

Bombay Suburban Art & Craft Education Society's

Sheila Raheja School of Business Management & Research (SRBS)



Gender Audit Report

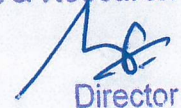


Sheila Raheja School of Business Management & Research

(Approved by AICTE, DTE, affiliated to the University of Mumbai and NAAC accredited Institute)
Raheja Education Complex, Kher Nagar, Opp. Chhatrapati Shivaji Ground, Bandra (East), Mumbai- 400051

For Sheila Raheja School of Business Management & Research




Director

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(1) **Introduction:**

About the Society: “Bombay Suburban Art & Craft Education Society”

Bombay Suburban Art & Craft Education Society (BSACES) founded in 1952 aims to provide meaningful and relevant education rooted in universal religious philosophies of the world and immersed in rich Indian heritage and culture. At the same time, in the ever-changing business world, it strives to emphasize both the liberal and professional aspects of higher education by providing educational opportunities to all students to discover and disseminate knowledge to serve communities around the world.

About Sheila Raheja School of Business Management & Research (SRBS):

Established in the backdrop of a dream to create a strong, resilient future for our country, **Sheila Raheja School of Business Management and Research (SRBS)**, a CSR arm of K Raheja Realty, is an exceptional B-School in the heart of Mumbai’s Suburb, Bandra. SRBS is approved by all the regulatory authorities such as All India Council for Technical Education (AICTE), Directorate of Technical Education (DTE), Government of Maharashtra, and affiliated to the prestigious University of Mumbai. SRBS Institute is accredited by NAAC in the year 2019.

In harmony with the ideology of the founder, “forwarding education for everyone with a passion to learn”, the philosophy of the SRBS is firmly rooted in imparting values-based quality Business Management Education in line with contemporary needs of the industry. SRBS is endowed with well-learned and qualified faculty members, who spare no efforts to deliver a truly enriching learning experience to students across all the programs. SRBS is committed to excellence and therefore believes in the tradition of research and encourages faculty members to pursue innovative projects and research qualifications to enhance their competence. SRBS prides itself in offering a vibrant campus life to all the students of UG and PG Programs, weaving in more than a fair measure of fun, freedom and fervor to a very fruitful learning experience altogether.

Programs/ Courses offered by SRBS:

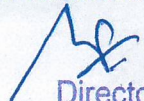
The following programs are conducted at SRBS Institute to cater to the various needs in the field of Management Studies at both Undergraduate and Postgraduate levels of Degree Programs of the University of Mumbai.

| Sr. | Programs/ Courses | Degree/Duration | Commenced from Academic Year |
|-----|--------------------------------|--|------------------------------|
| 1 | Masters of Management Studies | MMS (2 Years Full-time Post Graduation Degree) | 2011-2012 |
| 2 | Bachelor of Management Studies | BMS (3 Years Full-time Under Graduation Degree) | 2019-2020 |
| 3 | Ph.D. in Management Studies | Degree of Doctor of Philosophy in Management | 2018-19 |

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It is gratifying to note that our students from the disciplines mentioned above have exhibited great performance in their Examinations and various Competitions, Seminars & Quiz. We have good qualified & experienced core & visiting faculty whose dedicated service has also contributed to the development & remarkable results of our Institutions. We are proud to say that very few Institutes can match such a record both in academic and other co-curricular activities. Also, our placement of the students is good from the beginning in all the above-mentioned Courses / Programs.

(2) Vision of the Institute:

Sheila Raheja School of Business Management and Research (SRBS) is committed to being an internationally acclaimed management institute which focuses on quality education and innovative research.

Mission statement of the Institute:

- To be an internationally acclaimed management institute for all stakeholders.
- To impart quality management education for all students and unleash their high potential.
- To ensure cutting edge technology and state of the art infrastructure that will enable teachers to nurture innovative pedagogy and learning methods for students.
- To build a strong research culture.

Quality Policy of SRBS:

Sheila Raheja School of Business Management and Research (SRBS) shall achieve leadership position in imparting higher management education by applying quality benchmarks/ parameters for the academic and administrative activities of the Institute by providing the required state-of-the-art infrastructure & trained faculty while meeting the needs and expectations of our students, industry and society at large.

SRBS aims to be a leading Institution of learning, which shall use measuring and monitoring tools to continually improve the effectiveness of the process of imparting Management Education & Quality Management Systems (QMS). We shall pursue our commitment through:

- Ensuring relevant curriculum to be covered with the use of Information & Communication Technologies (ICT) tools.
- Innovative Pedagogy applications by Faculty through continuous Training and Development.
- Mentoring students to develop a personal and professional life at the highest level by considering principles of Universal Human Values and Life-Skills.
- Entrepreneurship development initiatives by motivating and encouraging young minds aimed at societal improvement.
- To create an incubational environment for leading innovation and change.
- Increase Social awareness amongst the students.
- Complying with all applicable statutory and regulatory norms, National Accreditation and Certification standards across the programs.

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Director

Core Values imbibed at SRBS:

Honesty, Integrity and strong work ethics coupled with dedication and passion towards work, mutual trust for the common good of all its stakeholders' along with healthy interpersonal relations that transforms SRBS into a strong family comprising of all its stakeholders.

(3) Objectives of Gender Audit:

- To identify the areas where gender inequality exists, if any.
- To identify the probable reason for gender inequality, if any.
- To maintain a good gender balance in all fields of the institute/ college, wherever required.
- To advise ways to bridge the gender gap, if any/ wherever possible.
- To ensure whether Institute has undertaken safety measures for all the students and employees of the organization.

The Gender Audit was conducted by observing the various activities conducted by the institute with respect to the following parameters:

- 1) Orientation of the students and staff members through various activities.
- 2) Review of redressed cases in the institute and the recommendation(s), if any suggested. Whether Minutes of the various statutory committees are being maintained and reviewed for the complaints/ suggestions, if any received in the safety aspects.
- 3) The gender Audit Survey Form was circulated among the students and staff members to understand their level of awareness towards measures taken by the institute for women's safety in campus. A statistical gender analysis was collected of all staff members and students.

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(4) Gender equality at SRBS

Gender equality and inclusivity in higher education are crucial for the overall development of society. It is essential to provide equal opportunities to all genders to pursue their education and career goals without any discrimination. Educational Institutions play a vital role in promoting gender equality and empowering students to become agents of change in society.

At SRBS, we create an environment that is safe, respectful, and inclusive for all genders. Gender equality is a fundamental aspect of a healthy and progressive society. It involves empowering all genders to have equal access to opportunities, resources, and decision-making. Gender parity is not only a matter of fairness but also a human right and a prerequisite for sustainable development. We believe students are the future of the nation and it is essential to instill good values in them. Educational Institutes have a responsibility to sensitize students towards gender issues and play an important role in promoting gender equality.

Our Institute is committed to fair and appropriate treatment of all students, and we believe in eliminating harassment based on gender, if any. We focus on both qualitative performance and the overall personality development of our students and provide equal facilities and special attention to girls to promote gender equality. The various committees at our Institute have a balanced representation of girls and boys as members for eg. the Students Council Committee.

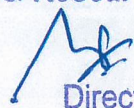
At SRBS, ensuring safety, security, and hygiene is of utmost importance. To ensure security and safety, we have installed 'SAKHI BOX' and 'I AM NIRBHAYA' Box at the entrance gate of the Institute so that Female students/ staff can lodge their complaints, if any. Also, CCTV cameras are strategically installed throughout the campus and stationed a security guard at the main gate of the Institute. We also ensure that a female security guard is present to pay attention to the safety of female employees and students. To promote gender equality, we have a gender-balanced housekeeping and maintenance staff representing both male and female genders equally.

We have separate washrooms for boys and girls, as well as a common room equipped with basic amenities like dustbins and mirrors. In addition, we have installed sanitary napkin vending machines in the girls' washrooms to ensure the hygiene and well-being of our students, especially young girls. Our campus is well-equipped with several facilities that cater to the diverse needs of individuals, including those with disabilities (Divyangjan). We provide disability-friendly restrooms on the 4th floor of the building, as well as wheelchairs and essential amenities like filtered drinking water, medical and first aid facilities, counseling and mentoring services, a common library, a smart classroom, an auditorium, a cafeteria, a gymnasium, and a sports & recreation facility.

At SRBS, we are committed to providing equal opportunities to all. Our admissions and staff appointments are based on merit and are completely gender-neutral. We maintain a holistic gender-neutral approach towards all stakeholders, where opportunities are based on skill sets, relative experience, and qualifications, without any gender bias.

