

Sancheti Institute for Orthopaedics and Rehabilitation College of Physiotherapy

POSH / Internal Complain Committee

Purpose:

- To safeguard the students and employees from sexual harassment, to create awareness and educate them about prevention of sexual harassment.

Objectives:

- To prevent gender discrimination and sexual harassment by promoting gender equality amongst all .
- To promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women
- To ensure implementation of laid down procedures including the constitution of appropriate committees for purpose of gender sensitization and to conduct enquiries into complaints of sexual harassment
- To recommend punitive action against the guilty to the Principal.
- To fulfill the directive of the Supreme Court of India enjoining all employees to develop and implement a policy against Sexual harassment of women and men at work place.



 **sancheti**
College of Physiotherapy

11/12, Thube Park, Shivajinagar, Pune - 411 005.

(Id No. PU / PN / Physio / 122 / [1997])

(Id No. MUHS / 121)

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Tel. No. : 020 - 27999999,

28999999

Extn. : 9411 / 9412 / 9413

Scope:

- The policy is applicable to all employees and students (females & males) and also to the third parties associated with SIORCOP.
- The third party would include the patients, their relatives/attendants, volunteers, trainees and visitors etc. who are associated to the Organization.
- The committee will have representation of the members from across all staff cadres.

Function:

- The Committee shall decide whether the facts contained in the complaint make out a case of "sexual harassment" in light of the definition contained in the Policy.
- The Committee shall look into the truth of the allegations contained in the complaint.
- The Committee shall look into the truth of any allegation of retaliation against / victimization of the complainant or any other person assisting her as a result of such complaint having been made or such assistance having been offered.
- The Committee shall recommend the penalties / action to be taken against any person found guilty of having sexually harassed the complainant, up to and including termination.
- The Committee shall recommend the penalties / action to be taken against any person found guilty of having retaliated against / victimized the complainant or any other person assisting her as a result of such complaint having been made or such assistance having been offered.

ACADEMIC WING OF HASTIMAL SANCHETI MEMORIAL TRUST

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- The Committee shall recommend appropriate psychological, emotional and physical support (counseling, security and other assistance) for the victim to the Management.
- The Committee shall monitor the follow-up action to be taken by the Management on receipt of the Report of the Committee.

Constitution of the Committee AY 2022-23:

Sr. No.	Name	Designation	Phone Number
1.	Ms. Rupal Sancheti	Chairperson	8888808841
2.	Dr. Farheen Patel	Coordinator	9822796792
3.	Dr. Razia Nagarwala Dr. Sona Kolke Dr. Siddhanth Sawant Dr. Tushar Sathe Ms. Deepali Pawar	Members	9850816350 9371004121 9833680079 9833426576 9890925155
4.	Adv. Sapna Choube	Representative of Civil Administration	8805598522
5.	Mr. Shardul Gadre Dr. Akanksha Dekate Dr. Aniket Ahirekar Dr. Arpita Kulkarni Mr. Hrushikesh Karmarkar Ms. Sakshi Agarwal Ms. Shivani Reddy	Student Member	8975719201 7741968148 9987638253 7588374412 7387174563 9370945145 7385570634



23/9/22 : Planning for self defense and cyber awareness session

Minutes: 1) Self-defense and cyber awareness session will be conducted by Damini Cell [Pune Police Division] on 28th Sept 10am onwards [as discussed w/ Shweta maam, incharge of Damini Cell] on 5th floor SIA building.

- 2) A-v words to be done by Shardul and Hrushikesh
- 3) Sitting arrangements to be done by Shivani & Dakshi
- 4) Refreshments to be arranged by Dr. Farheen & Dr. Siddharth
- 5) Budget to be made and sanctioned by Dr. Farheen.

1) Dr. Kashi Naganwale (PT)

2) Dr. Siddharth Sawant (PT)

3) Hrushikesh Karmakar (III^{ya})

4) Shivani Reddy (Final^{ya})

5) Dakshi Agrawal (III^{ya})

6) Shardul Ladre (Final^{ya})

7) Shalvi Boralkar (MP1)

8) Dr. Farheen Patel (PT)

Team
28/09/22

Farheen

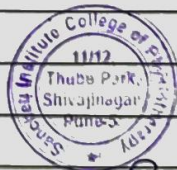
Shivani

Dakshi

Ladre

Sh

23/9/22



Signature

22/12/22

Agenda :- Planning for different activities for yr. 2023
• Spreading awareness.

