ज्ञानं सविज्ञानम्
DPES
Dhole Patil Education Society

DHOLE PATIL COLLEGE OF PHYSIOTHERAPY

Approved by Govt. of Maharashtra,
Affiliated to Maharashtra University of Health Science, (MUHS) Nashik,
Maharashtra State OTPT Council, Mumbai.

Campus - Near EON IT Park, Kharadi, Dhole Patil College Road, Wagholi,Pune - 412207., India. **Tel.** : +91-20-66059900 **Email** : dholepatilphysiotherapy@gmail.com **Web.** : www.dpcop.in

Ref. No.: DPCOP/A.Y. 2025-26/ICC/Vishaka/07 Date : 02/01/2026

PREVENTION OF SEXUAL HARASSMENT COMMITTEE(POSH)/Vishaka 2025-26

The Dhole Patil Education Society's Dhole Patil College of Physiotherapy declares and constitutes the Prevention of Sexual Harassment Committee as per the directions of the Government of Maharashtra for the prevention of sexual harassment, prohibition and redressal at workplace of Dhole Patil College of Physiotherapy

SR.NO	COMMITTEE MEMBERS	DESIGNATION
1	Mrs. Uma S. Dhole Patil (Hon. Secretary)	Presiding Officer
2	Shri. Sagar U Dhole Patil (Hon. Chairman)	Member
3	Dr. Vidya Bandvalkar	External Member
4	Dr. Anuradha Iyer	Member cum Advisor
5	Mrs. Sujata V. Khatavkar	NGO Member
6	Dr. N. Gunasekaran	Principal
7	Dr. Chetali Paliwal	Gender Secretary Staff Incharge
8	Dr. Shruti Bhalerao	Member-Teacher Representative
9	Mrs. Madhavi Repal	Member- Admin
10	Mr. Smith More	Student representative
11	Ms. Srushti Naidu	Student representative
12	Mr. Gajanan Vaidya	Student representative
13	Ms. Nivedita Borade	Student representative
14	Mr. Pranav Tolahunase	Student representative
15	Ms. Tanisha Thombare	Student representative
16	Mr. Abhishek singh	Student representative
17	Ms. Swarangi Ingle	Student representative
18	Mr. Omkar Nadgam	External Representatives of DPES
19	Mr. Sanket Salvi	External Representatives of DPES

D P E S, Dhole Patil College of Physiotherapy ★ Pune 412207.

Principal
D P E S, Dhole Patil
College of Physiotherapy
Pune - 412207.

STANDARD OPERATING PROCEDURE OF POSH/VISHAKA COMMITTEE 2025-26

OBJECTIVE:

To establish guidelines for the effective functioning of the Sexual Harassment Prevention Committee, ensuring a safe and respectful working or academic environment free from sexual harassment.

Roles and Responsibilities:

Presiding Officer (Chairperson):

Preside over committee meetings and ensure the effective functioning of the committee.

Facilitate the resolution process and ensure compliance with policies and legal requirements.

Internal Members:

Act as a bridge between the committee and employees/students.

Participate in the investigation process and contribute to the decision-making.

External Members:

Provide an unbiased and external perspective on the complaints.

Offer expertise in legal matters and sexual harassment prevention

Senior Management Representative:

Advocate for the implementation of preventive measures within the organization.

Contribute to decision-making and policy formulation.

Legal Advisor:

Provide legal guidance on sexual harassment-related matters.

Assist in the development and review of policies.

Staff/Student Representative:

Act as a representative voice for employees or students.

Provide insights and perspectives on the organizational climate and any concerns related to harassment.

Procedure for Reporting:

Establish a confidential and accessible reporting mechanism.

Ensure that all employees or students are aware of the procedure for reporting complaints.
Maintain confidentiality throughout the reporting and investigation process.



Investigation Process:

Conduct a prompt and impartial investigation upon receiving a complaint. Provide both parties with an opportunity to present their side of the story. Collect relevant evidence and statements from witnesses. Document the findings and make recommendations for appropriate action.

Disciplinary Action:

Recommend disciplinary actions based on the severity of the offénse, Ensure compliance with legal requirements and organizational policies. Implement corrective and preventive measures.

Awareness Programs:

Conduct regular awareness programs on preventing sexual harassment. Provide training to employees or students on their rights and responsibilities.

Review and Reporting:

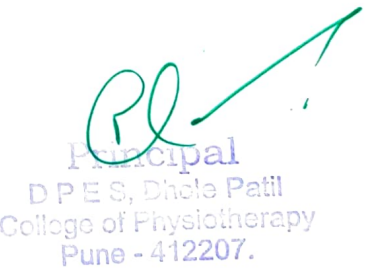
Periodically review the effectiveness of the prevention measures and policies.

Submit reports to the management highlighting the activities and outcomes of the committee.

Effective Date:

This Standard Operating Procedure comes into effect on 01/01/2026





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PREVENTION OF SEXUAL HARASSMENT (POSH)/VISHAKA COMMITTEE

MEETING FREQUENCY

The will be a one meeting every quarterly in a year by Prevention of Sexual Harassment (POSH)/VISHAKA Committee

SR.NO	FREQUENCY	QUARTER	MONTH
1	Meeting -I	First	January-March 2025
2	Meeting -II	Second	April-June2025
3	Meeting -III	Third	July-September 2025
4	Meeting -IV	Fourth	October to December 2025

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MEETING SCHEDULE

SR.NO	SCHEDULE	DATE	DAY	TIME	PLACE
1	Meeting -I	26th March 2025	Wednesday	4-5pm	Principal Sir Office
2	Meeting -II	12th June 2025	Thursday	4-5pm	Principal Sir Office
3	Meeting -III	30th September 2025	Tuesday	4-5pm	Principal Sir Office
4	Meeting -IV	23rd December 2025	Friday	4-5pm	Principal Sir Office

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