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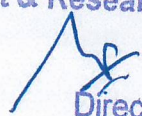

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| (5) Details of Seminars / Orientation / Workshops conducted by our Institute: Academic Year 2020-21 | | | |
|--|--|---|--------------------|
| 1 | Guest Session on “ Women Empowerment” was organized wherein Mrs. Paulomi Pandit Upadhyay – Psychologist spoke about “ Importance of Women Empowerment and its importance” | Mrs. Paulomi Upadhyay- Psychologist, Trainer, Clinical Hypnotherapist, Pregnancy and childbirth consultant | January 16, 2020 |
| 2 | Guest Lecture on POSH Act 2013 was organized on “Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace (POSH) 2013” | Mrs. Harshada Patil – Counselor, Trainer for Women Empowerment and Development issues. | March 07, 2020 |
| 3 | Women’s Day Celebration Session on “ Women Empowerment ” followed by a short video on “ Indira Nooyi ”, former Chairperson and Chief Executive Officer (CEO) of PepsiCo. | Online Session was conducted due to COVID-19 by the Institute | March 08, 2021 |
| 4 | Guest Lecture on “ Women Entrepreneurship ” A session was conducted on her Entrepreneurial Journey by Mrs. Yogesh Dhingra | Mrs. Yogesh Dhingra- Founder and Academic Advisor and Chief Instructor of Academic Bridging and Elevation Courses | April 09, 2021 |
| Details of Seminars / Orientation / Workshops conducted by our Institute: Academic Year 2021-22 | | | |
| 1 | Awareness session was organized on “ Menstrual Health and Hygiene ” highlighting on Feminine Hygiene Management. | MS. Roshnee Bhoumick- CSR Executive of Unicharm India | July 17, 2021 |
| 2 | Sensitization Workshop on “ Awareness about the provision of the POSH Act 2013 ” was organized highlighting features of the Act and procedures for Grievance Mechanism. | Ms. Purva More – Monitoring and Evaluation Coordinator from Sneha Foundation. | December 05, 2022 |
| 3 | “Awareness Session on Health and Hygiene” HR Club in association with the Women Development Cell organised a session for the management students of BMS and MMS to engage in awareness, advocacy, and knowledge-sharing around the importance of menstrual hygiene management. | Ms. Mehak Kaushik, Manager at The GlobalHunt Foundation and Ms. Roshnee Bhowmick, CSR Executive. | December 15 , 2022 |

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| | | | |
|--|---|---|----------------|
| 4 | Womens Day celebration Workshop on “ Challenges to fight for Basic Rights ” was conducted by Ms. Rajlakshmi Joshi and Ms. Swati Sharma followed by skit performed by our students. | Ms. Rajlakshmi Joshi- Regional Head of Beti Bachao & Beti Padhao & Ms. Swati Sharma (Musician/Singer) | March 08, 2022 |
| Details of Seminars / Orientation / Workshops conducted by our Institute: Academic Year 2022-23 | | | |
| 1 | International Women’s Day celebration Mrs. Tejaswini Satpute Lady IPS – Deputy Commissioner of Police (DCP), Mumbai shared her experience on “ Operation Parivartan ” & Mrs. Sangeeta Punekar emphasized on laws and rights for women. | Mrs. Tejaswini Satpute Lady IPS – Deputy Commissioner of Police (DCP), Mumbai Mrs. Sangeeta Punekar Co-founder of Advait Foundation and Social Worker. | March 06, 2023 |

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(6) Gender Audit Observations:

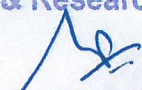
(I) The Institute has conducted a Gender Audit for the A.Y. 2021-2022 and 2022-23 intending to develop respect for every gender. The aim was to identify ways to make the Institute's campus more inclusive for all genders. SRBS authorities ensure that all students are informed about the functioning and composition of different committees such as Anti-ragging, Grievance Redressal Committee, Internal Complaints Committee (ICC) and Women Development Cell (WDC) among others. SRBS fulfills their responsibility to spread awareness among stakeholders and ensure that everyone on the campus has access to this information.

1. **Anti-Ragging Committee:** In view of the directions of the Honorable Supreme Court in SLP No. 24295 of 2006 dated 16-05-2007 and in Civil Appeal number 887 of 2009, dated 08-05-2009, to prohibit, prevent and eliminate the scourge of ragging, in exercise of the powers conferred under Section 23 read with Section 10 (b), (g), (p) and (g) of AICTE Act, 1987, the All India Council for Technical Education had notified Regulations for prevention and prohibition of ragging in AICTE approved Technical Institutions vide No. 37-3/ Legal/ AICTE/ 2009 dated 01.07.2009 available on AICTE Web-Portal [http:// www.aicte-india.org/ anti.htm](http://www.aicte-india.org/anti.htm)>download. All AICTE-approved Technical Institutions have to comply with the provisions made in the above Regulations. Any violation of the above AICTE Regulations for the prevention and prohibition of ragging shall call for punitive action against erring Institutions, and individuals as per the provisions made in the above-mentioned Regulations. The active involvement of all the prime stakeholders at the Institute is quite evident that there is not a single incident of ragging reported at the institute so far.

| Anti-Ragging Committee Members list, Academic Year 2022-2023 | | |
|---|-----------------------------|--|
| Sr. | Name of the Members | Designation |
| 1 | Dr. Harish Kumar S. Purohit | Head of the Institution |
| 2 | Mr. Narayan Madane | Representative of Civil Administration |
| 3 | Mr. Duncan Claude Wilson | Representative of Police Administration |
| 4 | Mr. Amruteshwar Mathur | Representative of Local Media |
| 5 | Mrs. Radha Ambekar | Representative of Non- Government Organization |
| 6 | Mrs. Geeta Chauhan | Representative of Non-teaching staff |
| 7 | Dr. Vaikhari Patil | Representative of Faculty Member |
| 8 | Mr. Pradeep Singh | Representative of Faculty Member |
| 9 | Mr. Rajendra Bawdekar | Representative of Parents belonging to Fresher's Category |
| 10 | Mrs. Poonam Sharma | Representative of Parents belonging to Senior Students |
| 11 | Mr. Joel D'souza | Representative of Students belonging to Fresher's Category |
| 12 | Mr. Aditya Gupta | Representative of Students belonging to Fresher's Category |
| 13 | Ms. Aayushi Rane | Representative of Students belonging to Senior Student |
| 14 | Mr. Pragnesh Patel | Representative of Students belonging to Senior Student |

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2. **Grievance Redressal Committee:** To provide opportunities for redressal of certain grievances of students already enrolled in any institution, as well as for those seeking admission to such institutions, AICTE had notified All India Council for Technical Education (Redressal of Grievance of Students) Regulation, 2019 vide F.No.1- 101/PGRC/AICTE/ Regulation/2019 dated 07.11.2019 for establishment of grievance redressal mechanism for all AICTE approved Technical Institutions. Non-compliance of the above Regulations shall call for punitive action. The committee is chaired by the Head of the Institute and feels pride to mention that there is no unpleasant incident reported till date indicating the proactiveness of the management authorities of SRBS towards its staff and students.

| Committee Members list Academic Year 2022-2023 | | |
|---|-------------------------------------|-----------------------|
| Sr. | Name of the Committee Member | Designation |
| 1 | Dr. Harish Kumar S. Purohit | Chairperson |
| 2 | Dr. Rahul Sanghavi | Senior Faculty Member |
| 3 | Dr. Vaikhari Patil | Senior Faculty Member |
| 4 | Mr. Pradeep Singh | Senior Faculty Member |
| 5 | Mr. Pratik Karanjkar | Special Invitee |

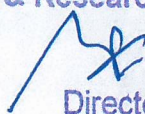
3. **Internal Complaints Committee (ICC) and Women Development Cell (WDC):**

To prevent sexual harassment of any gender at the Institute, if any, an Internal Complaints Committee (ICC) is in place and established as per guidelines of All India Council for Technical Education Regulations, 2016 towards Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions. It is happy to note that till date there is not a single incident of complaints under ICC as WDC of the institute is very active and the committee is headed by Mrs. Geeta Chauhan, Administrative officer, SRBS.

| Committee Members list for the Academic Year 2022-2023 | | |
|---|-------------------------------------|---|
| Sr. | Name of the Committee Member | Designation |
| 1 | Mrs. Geeta Chauhan | Presiding Officer |
| 2 | Dr. Rahul Sanghavi | Faculty Member |
| 3 | Dr. Vaikhari Patil | Faculty Member |
| 4 | Mrs. Jagruti Gijare | Faculty Member |
| 5 | Mrs. Mukta Naik | Assistant Librarian |
| 6 | Mrs. Vipula Kamble | Non-Teaching Staff |
| 7 | Ms. Louan Rodrigues | Student from UG |
| 8 | Ms. Ketaki Okhade | Student from PG |
| 9 | Ms. Sheetal Khinchi | Student from PG |
| 10 | Mrs. Radha Ambekar | Member from Non-Government Organization |