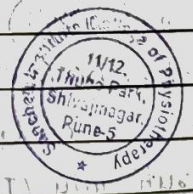
Minutes: - Damini Cell [Self defense] - 2 sessions

- ① 2nd yr. & 1st MPT half → March
- ② 1st yr & 1st MPT half → Feb 3rd week.
- 2) Find ~~for~~ & contact person for lecture on sexual harassment ^{"15th Jg"}
- 3) Panel discussion on sexual Harassment: can include a case discussion. [online] ^{1st & 2nd + 1st & 2nd}
- 4) Cyber bullying.
- 5) Notice board → committee members name & contact info by end of the week.
- 6) Celebration of days. in collab with debate club or Mental health club [different competitions]
- 7) Ask "Bokil dia".

Attended:

- 1) Dr. Soniya Raygude (PT) ~~She~~
- 2) Dr. Siddharth Sawant (PT) ~~She~~
- 3) Dr. Tuskar Sankar (PT) ~~She~~
- 4) Shardul Gadre (Final yr) ~~She~~
- 5) Shivani Reddy (Final yr) ~~She~~
- 6) Dr. Farheen Patel (PT) ~~She~~

~~Signature~~
















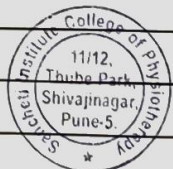
11/2/23

- Agenda -
1. Distribution of work in members
 2. Activity Planes.
 3. Next meeting date.

- ① Domini Cell → Shardul + Aapita → 1st week March
 - ② Reels Making → Aniket + Sakshi → 2nd week of April
 - ③ Poster Making → Aakansha + Harshikesh → Last week of Feb
MJM & Circular → Tanvi
- # Making google form for poster making:
Flyer on manday - 13th Feb '23
last date of entry → 17th Feb '23
- ④ Next meeting will be on 22nd Feb '23.

Attended by:

- Dr. Raziya Naganwala (PT) 
- Dr. Tanvi (MPT) 
- Dr. Aapita (MPT) 
- Dr. Siddhanth Sawant (M) 
- Dr. Tushar Sathe (PT) 
- Dr. Aniket (MPT) 
- Dr. Aakansha (MPT) 
- Shardul (Analys) 
- Sanskriti Jaju (1st yr) 
- AKHILESH MARKE (1st yr) 
- Sakshi Agrawal (3rd yr) 
- Harshikesh Karmakar (3rd yr) 
- Dr. Farheen (PT) 





22/2/23.

Agend:- Discussion on poster making competition
Minutes of meeting.

- 1) Venue - Electro Lab 2nd floor.
- 2) News paper - Chaudh and Hunchikesh.
- 3) Chart papers - A2 size
- 4) 2 certificate for participants, sunnup winner.
- 5) Score sheet - a) content
b) color scheme
c) presentation / cleanliness.
d) uniqueness.
- 6) Geo tag photos.
- 7) Introduction and vote of thanks.
- 8) Judges.
- 9) whats up group - instructions.

Attended by:-

Dr. Farheen (PT) Farheen

Dr. Akanksha (MPT2) Akanksha

Dr. Tanni G (MPT1) Tanni

Dr. Tusker Sathe (PT) Sathe

Hunchikesh Karmakar (3rd yr.) Hunchikesh



[Signature]

Circular no.: SCOP/POSH/2023/01

Date- 28/2/2023

POSH Committee

Event-Poster Making Competition

Date- 23rd February, 2023

Venue- 3rd Floor,SHA

Time- 4:00-5:00 pm

Number of participants- 18

To spread the awareness about gender equality the POSH committee had organized an poster making competition. The event was on Thursday, 23rd February 2023. The topic, "DigitALL: Innovation and technology for gender equality" was given a day prior to all the participants. A total of 18 students from various years of bachelors took part in the competition. The event was commenced by a fourth year POSH member by talking in brief about the purpose of gender equality. Several students and teachers graced the competition as audience. The participants were given 45 minutes post which the posters were collected and displayed for judging.

