



Vivekanand Education Society's Institute of Management Studies & Research

Internal Complaints Committee (ICC)

Aware for POSH among the Employees and students

Vivekanand Education Society of Institute of Management Studies and Research

Aware for POSH among the Employees and students

HR Cell in association with Women Development Cell (WDC) has scheduled the Panel discussion on Prevention of Sexual Harassment Act { Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with objective:

1. Create awareness and sensitize individual
2. In-depth understanding about the POSH Act, guidelines
3. Detailed information on complaint system
4. Create an Healthy Environment to Work

Conducted by HR Cell in Association with WDC Cell Time : 11 am to 1 pm

Venue : B – 502, VESIM Campus

Learning Outcome: Students should be able to explain the important tenants of POSH Act and identify issues that can impact workplace productivity.

The Member students of VESIM under the guidance of HR Cell and WDC Cell faculty members conducted a Panel discussion on the POSH Act 2013, (Sexual Harassment of Women at workplace – Prevention, Prohibition and Redressal).

It was conducted on from 11 am to 1 pm in the VESIM campus. 60 students and All faculties attended the discussion. The Panellists who were invited for the discussion were Dr. Aruna Deshpande, Adv. Shradha Yadav and Dr. Shubha Raina. Prof Bhavna Raina was the moderator for the discussion.

The discussion started by making the attendees familiar with the Act. Various topics include why and when the Posh Act was made, the diversity and inclusion of LGBTQ community and male employee coverage under the Act, what behaviors are considered sexual harassment, training for employees, handling of malicious complaints, and actual cases were also discussed. The discussion ended with a

Q&A session which brought in genuine doubts from the attendees. The students found the discussion valuable and informative

Panellists along with Dean sir, HOD and Faculty.



Faculties and Students attending the discussion

Dr. Satish Modh
Director

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International Day for the Elimination of Violence against Women
Vivekanand Education Society of Institute of Management Studies and Research

Observe 25th November 2022 International Day for Elimination of Violence against Women

Every year 25th of November is observed as International Day for Elimination of Violence against Women at Vivekanand Education Society Institute of Management Studies and Research

On 25th November 2022, Thursday the event was initiated by our Director Dr. Satish Modh, Teaching, Non-Teaching staff, and students. Standees were put up throughout the campus so others also become aware of it because violence against women can happen in any industry whether it be managerial level or shop floor



Dr. Satish Modh
Director



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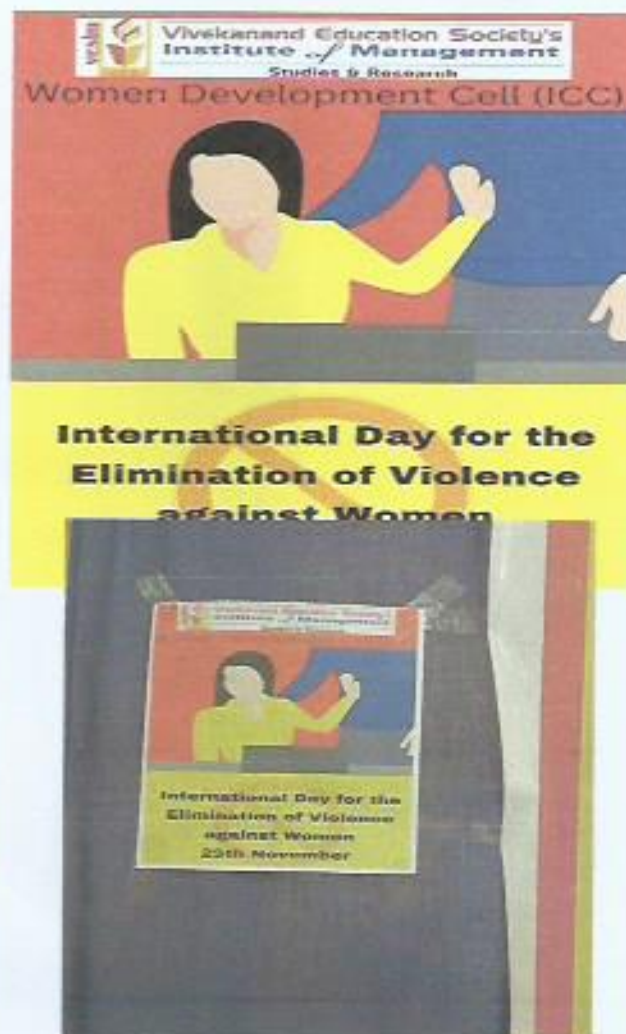
International Day for the Elimination of Violence against Women
Vivekanand Education Society of Institute of Management Studies and Research

25th November - 10th December 2022

Every year 25th of November is observed as International Day for Elimination of Violence against Women. VES Institute of Management Studies and Research had planned a series of activities to create awareness about this day's importance. The schedule was planned to run on the campus for 15 days starting from 25th November to 10th December 2022.

We observed Discrimination against Women Pakhwada from 25th November to 10th December 2022

- Posters were put up throughout the campus throughout the period.
- Social media campaigns were run by tagging people and the college in Instagram stories by the students.





- To make the student's aware activities were planned such as skit along with them displaying different sequential to give a message of how women can get violated and how to protect and create the safe environment skit is dramatized...discussion were held to avoid these situations
- Women abused at home scenes were demonstrated



- Women feeling insecure in social places was demonstrated



- Women being violated at workplaces during interviews



- Women being abused and ill-treated at the workplace by colleagues was a serious point and was presented in a very crucial way.



"Development of the women should happen along with the development of the society."
This message was conveyed by the students with help of the role play.

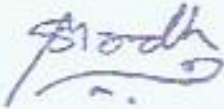


"Orange band wear wore by everyone, a day to raise awareness and take action to end violence against women and girls. As a bright and optimistic colour, orange represents a future free from violence against women and girls.



Skits of different situations from public places issue to domestic violence was shown and further discussion and solution. From the conversations, it emerges that silence around gender violence makes women and girls more vulnerable and often compounds their sufferings. Today is a day to break the silence;

Students of VESIM despite being busy with lectures made sure that the time was managed to conduct these activities smoothly. Students of the first year showed great enthusiasm on their part to create awareness in society at large. These 15 days have created an impact in the mindsets of new generation to have a different point of view with regards to concept of workforce.



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Report on cases of Sexual Harassment

Name of the institute: Vivekanand Education Society Institute of Management Studies and Research

Special drive review : till 9th December 2022

Sr no	Particulars	Information
1	Number of complaint on sexual harassment received	Nil
2	Number of complaints disposed off	Nil
3	Number of cases pending for more than 90 days	Nil
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	1
5	Nature of action	Nil

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