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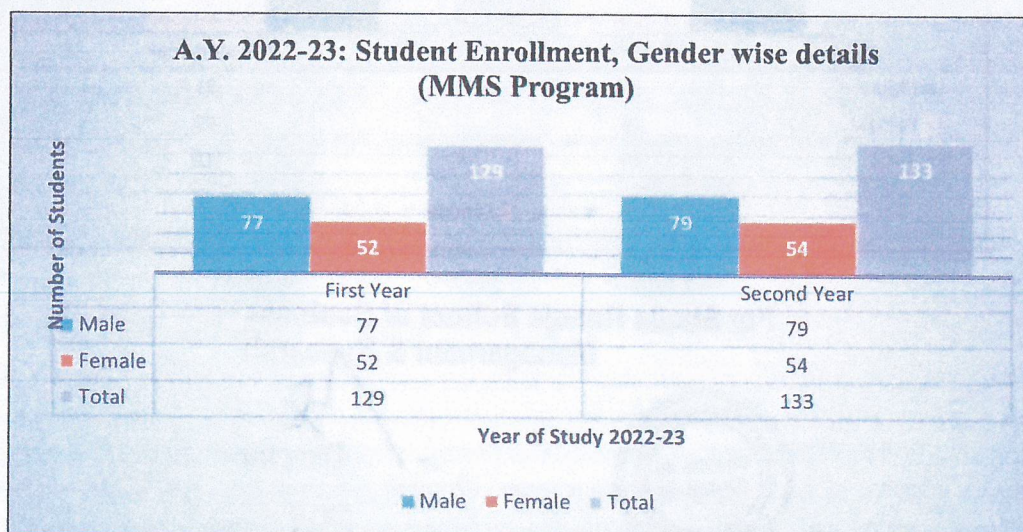

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Observations Contd.:

(II) Admission Status Gender-wise across BMS and MMS Programs:

| Gender Detail of the Student Enrollment in the Institute (MMS) | | | | | | | | | | | | | | |
|---|-------------|-------------------|-------------|-------------|---------|-----------------------------|-------------|-------------|---------|--------------------------|--------|-------|------------------------------|--------------------------------|
| Year | | Sanctioned Intake | | | | Number of Students Admitted | | | | No. of students admitted | | Total | % of Male Student Enrollment | % of Female Student Enrollment |
| | | Sanctioned Intake | EW S (10%)* | TFW S (5%)* | J & K * | Sanctioned Intake | EW S (10%)* | TFW S (5%)* | J & K * | Male | Female | | | |
| 2022-23 | First Year | 120 | 12 | 6 | 1 | 120 | 6 | 3 | 0 | 77 | 52 | 129 | 60 | 40 |
| | | 138 | | | | 129 | | | | | | | | |
| | Second Year | 120 | 12 | 6 | 0 | 120 | 7 | 6 | 0 | 79 | 54 | 133 | 60 | 40 |
| | | 138 | | | | 133 | | | | | | | | |
| 2021-22 | First Year | 120 | 12 | 6 | 1 | 120 | 7 | 6 | 0 | 79 | 54 | 133 | 60 | 40 |
| | | 138 | | | | 129 | | | | | | | | |
| | Second Year | 120 | 12 | 6 | 0 | 79 | 2 | 4 | 0 | 39 | 46 | 85 | 46 | 54 |
| | | 138 | | | | 85 | | | | | | | | |
| 2020-21 | First Year | 120 | 12 | 6 | 0 | 79 | 2 | 4 | 0 | 39 | 46 | 85 | 46 | 54 |
| | | 138 | | | | 129 | | | | | | | | |
| | Second Year | 120 | 12 | 0 | 1 | 106 | 1 | 0 | 1 | 61 | 47 | 108 | 57 | 43 |
| | | 138 | | | | 133 | | | | | | | | |

Note: * is subject to students seeking admissions in the respective category through CAP rounds of Admissions Regulating Authority, Govt. of Maharashtra.



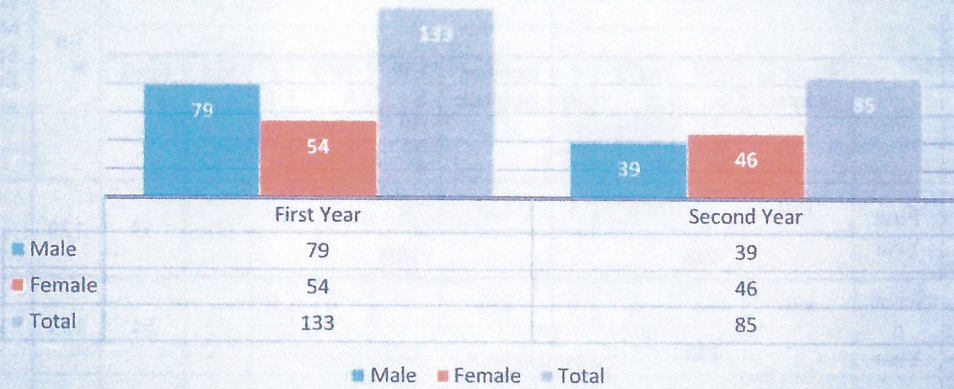
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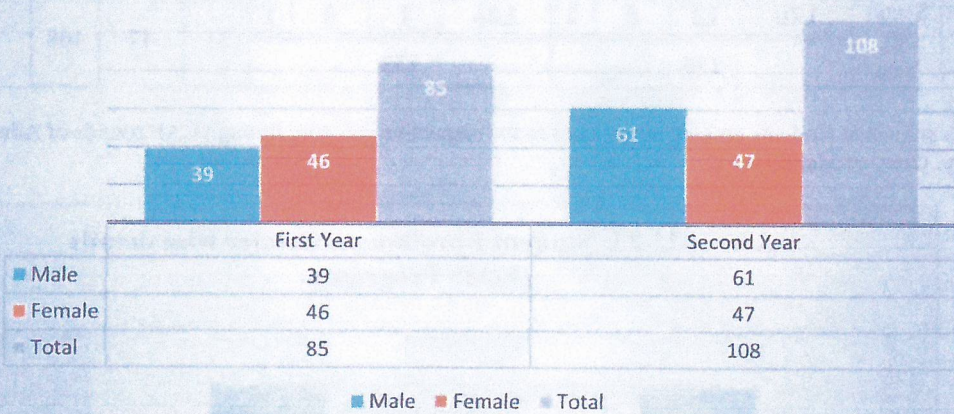
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**A.Y. 2021-22: Student Enrollment, Gender wise details
(MMS Program)**



**A.Y. 2020-21: Student Enrollment, Gender wise details
(MMS Program)**



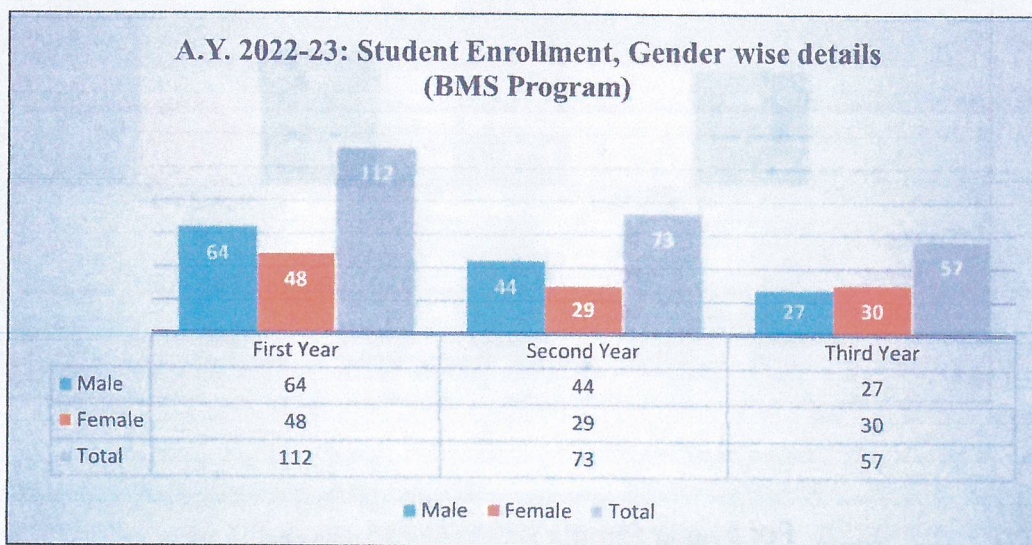
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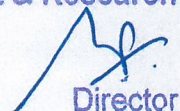
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| Gender wise Detail of the Student Enrollment in the Institute (BMS) | | | | | | | | | | | | |
|---|-------------|-------------------|-------------------|---------------------|-----------------------------|-------------------|---------------------|--------------------------|--------|-------|------------------------------|--------------------------------|
| Year | | Sanctioned Intake | | | Number of Students Admitted | | | No. of students admitted | | Total | % of Male Student Enrollment | % of Female Student Enrollment |
| | | Sanctioned Intake | Additional Intake | Additional Division | Sanctioned Intake | Additional Intake | Additional Division | Male | Female | | | |
| 2022-23 | First Year | 60 | 12 | 60 | 60 | 12 | 40 | 64 | 48 | 112 | 57 | 43 |
| | | 132 | | | 112 | | | | | | | |
| | Second Year | 60 | 12 | 0 | 60 | 12 | 0 | 44 | 29 | 73 | 60 | 40 |
| | | 72 | | | 72 | | | | | | | |
| | Third Year | 60 | 0 | 0 | 57 | 0 | 0 | 27 | 30 | 57 | 48 | 52 |
| | | 60 | | | 57 | | | | | | | |
| 2021-22 | First Year | 60 | 12 | 0 | 60 | 12 | 0 | 43 | 29 | 72 | 60 | 40 |
| | | 72 | | | 72 | | | | | | | |
| | Second Year | 60 | 0 | 0 | 60 | 0 | 0 | 28 | 31 | 59 | 48 | 52 |
| | | 60 | | | 60 | | | | | | | |
| | Third Year | 60 | 0 | 0 | 60 | 0 | 0 | 34 | 23 | 57 | 60 | 40 |
| | | 60 | | | 60 | | | | | | | |
| 2020-21 | First Year | 60 | 0 | 0 | 60 | 0 | 0 | 30 | 30 | 60 | 50 | 50 |
| | | 60 | | | 60 | | | | | | | |
| | Second Year | 60 | 0 | 0 | 58 | 0 | 0 | 35 | 23 | 58 | 60 | 40 |
| | | 60 | | | 58 | | | | | | | |