Dr. Nilima Bedekar and Dr. Twinkle Kundani were the judges for the competition. The scoring was done on the basis of content, color scheme, presentation and uniqueness. Later Nilima ma'am gave her wise views about the posters to the participants. Scores were calculated and the winners were declared.

Gauri Chaudhari from final year stood first BPT h and **Mansi Attarde** from third BPT h stood 2nd and the event was concluded. The posters made by the contestants gave us insights into the topic, and enhanced everyone's knowledge about POSH and the digital progress regarding the same. It was a great event with lots of creativity and learning.



Ms. Rupal Sancheti

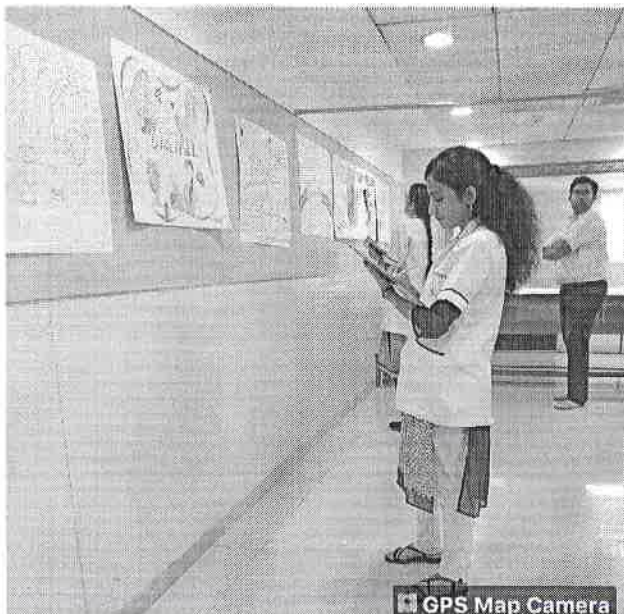
Chairperson, POSH



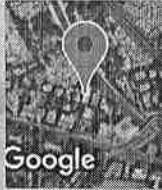


Dr. Apurv Shimpi

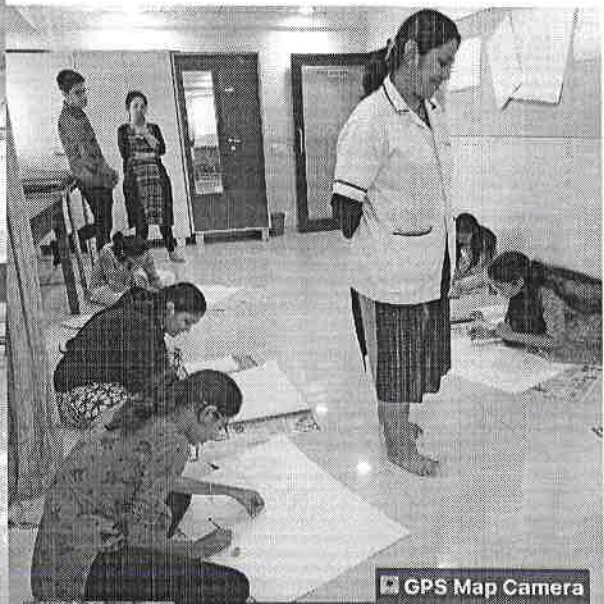
Principal & Professor, SICOP



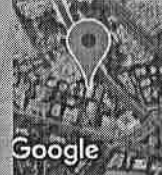
GPS Map Camera



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11/12, Narveer Tanaji Wadi, Shivajinagar, Pune,
Maharashtra 411005, India
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Long 73.852055°
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GPS Map Camera



