraghatta Road  
Bengaluru - 560107

*Candice*

Principal

**PRINCIPAL**

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Soldevanahalli, Hesaraghatta Road  
Bengaluru - 560107



## ACHARYA INSTITUTE OF GRADUATE STUDIES

(NAAC Reaccredited 'A' Grade and Affiliated to Bengaluru Central University)

Soladevanahalli, Bengaluru-560107

### POSH CELL, AIGS

19-02-2019

### NOTIFICATION

Sub: Constitution of Prevention of Sexual Harassment Committee (POSH-Reg)

The institution has constituted Prevention of Sexual Harassment Committee (POSH) with the following members to monitor the safety of girl students of the institute.

Sl No	Name	Designation	Dept	Appointed as
1.	Prof. Gurnath Rao Vaidya	Principal	Administration	Chairman
2	Mrs. Shashi Kiran Shetty	Asst. Prof &HOD	Social Work	Co-ordinator
3	Mr. Chetan K V	Asst. Prof &COE	Humanities	Legal Advisor
4	Mrs. Lakshmi	Asst. Prof &HOD	Commerce	Member
5	Mrs. Rashmi C R	Asst. Prof	Social Work	Member
6	Ms. Anisha Thapa	Student	BSW II SEM	Student Co-ordinator
7	Ms. Riya Bordoli	Student	BSW IV SEM	Student Co-ordinator
8	Mr. Siddharth	Student	BSW II SEM	Student Co-ordinator

This order will come into effect from 19/02/2019

To,

5. All Members
6. HR Dept.
7. All HOD's
8. Office file

  
PRINCIPAL

Principal  
Aacharya Institute of Graduate Studies  
Soladevanahalli, Hesaraghatta Road  
Bengaluru-560107





# ACHARYA INSTITUTE OF GRADUATE STUDIES

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Soladevanahalli, Bengaluru-560107

## POSH CELL,AIGS

22-02-2020

### NOTIFICATION

Sub: **Constitution of Prevention of Sexual Harassment Committee(POSH-Reg)**

The institution has constituted Prevention of Sexual Harassment Committee(POSH) with the following members to monitor the safety of girl students of the institute.

Sl No	Name	Designation	Dept	Appointed as
1.	Prof. Gurunath Rao Vaidya	Principal	Administration	Chairman
2.	Mrs Shashi Kiran Shetty	Asst. Prof &HOD	Social Work	Coordinator
3.	Mr Chetan K V	Asst. Prof &COE	Humanities	Legal Advisor
4.	Dr Rathna Kumari	Co-founder	SKJ Asare Foundation,Bangalore	External Member
5.	Mrs Lakshmi V	Asst. Prof. &HOD	Commerce	Member
6.	Mrs Rashmi C R	Asst. Prof.	Social Work	Member

This order will come into effect from 22/02 2020

To,

1. All Members
2. HR Dept.
3. All HOD's
4. Office file

  
PRINCIPAL  
Principal

Acharya Institute of Graduate Studies  
Soladevanahalli, Hesaraghatta Road  
Bengaluru-560107.



**ACHARYA INSTITUTE OF GRADUATE STUDIES**  
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Soladevanahalli, Bengaluru-560107

**POSH CELL,AIGS**

11-06-2020

**NOTIFICATION**

Sub: Constitution of Prevention of Sexual Harassment Committee (POSH-Reg)

The institution has constituted Prevention of Sexual Harassment Committee (POSH) with the following members to monitor the safety of girl students of the institute.

Sl No	Name	Designation	Dept	Appointed as
1.	Prof. Gurunath Rao Vaidya	Principal	Administration	Chairman
2.	Mrs Shashi Kiran Shetty	Asst. Prof &HOD	Social Work	Coordinator
3.	Mr Chetan K V	Asst. Prof &COE	Humanities	Legal Advisor
4.	Mrs Lakshmi V	Asst. Prof &HOD	Commerce	Member
5.	Mrs Rashmi C R	Asst. Prof	Social Work	Member

This order will come into effect from 11/06/2020

To,

1. All Members
2. HR Dept.
3. All HOD's
4. Office file

*Gandya*  
**PRINCIPAL**  
Acharya Institute of Graduate Studies  
Soladevanahalli, Hegganahalli Road  
Bengaluru - 560107

*Gandya*  
**PRINCIPAL**  
**Acharya Institute of Graduate Studies**  
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BANGALURU-560107.