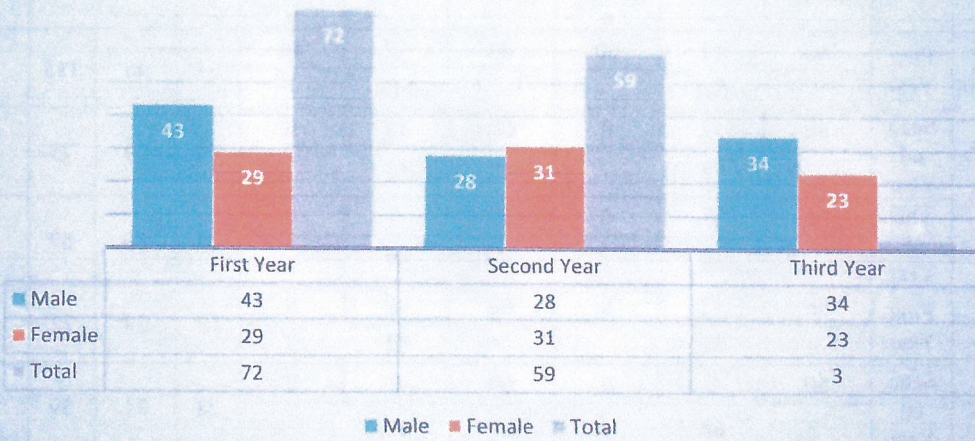


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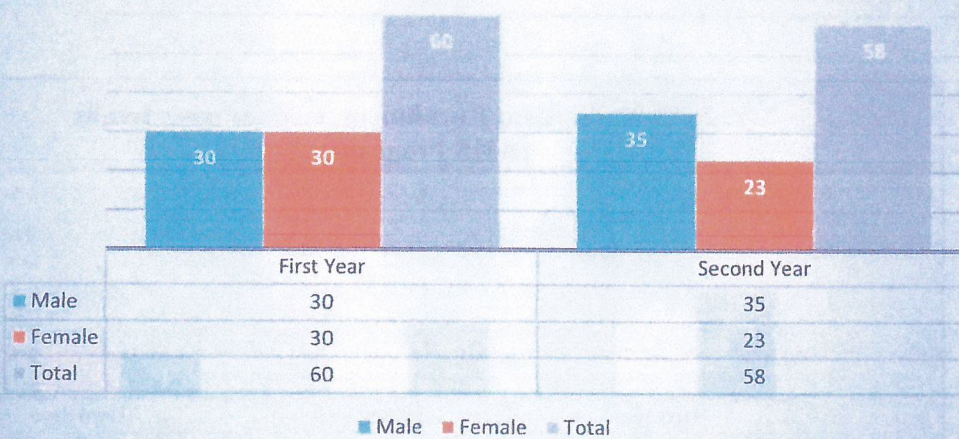



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**A.Y. 2021-22: Student Enrollment, Gender wise details
(BMS Program)**



**A.Y. 2020-21: Student Enrollment, Gender wise details
(BMS Program)**



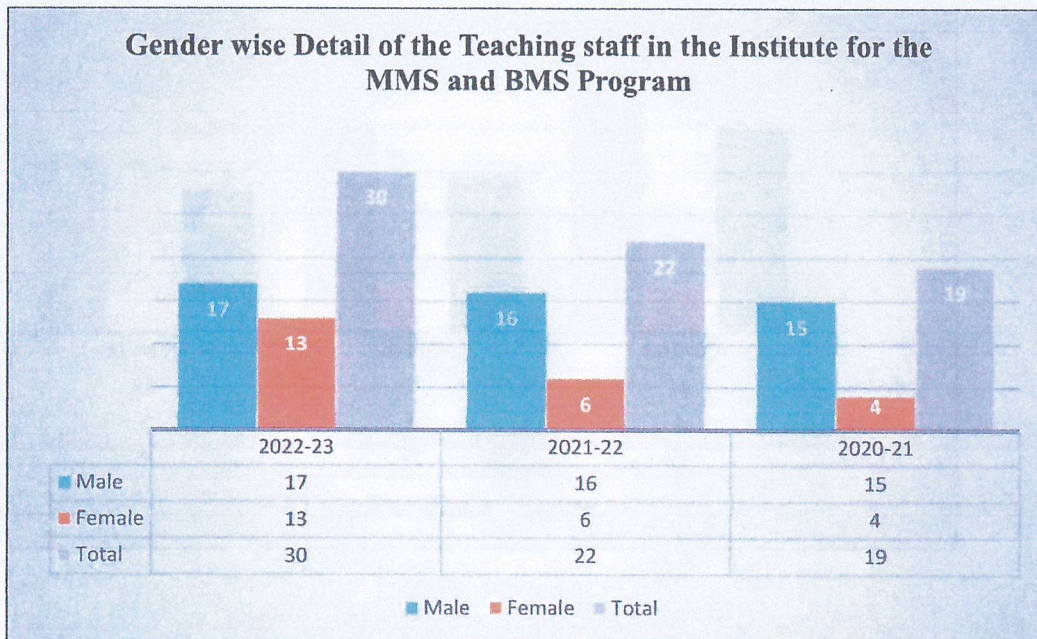
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Management & Research



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Handwritten signature and title: Director

| (III) Gender wise Detail of the Teaching staff in the Institute for the MMS and BMS Program | | | | | |
|--|---------------------------|--------|-------|-----------------|-------------------|
| Year | No. of the Teaching staff | | Total | % of Male staff | % of Female staff |
| | Male | Female | | | |
| 2022-23 | 17 | 13 | 30 | 57 | 43 |
| 2021-22 | 16 | 6 | 22 | 72 | 28 |
| 2020-21 | 15 | 4 | 19 | 79 | 21 |

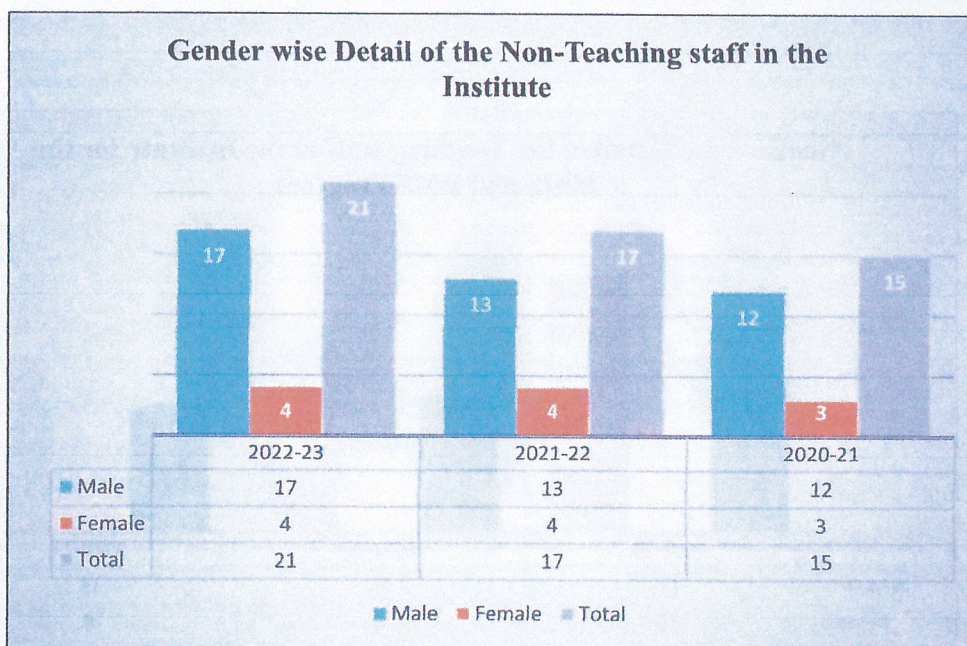


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Management & Research



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Director

| (IV) Gender wise Detail of the Non-Teaching staff in the Institute | | | | | |
|---|-------------------------------|--------|-------|-----------------|-------------------|
| Year | No. of the Non-Teaching staff | | Total | % of Male staff | % of Female staff |
| | Male | Female | | | |
| 2022-23 | 17 | 4 | 21 | 80 | 20 |
| 2021-22 | 13 | 4 | 17 | 76 | 24 |
| 2020-21 | 12 | 3 | 15 | 80 | 20 |