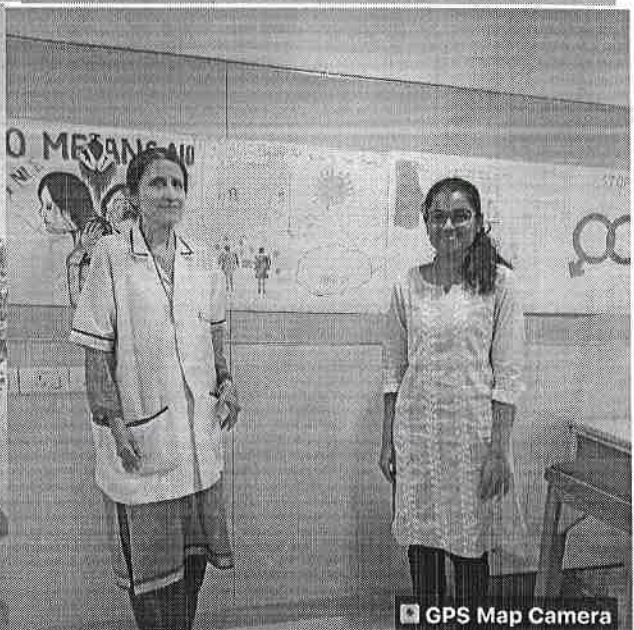
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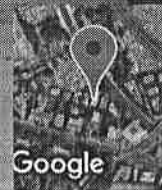
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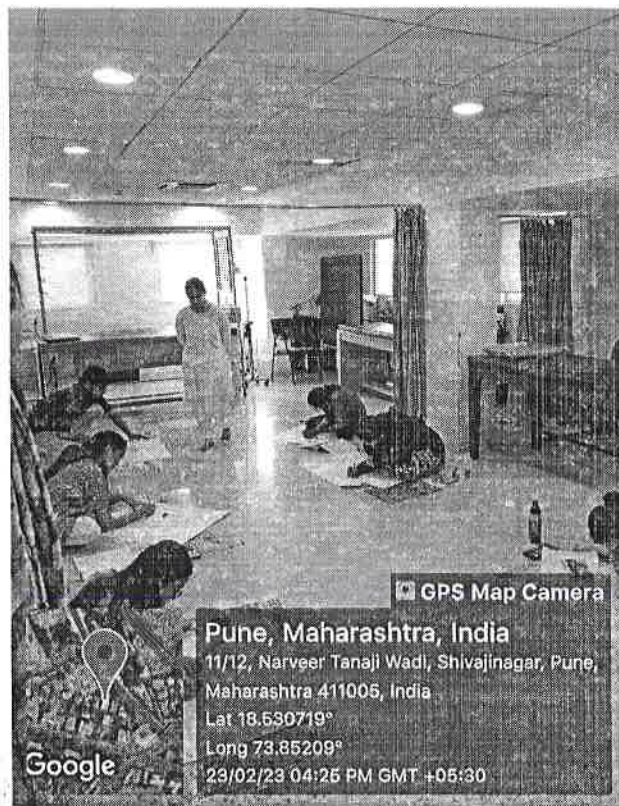
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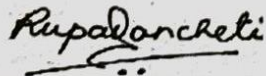
CERTIFICATE OF PARTICIPATION

This certificate is presented to

VYOMIKA JASHNAMI

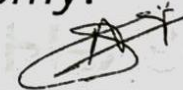
for participating in poster making competition, topic on "DigiAll-innovation and technology for gender equality" held by POSH committee on 23rd Feb 2023 at,

Sancheti Healthcare Academy.



MS. RUPAL SANCHETI
Chairperson
(POSH Committee)





DR. APURV SHIMPI (PT)
Principal and Professor
(SICOP)

SANCHETI INSTITUTE COLLEGE OF PHYSIOTHERAPY


CERTIFICATE OF PARTICIPATION

This certificate is presented to

ABHA HASABNIS

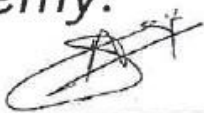
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Rupal Sancheti

MS. RUPAL SANCHETI
Chairperson
(POSH Committee)




DR. APURV SHIMPI (PT)
Principal and Professor
(SICOP)

Circular no.: SCOP/POSH/2023/02

Date- 8/3/2023

POSH Committee

Event-Self-defense training activity

Date- 8th March, 2023

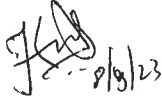
Venue- 5th Floor,SHA

Time- 11am -12.30 pm

The POSH committee had organized a Self Defense Training activity for the first year of UG and PG. This event was organized in collaboration with Damini cell,Pune.

It consisted of a lecture by Senior police inspector, Yogita Bodke ma'am followed by a demonstration session from trained Marshals from Damini cell, Pune police. The students also practiced the different techniques under the supervision of Damini cell marshals. This was followed by the question answer session ,where the students cleared their doubts.

The student's took part in it with enthusiasm and learned self-defense techniques.



Dr. Farheen Patel
Coordinator POSH



Ms. Rupal Sancheti
Chairperson, POSH



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