**ACHARYA INSTITUTE OF GRADUATE STUDIES**  
(NAAC Reaccredited 'A' Grade and Affiliated to Bengaluru City University)  
Soladevanahalli, Bengaluru-560107

**POSH CELL,AIGS**

19-08-2020

**NOTIFICATION**

**Sub: Constitution of Prevention of Sexual Harassment Committee(POSH-Reg)**

The institution has constituted Prevention of Sexual Harassment Committee(POSH) with the following members to monitor the safety of girl students of the institute.

Sl No	Name	Designation	Dept	Appointed as
1.	Prof. Gurunath Rao Vaidya	Principal	Administration	Chairman
2.	Mrs Shashi Kiran Shetty	Asst. Prof &HOD	Social Work	Coordinator
3.	Mr Chetan K V	Asst. Prof &COE	Humanities	Legal Advisor
4.	Dr Rathna Kumari	Co-founder	SKJ Asare Foundation,Bangalore	External Member
5.	Mrs Lakshmi V	Asst. Prof. &HOD	Commerce	Member
6.	Mrs Rashmi C R	Asst. Prof.	Social Work	Member

This order will come into effect from 29/08 2020

To,

1. All Members
2. HR Dept.
3. All HOD's
4. Office file

  
**PRINCIPAL**  
**PRINCIPAL**  
Acharya Institute of Graduate Studies  
Soladevanahalli, Hesaraghatta Road  
Bengaluru - 560107



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Soladevanahalli, Bengaluru-560107

**POSH CELL, AIGS**

07-01-2022

**NOTIFICATION**

**Sub: Constitution of Prevention of Sexual Harassment Squad Committee (POSH-Reg)**

The institution has constituted Prevention of Sexual Harassment Squad Committee (POSH) with the following members to monitor the safety of girl students of the institute.

Sl No	Name	Designation	Dept	Appointed as
1.	Prof. Gurunath Rao Vaidya	Principal	Administration	Chairman
2.	Mrs Shashi Kiran Shetty	Asst. Prof &HOD	Social Work	Coordinator
3.	MrChetan K V	Asst. Prof &COE	Humanities	Legal Advisor
4.	DrRathnaKumari	Co-founder	SKJ AsareFoundation, Ban galore	External Member
5.	Mrs Lakshmi V	Asst. Prof.&HOD	Commerce	Member
6.	MrsRashmi C R	Asst. Prof.	Social Work	Member
7.	Ms. Nayomi	Asst. Prof.	Social Work	Member

This order will come into effect from 07/01/2022

To,

1. All Members
2. HR Dept.
3. All HOD's
4. Office file

*Principal*  
**PRINCIPAL**  
Acharya Institute of Graduate Studies  
Soladevanahalli, Soladevanahatta Road  
Bengaluru - 560107

Ref. No: AIGS/PO/POSH Cell/2021-22

Date: 07/01/2022

**OFFICE ORDER**

**POSH CELL**

**To**  
Ms. Nayomi  
Department of Social Work  
AIGS

Harassment of women at work places is utmost condemned and hence stringent measures are adopted by the Institution to prevent such ugly incidents, if any. Prevention of Sexual Harassment Cell (POSH) is constituted in this regard. The cell shall ensure prevention, prohibition and redressal with regard to sexual harassment at work places.

You shall be the member of the Cell. You shall be holding programmes generating awareness about the punishments if found guilty of sexual harassment; addressing the grievances of the victims and initiating disciplinary action against the guilty. You shall be assisting the co-ordinator of the cell.

However your tenure of responsibility will be called off if you are found negligent in fulfilling your responsibility/your performance is found not satisfactory.



**Principal**

**PRINCIPAL**

Acharya Institute of Graduate Studies  
Soladevanahalli, Hesaraghatta Road  
Bangalore - 560107