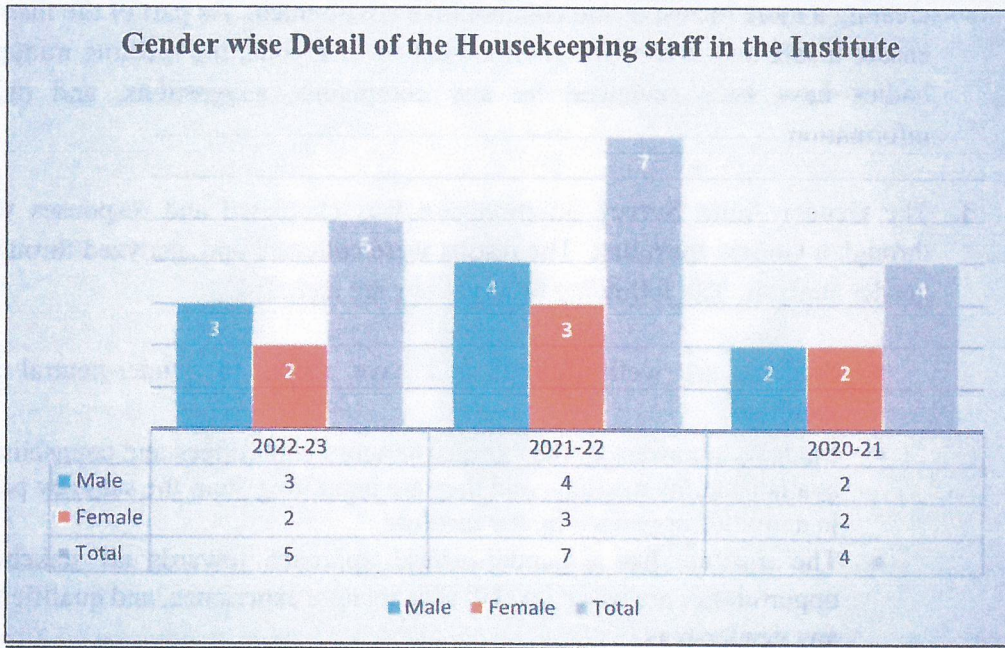


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| (V) Gender wise Detail of the Housekeeping staff in the Institute | | | | | |
|--|--|--------|-------|-----------------|-------------------|
| Year | No. of the House Keeping staff at SRBS | | Total | % of Male staff | % of Female staff |
| | Male | Female | | | |
| 2022-23 | 3 | 2 | 5 | 60 | 40 |
| 2021-22 | 4 | 3 | 7 | 57 | 43 |
| 2020-21 | 2 | 2 | 4 | 50 | 50 |



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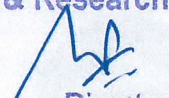
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Director

(VI) Observations:

1. Enrollment percentages for male and female students are determined by the number of students seeking admission to the program through the Centralized Admission Process (CAP) rounds of the Admissions Regulating Authority, Govt. of Maharashtra. The staff appointments are based solely on merit and are completely gender-neutral. The housekeeping and maintenance staff is gender-balanced, representing both male and female genders equally.
2. The Institute conducts various activities such as guest lectures, workshops, seminars, and interactions by bringing in experts and encouraging dialogue among stakeholders. These activities can contribute to creating a more inclusive and collaborative environment where everyone feels welcome and supported.
3. It has been observed that all statutory committees are in place, which can contribute to creating a more inclusive and collaborative environment. As part of the Institute's effort to ensure a safe and supportive environment for everyone, the meeting minutes of relevant bodies have been reviewed for any complaints, suggestions, and other important information.
4. The Gender Audit Survey questionnaire was circulated and responses were collected through a Google form link. The results were collected and analyzed through a statistical gender analysis. The following observations are recorded:
 - Students are well-informed and have access to gender-neutral infrastructural facilities.
 - Students are aware of the various statutory committees and counseling facilities available at the institute, and they are benefiting from the same by participating in activities organised by the institute.
 - The institute has a gender-neutral approach towards all stakeholders, where opportunities are based on skill sets, relative experience, and qualifications, without any gender-bias.

For Sheila Raheja School of Business
Management & Research




Director

Recommendations:

It is well appreciated that the Institute's goal is to establish a conducive learning environment for all students and staff, irrespective of their gender, caste, or creed. SRBS provides equal opportunities to everyone based on their merit, skills, and relevant expertise, without any gender bias.

Furthermore, the Institute may consider following points to promote gender equity and equality:

1. The Institute should continue to conduct an annual gender audit and budgeting to provide gender-based statistics to support activities.
2. The Institute may explore external opportunities which are exclusively available for female researchers in the mentioned area based on the areas of specialization of the female faculty members.
3. Continue to motivate female students to actively participate in competitive examinations for higher studies and by exploring gender-neutral placement opportunities.
4. Institute may conduct more seminars, lectures/ Master Class sessions and workshops to sensitize and motivate students towards gender equity, equality and neutrality. The sessions should also impart knowledge on awareness and legal aspects of the same, to ensure that all students are aware of their rights and responsibilities towards building an equal and inclusive society.

For Sheila Raheja School of Business
Management & Research



SRBS

[Signature]
Director

Gender Audit Survey Form

1. Name of the Student _____

2. Program enrolled for

Mark only one oval.

MMS

BMS

3. Gender

Mark only one oval.

Female

Male

Other

Accessibility and Infrastructure

4. **Only For Females:** Please check the facilities available in the campus

Check all that apply.

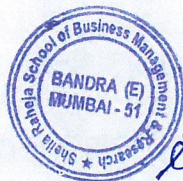
- Separate toilets for girls available on each floor
- Sanitary pad vending machine in the Girls/Female toilets
- Adequate lighting is available in the Girls Common room, classrooms, and common areas
- Adequate security arrangements such as female/male security guard at the main gate, CCTV cameras, etc.

5. **Only For Male:** Please check the facilities available in the campus

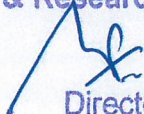
Check all that apply.

- Separate toilets for boys available on each floor
- Adequate lighting is available in the Boys common room, classrooms, and common areas
- Adequate security arrangements such as female/male security guards at the main gate, CCTV cameras etc. at the campus

For Sheila Raheja School of Business
Management & Research



SRM


Director

Awareness

6. Are you aware of the various statutory committees, activities & counseling facilities available in the Institute such as

Anti-ragging Committee

Internal Complaints Committee (ICC) & Women Development Cell (WDC)

Grievance Redressal Committee

Student Council irrespective of the gender

Counseling and Mentoring Facility available from a certified Counselor

Mark only one oval.

Yes

No

Equal Opportunity to all genders

7. Participative approach towards the various activities conducted at the Institute

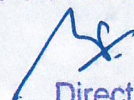
Check all that apply.

- Fair and free expression of ideas in classroom interactions
- Representation in the various Institute level committees
- Participation in the events and activities
- Sports, Cultural, co-curricular and extracurricular activities

8. What more activities do you suggest in the area of gender equality?

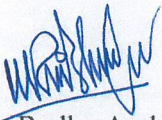
For Sheila Raheja School of Business
Management & Research




Director

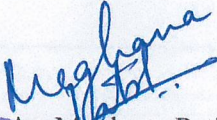
Gender Audit Survey Response and Analysis

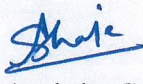
- A total of 161 students from SRBS, including both BMS and MMS voluntarily responded to the Gender Audit Survey questionnaires, which were collected via Google form. Out of these responses, 24.2% were collected from BMS students and 75.8% were collected from MMS students. According to the survey results, 54% of the students who responded were male and 46% were female.
- Based on a survey conducted, it was found that around 94% of female and male students agreed that they have good accessibility to the services and infrastructure arrangements provided on the campus.
- As per the survey results, 94% of the students confirmed that they have a good knowledge of the statutory committees as various committee lists are displayed on the notice board of the institute and available on website. Also, they have been informed of their respective roles during orientation.
- According to the survey, 78.1% of students agreed that SRBS provides equal opportunities to all genders and adopts a participative approach towards the various activities conducted by the institute.
- SRBS plays a vital role in promoting gender equality and empowering students to become agents of change in society and students are being welcomed for their suggestions that can be incorporated into the practice in the near future.


