



Rev. Fr. Dr. P. Anthony Vinay
Director

Prevention, Prohibition, and Redressal of Sexual Harassment (POSH) Committee

A Prevention, Prohibition, and Redressal of Sexual Harassment (POSH) Committee is a formal mechanism established to address issues of sexual harassment at workplaces or educational institutions. This committee ensures compliance with relevant laws, such as the *Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013* in India, and provides a safe and equitable environment for women employees and students.

Key Objectives of the POSH Committee:

1. Prevention: Create awareness and implement measures to prevent sexual harassment.
2. Prohibition: Prohibit unwelcome acts of sexual harassment through policies and enforcement.
3. Redressal: Provide a structured process to address complaints in a fair and time-bound manner.

Structure of the POSH Committee:

1. Presiding Officer: A senior woman employee (in workplaces) or faculty member (in educational institutions) serves as the chairperson.
2. Members:
 - At least two members from the institution or organization who are committed to women's causes.
 - One external member familiar with legal and social issues related to sexual harassment.
3. Gender Balance: Include a mix of genders to ensure neutrality and fairness.
4. Representation: Diverse representation from various departments or disciplines.

Functions of the POSH Committee:

1. Awareness:
 - Conduct training programs and workshops.
 - Display POSH policy prominently in the workplace or institution.
2. Policy Implementation:
 - Draft and enforce a clear sexual harassment policy.
 - Ensure compliance with legal frameworks.
3. Complaint Handling:
 - Receive and address complaints confidentially.
 - Conduct impartial investigations.



I-CET Code: SMRYSF **College Code: 1326**
St. Mary's Centenary College of Management

Managed by Hyderabad Archdiocese Educational Society (HAES)

(Approved by AICTE and Affiliated to Osmania University)

P.R.No.9-1-257/1, St. Francis Street, Secunderabad-500025, Telangana, India.

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- Recommend actions based on findings.

4. Reporting:

- Maintain records of complaints and actions taken.
- Submit annual reports on POSH activities as mandated by law.

Complaints Mechanism:

1. Filing: Complaints can be filed either in writing or through a designated online portal.

2. Investigation:

- Conduct inquiries respecting confidentiality.
- Hear both parties and any witnesses.
- Ensure there's no retaliation against complainants.

3. Resolution:

- Recommend appropriate disciplinary action if harassment is established.
- Suggest corrective measures for systemic improvements.

Management Committee

S.No	Name	Designation	Category
1	His Eminence Cardinal Poola Anthony	Archbishop of Hyderabad	Chairman, HAES
2	Msgr. Yeruva Bala Showry	Vice Chairman, HAES	Management Representative
3	Rev. Fr. G. Anthony	Secretary, HAES	Management Representative
4	Rev. Fr. P. Innaiah	Treasurer, HAES	Management Representative
5	Rev. Fr. T. Victor Emmanuel	Chancellor & Procurator, HAES	Management Representative
6	Rev.Fr. Dr. P. Anthony Vinay	Director of SMCCoM	Member Secretary /Management Representative
7	Prof. R. Srinivasa Kumar	Dept. of Civil Engg. UCE, OU.	University Nominee

Rev. Fr. Dr. P. Anthony Vinay
Director/ Principal
SMCCoM

ST.MARY'S CENTENARY COLLEGE OF MANAGEMENT
ST.FRANCIS STREET,
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Telangana State.





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College Level Steering Committee

1	Rev Fr Dr P Anthony Vinay	Director	8919119771
2	Prof A J Praveen Kumar	Professor	8008406875
3	Dr S Preethi Priscilla	Associate Professor	9985299338
4	Mr P Anand Kumar	Assistant Professor	040-35164325
5	Ms T Nischala	Assistant Professor	040-35164325
6	Mr B Kaushik	Assistant Professor	040-35164325