Mrs. Radha Ambekar
Principal, LS Raheja School of Art
& NGO Member

Date: 29th December, 2023

Place: Mumbai


Ar. Meghana Patil
Associate Prof.
LS Raheja School of Architecture


Mrs. Apeksha Gaje
Assistant Prof.
SRBS

✓ Encl.: Annexure 1) Gender Audit Survey Form 2022-23 Analysis

Annexure 2) Submission of activity reports to competent authorities

For Sheila Raheja School of Business
Management & Research




Director

Bombay Suburban Art & Craft Education Society's SHEILA RAHEJA SCHOOL OF BUSINESS MANAGEMENT AND RESEARCH (Approved by AICTE, DTE, Affiliated to University of Mumbai and NAAC Accredited)

161 responses

For Sheila Raheja School of Business Management & Research



Handwritten signature/initials

Handwritten signature
Director

Name of the Student

161 responses

Gaurav Shukla

Mohan Ranga

Akshad Mishra

Piyush Patil

Prathamesh Pisal

Rohit Yuvraj Baisane

Abhishek Sanjay Daware

Tejaswini

Yogita naik

Shyamal suryavanshi

Sagar Sunil Sawant

Aishwarya Bawdekar

Riya Parab

Gaurav Bhandari

Abheet Dogra

Kedar Sartandel

Tanaya Naik

Abhishek Rajadhyaksha

Tushar manjrekar

Omkar

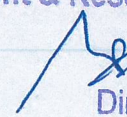
Aastha Ambalia

aniket2595@gmail.com

Dhananjay Umak

For Sheila Raheja School of Business
Management & Research




Director

Neha pandey

Nidhi Rajendra Patel

Kunal Vijay Mate

Sakshi Sagar Sawant

Isha Sunil Marathe

Amit Vijay Patole

Anasha Wagh

Asawari Ajay Gangan

Sagar Chennoji

Anushka Gunjal

Kuldip Singh

Vaibhav Ashok Jadhav

Snehal Ghuge

Akshay Suresh Bhawar

Harsh umesh Varma

Vedang sawant

Vidhi dube

Mayur Mohan Mohare

Vivek Rai

Mayur Wade

Anuja Milind Nemade

Posh Safaya

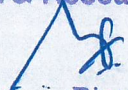
Rohan Patil

PRAFUL PAWAR

Kalyani More

For Sheila Raheja School of Business
Management & Research




Director

Patel Bhoomi Haresh

Rohit Sanjay Palande

Swarali Sachin Patil

Krupa Thakker

Shardul Nage

Pragati tiwari

Sumit Vasant Yadav

Soumya Tripathi

Vaidhavi Vijay Vartak

Neha Nikam

Miloni Panchal

Rohit Dilip Varma

Tejaswini Mohite

Megha Iahanu panmand

Sakshi Mangesh Thasale

Vaibhav Mansinge

Sakshi kailas joshi

Sahil Sahadev Rane

Mayuri Mahadeo Naik

Shehzin saiyed

Kalyani Balkrishna Ugale

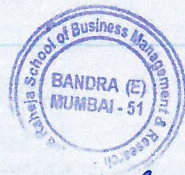
Amatullah Lokhandwala

Roshani Brijwasi Gupta

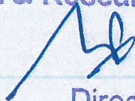
Shreni Makharia

Pradip Hadawale

For Sheila Raheja School of Business
Management & Research



2/2/16


Director

Nishant Jamba

Aniket Ajay Choudhary

Karan Desai

Vishwas Dwivedi

Sharvari Ajay Jadhav

Aniket Kumbhar

Deepak Dalai

Ishaan Kota

Shreya Das

Sunny Gupta

Khushi Sunil Jain

Khushi Masrani

Shohan karkera

Shubham gupta

Shravani Suresh Palkar

Shivam Gupta

Khan anam

Yukta Nakadi

Sakshi Dwivedi

Anamika Dalvi

Sakshi Ashok Chikane

Shyamji Omprakash Gupta

Shaikh Khatija Shakir

Vansh Harish Bangari

Bisma Fatma Ansari

For Sheila Raheja School of Business
Management & Research




Director


21/2/17

Goud pramjeet singh

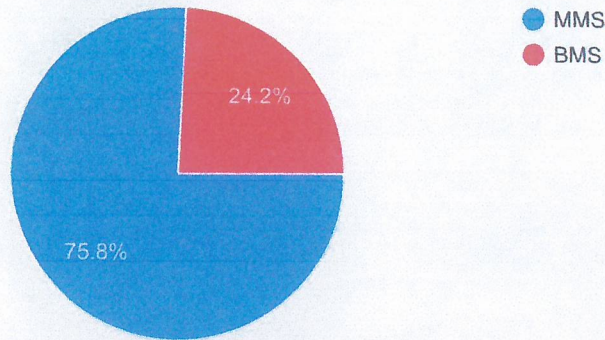
Talef Khan

56 more responses are hidden

Program enrolled for

 Copy

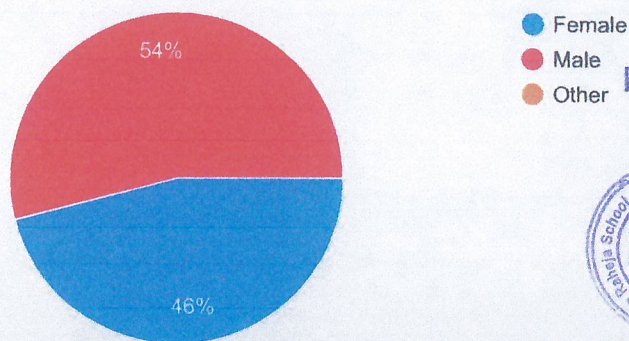
161 responses



Gender

 Copy

161 responses



For Sheila Raheja School of Business Management & Research



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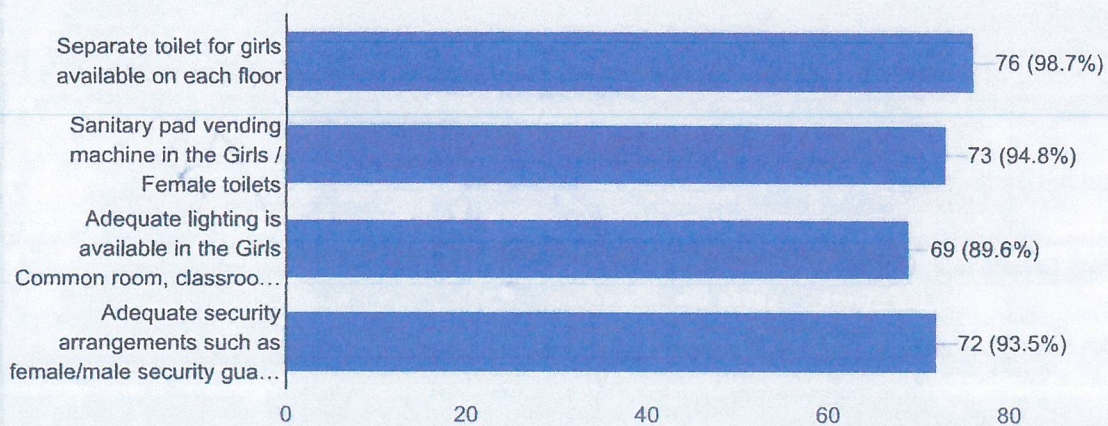
[Handwritten signature]
Director

Accessibility and Infrastructure

Only For Female : Please check facilities available in the campus

 Copy

77 responses



Only For Male: Please check facilities available in the campus

Copy

90 responses



Awareness

Are you aware of the various statutory committees, activities & counselling facilities available in the Institute such as

Copy

***Anti-ragging Committee**

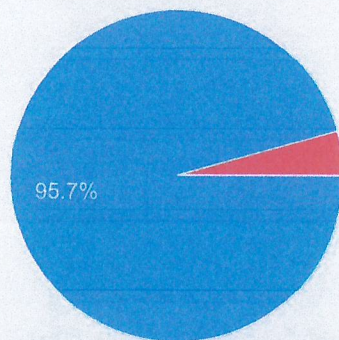
***Internal Complaints Committee (ICC) & Women Development Cell (WDC)**

***Grievance Redressal Committee**

***Student Council irrespective of the gender**

***Counselling and Mentoring Facility available from a certified counselor**

161 responses



● Yes
● No

For Sheila Raheja School of Business Management & Research



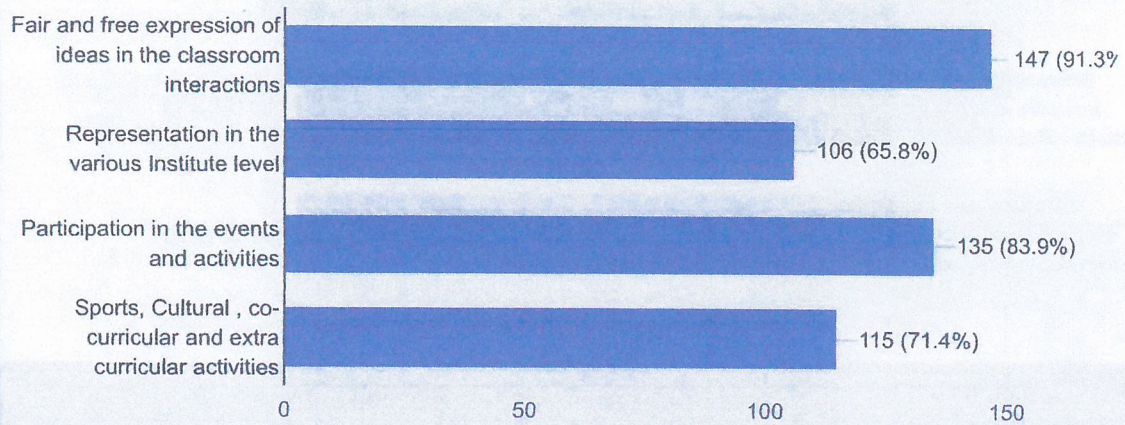
[Signature]
Director

Equal Opportunity to all genders

Participative approach towards the various activities conducted at the Institute

Copy

161 responses



For Sheila Raheja School of Business Management & Research



Handwritten signature and date: 21/1/17

Handwritten signature and the word "Director" with an arrow pointing to the stamp.

What more activities do you suggest in the area of gender equality?

70 responses

No

NA

None

Nothing

-

There should be equal opportunity for all gender students

More Scholarship for Girl child

Scholarships and further education guidance

More college activities

-

Health related activities

None

"Access to the boys' common room is granted, and additional courses related to the specialization are to be provided."

In my suggestion there should be proper girls common room and also college should arrange sports and cultural events

Sports activities, NCC.

More outdoor games should be played

Activities to be conducted more

1. Can have ka magazine in girls common room.

No proper management of lectures, Table Tennis equipment are not in proper condition, library is closed by 4 but mms students need more time to study

The boys common room should be open all the time , it opens only after 1:30 or 2 .o clock since alot of students travel from far away if they want to play carrom or table tennis they have to wait and then we miss trains

For Sheila Raheja School of Business
Management & Research



Director

Mix boys and girls to work on projects together.

We should have more seminars, workshops from the industry experts on enterprenurship and online business guide

To participate in sports and other academic so we can develop in physical and mental way

please provide normal water through purifier instead of cold

Pls Provide Normal water also instead of cold water.

Please provide normal water,only cold water is available on the campus which will be harmful in winters to others and also provide more games in boys common room and please keep open as we have to take permission for that and that is time consuming.

There could be sports activities for girls.Common Room facilities should be upgraded and made accessible.

Well, I believe we have a decent sense of gender equality among students as well as the teachers.

KINDLY PROVIDE THE NECESSARY REQUIREMENTS OF THE BOYS COMMON ROOM.

Kindly provide the necessary sports equipments in the sports room

KINDLY PROVIDE NECESSARY SPORTS ROOM EQUIPMENTS SUCH AS TENNIS BAT, BALL, TENNIS NET

Kindly provide the necessary sports equipments in the sports room.

More awareness can be spread related gender equality through seminars and games

Kindly provide the necessary equipment in sport room

Kindly provide Chees in sport room, Thankyou

Some events that can make strong bond between boys nd girls

More activities , workshop,and interaction among college or outside the college also

Quality sessions

Nothing

More of such activities

Gym

Games

**For Sheila Raheja School of Business
Management & Research**




Director

AS
21/2/2022

According to me college should provide proper facilities of gymanism and more games

Game

Outdoor games and events

Outdoor Games, Events, Sports

1. You should conduct sports activities in bms (like- Football, cricket, volleyball, etc) and 2. Go for trip from the college

Providing gym specific time for girls and boys to use it

Facilities in girls common room

More facilities in girls comman room

No

Nil

Sports club like basketball it help to enhance the inner talent also

Girls sports club

More activities for sports , music , and dance and free counsellin for career development in field of aviation and hospitality

Girls Sports Club Provides a platform for girls to, proving their strength and capabilities.Develops social skills and lasting friendships through team participation.Engage in sports that empower and bring joy.

E-sports or mixed sports competitions

International iv

For now everything is fare everyone is giving there opinion, so no any other activities for now

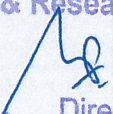
Basketball

student engagement programs, workshops on cv building and internships, gym facilities

Film screening, Collaborative Projects etc

For **Sheila Raheja School of Business Management & Research**




Director



SRBS

Sheila Raheja
School of Business
Management & Research

(Bombay Suburban Art & Craft Education Society)

Ref No.: SRBS/ ICC/2023-24/035

December 29, 2023

To,
The Collector Officer
Women and Children Development Office
9th Floor, Administrative Building,
Near Chetana College,
Government Colony,
Bandra (East)
Mumbai - 400051

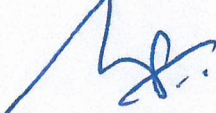
Sub: Submission of Annual Report for the Year 2023.

Dear Sir,

With reference to Letter No. जिमबाविअमुंश/काठिमहोलैखसंअधि-१३/अंतस/२०१९-२०२०/१६१ मुंबई उपनगर जिल्हा २३/०३/२०१७ please find the enclosed, Annual Report of Internal Complaints Committee (ICC) of our Institute for the Year 2023.

Kindly acknowledge the receipt of the same.

Thanking you,

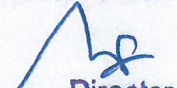

Dr. Harish Kumar S. Purohit
Director



✓ Encl: As stated above.



**For Sheila Raheja School of Business
Management & Research**


Director



Bombay Suburban Art & Craft Education Society's

SHEILA RAHEJA SCHOOL OF BUSINESS MANAGEMENT AND RESEARCH

(Approved by AICTE, DTE, Affiliated to University of Mumbai and NAAC Accredited)

Raheja Education Complex, Kher Nagar, Bandra (E), Mumbai - 400 051

INTERNAL COMPLAINTS COMMITTEE OF
SHEILA RAHEJA SCHOOL OF BUSINESS MANAGEMENT AND RESEARCH
ANNUAL REPORT FOR THE YEAR 2023

Sheila Raheja School of Business Management and Research has the Internal Complaints Committee which has been formed in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. SRBS has implemented the procedures that complies with the basic principles of natural justice and fair play that has to be adhered to in all complaints, though, in individual complaints, for reasons to be stated in writing, the Internal Complaints Committee (ICC) reserves the right to make exceptions to the procedure stated regarding the complaint mode. Sheila Raheja School of Business Management and Research has the Internal Complaints Committee (ICC) in place which focuses on the Prevention, Prohibition and Redressal of any complaints with regards to women at workplace.

Every year Internal Complaints Committee is reformed due to change in the name of student representatives and staff members, if any. Following are the Committee Members for Internal Complaints Committee (ICC) of the Academic Year 2022-2023.

| Sr. No. | Name of the Committee Member | Position | Capacity in which representing Committee |
|---------|------------------------------|-------------------|--|
| 1. | Mrs. Geeta Chauhan | Presiding Officer | Women Staff Member |
| 2. | Dr. Rahul Sanghavi | Member | Faculty Member |
| 3. | Dr. Vaikhari Patil | Member | Faculty Member |
| 4. | Mrs. Jagruti Gijare | Member | Faculty Member |
| 5. | Ms. Mukta Naik | Member | Non-Teaching Staff |
| 6. | Mrs. Vipula Kamble | Member | Non-Teaching Staff |
| 7. | Ms. Louan Rodrigues | Member | Student from UG |
| 8. | Ms. Ketaki Okhade | Member | Student from PG |
| 9. | Ms. Sheetal Khinchi | Member | Student from PG |
| 10. | Ms. Radha Ambekar | Member | Member from NGO |

The First Internal Complaints Committee meeting of the Academic Year 2022-2023 was held on October 22, 2022 wherein newly joined members were welcomed by the committee. All the new members were apprised about the role of the Internal Complaints Committee (ICC) about the functioning of the Committee, Norms, Rules and Regulations to be followed by the said committee and all the members were requested to actively contribute to the cause of Women and Child Development.

The Second Internal Complaints Committee (ICC) meeting was held on June 26, 2023 wherein the Committee Members apprised about the initiative taken by the Committee towards Development of Women and Child.



**For Sheila Raheja School of Business
Management & Research**

Director



SRBS has received Email from AICTE on 4th November, 2022 for Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Pursuant to the said Email they had instructed following to the Institute:-

- To conduct sensitization workshops for their employees to make them aware about the provisions of the Act.
- To observe the 25th of November as the International Day for the Elimination of Violence against Women.
- To observe Discrimination against Women Pakhwada from 25.11.2022 to 10.12.2022.
- Internal Complaints Committees (ICC) to conduct a special drive to review the pending cases, if any and take appropriate action before 9th December 2022.

In view of the above all the members were apprised that SRBS observed November 25, 2022 as the International Day for the Elimination of violence against Women.

Our Internal Complaints Committee (ICC) had organized a workshop on December 05, 2022 on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in order to create awareness about the Provision of the said Act.

Ms. Purva More (Monitoring & Evaluation Co-ordinator) from Sneha Foundation, Mumbai was invited to conduct the workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. She covered the topics related to types of discrimination, ways of Sexual Harassment at Workplace and all the points of the POSH Act, 2013, and procedure for filing Complaints if any, and punishment applicable as per the Act. Accordingly, report of the activities conducted was sent to AICTE on December 09, 2022. (Annexure 1)

The Committee had also organized celebration of International Women's Day on the eighth day of March, 2023 to recognize the extra ordinary achievement of women that would motivate the female students and faculty members. The celebration was graced by Special guests, IPS Tejaswi Satpute and Mrs. Sangeeta Punekar, co-founder of the Advait Foundation and a Social Worker, were the guests for the event. IPS Tejaswi Satpute put light on equality and the ability to perform duties with strength, self-assurance, decision-making skills and knowledge. Her work in "Operation Parivartan" speaks a lot about the title conferred on her "Lady Singham of Solapur". Mrs. Sangeeta Punekar enriched the gathering with her knowledge on laws and rights for women in India. She created awareness among the students regarding the same. Her enriching words made the audience reflect on their lives. The event was followed by cultural performance by the students.

SRBS received Email from AICTE dated June 23, 2023 regarding Compliance of the Directions given by the Hon'ble Supreme Court of India on the Prevention of Sexual Harassment (POSH) Act, 2013.

For Sheila Raheja School of Business
Management & Research



AS
23/12/23

Director



All the members were apprised about the contents of the said email wherein AICTE had informed all the institutes that they should have an appropriate Internal Complaints Committee (ICC) to address the issues of the Faculty and Students, if any. Further, in view of the gravity and severity of the matter, all the institution are requested to adhere the direction given by the Hon'ble Supreme Court of India under Prevention of Sexual Harassment (POSH) Act, 2013 and submit a report on following rules and regulations as mentioned in the POSH Act 2013. Accordingly, detailed Compliance report was prepared and submitted to AICTE on July 24, 2023. (Annexure 2)

We would like to put it on record that right from its inception in 2011-2012 onwards till date SRBS Internal Complaints Committee (ICC) has not received any complaints related to Sexual Harassment from any student or staff members.

Dr. Harish Kumar S. Purohit
Director





Mrs Geeta Chauhan <admin@srbs.edu.in>

Fwd: Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

1 message

SRBS Director <director@srbs.edu.in>

Sat, Nov 5, 2022 at 11:35 AM

To: ADMIN <ADMIN@srbs.edu.in>, library <library@srbs.edu.in>, Darshana Murkibhavi <darshanamurkibhavi@srbs.edu.in>, deepamanoj@srbs.edu.in

----- Forwarded message -----

From: All India Council for Technical Education(no-reply) <admin@aicte-india.org>

Date: Fri, Nov 4, 2022 at 12:18 PM

Subject: Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

To: <director@srbs.edu.in>

Dear Sir/Madam,

Please find enclosed attachment of AICTE letter regarding implementation of sexual harassment of women at workplace.

Pursuant to the Ministry's letter, the following activities are to be conducted from 25.11.2022 to 10.12.2022.

1. To conduct sensitization workshops for their employees to make them aware about the provisions of the Act.
2. To observe the 25th of November as the International Day for the Elimination of Violence against Women.
3. To observe Discrimination against Women Pakhwada from 25.11.2022 to 10.12.2022.
4. Internal Complaints Committees to conduct a special drive to review the pending cases and take appropriate action before 9th December 2022.

In view of the above, the Action Taken Report in the matter may kindly be sent on icc@aicte-india.org to the AICTE Headquarters latest by 13th of December 2022 positively.

PFA:- https://drive.google.com/file/d/1K4bBwCUN3zwP5-QvDVPkcoqTOQyNLzKV/view?usp=share_link

Regards

Induction Program Cell (IPC)
All India Council for Technical Education
Nelson Mandela Road, Vasant Kunj
New Delhi - 110 070

--

Regards,

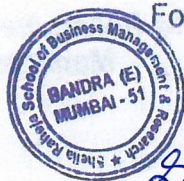
Dr. H. J. Bhasin

Director

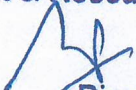
Sheila Raheja School Of Business Management & Research

Mob : 98333686570

Board line : 022- 6196 6666

Email : director@srbs.edu.inwww.srbs.edu.in

For Sheila Raheja School of Business
Management & Research


Director



Bombay Education Art & Craft Education Society

Sheila Raheja School of
Business Management & Research [Type text]

Name of the Workshop: Sensitization workshop on Implementation of Sexual Harassment at Workplace (Prevention, Prohibition & Redressal) Act, 2013

Date: 5th Dec. 2022

As per the attachment in the email received from AICTE on 4th Nov. 2022, Women Development Cell has observed 25th Nov. 2022 as the International Day for the Elimination of Violence against Women.

Subsequently Women Development Cell of SRBS (Sheila Raheja School of Business Management & Research) has arranged a workshop on 5th Dec. 2022 on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. The said workshop was arranged to make the teaching & non-teaching staff members aware about the provisions of the Act.

Ms. Purva More (Monitoring & Evaluation Coordinator) from Sneha Foundation, Mumbai, was invited to conduct a workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

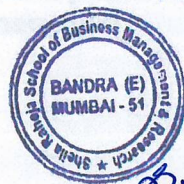
Dr. H.J. Bhasin, Director of SRBS welcomed Ms. Purva More and Mrs. Geeta Chauhan; Administrative Officer presented a Memento as a token of appreciation to Ms. Purva More on behalf of SRBS.

Ms. Purva More covered the topic related to types of discrimination, ways of sexual harassment at work place.

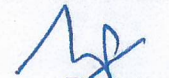
She summarized upon the POSH (Prevention of Sexual Harassment) Act 2013, she also covered the features of the Act, the punishment under the Act. An important feature of the POSH Act, 2013 is that it envisages the setting up of a grievance redressal forum.

Prof. Deepa More proposed vote of thanks.

For Sheila Raheja School of Business
Management & Research



22/12/22

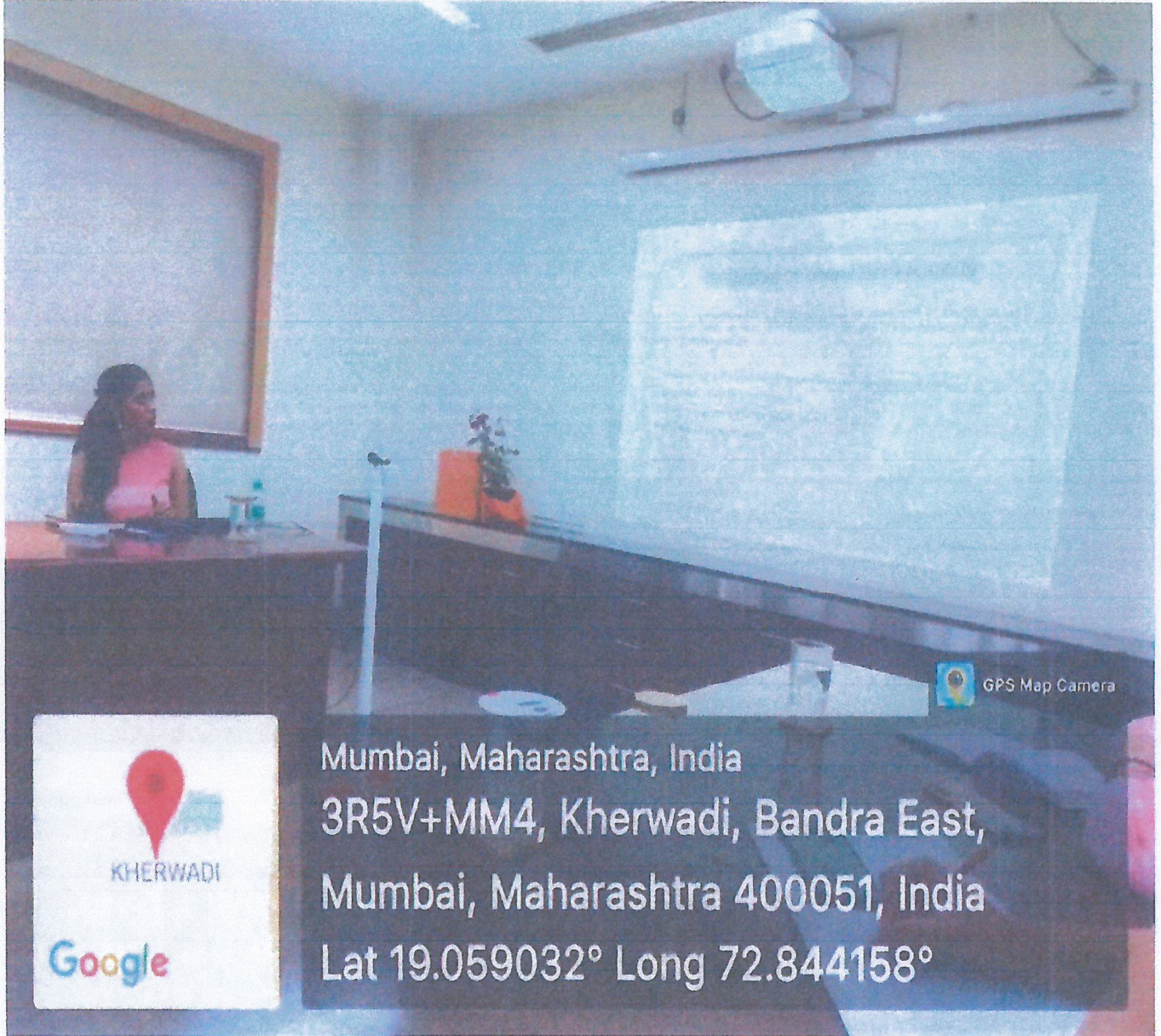

Director



Handwritten signature and date: 22/12/23

For Sheila Raheja School of Business Management & Research

Handwritten signature
Director



For Sheila Raheja School of Business Management & Research


Director



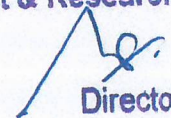
For Sheila Raheja School of Business
Management & Research

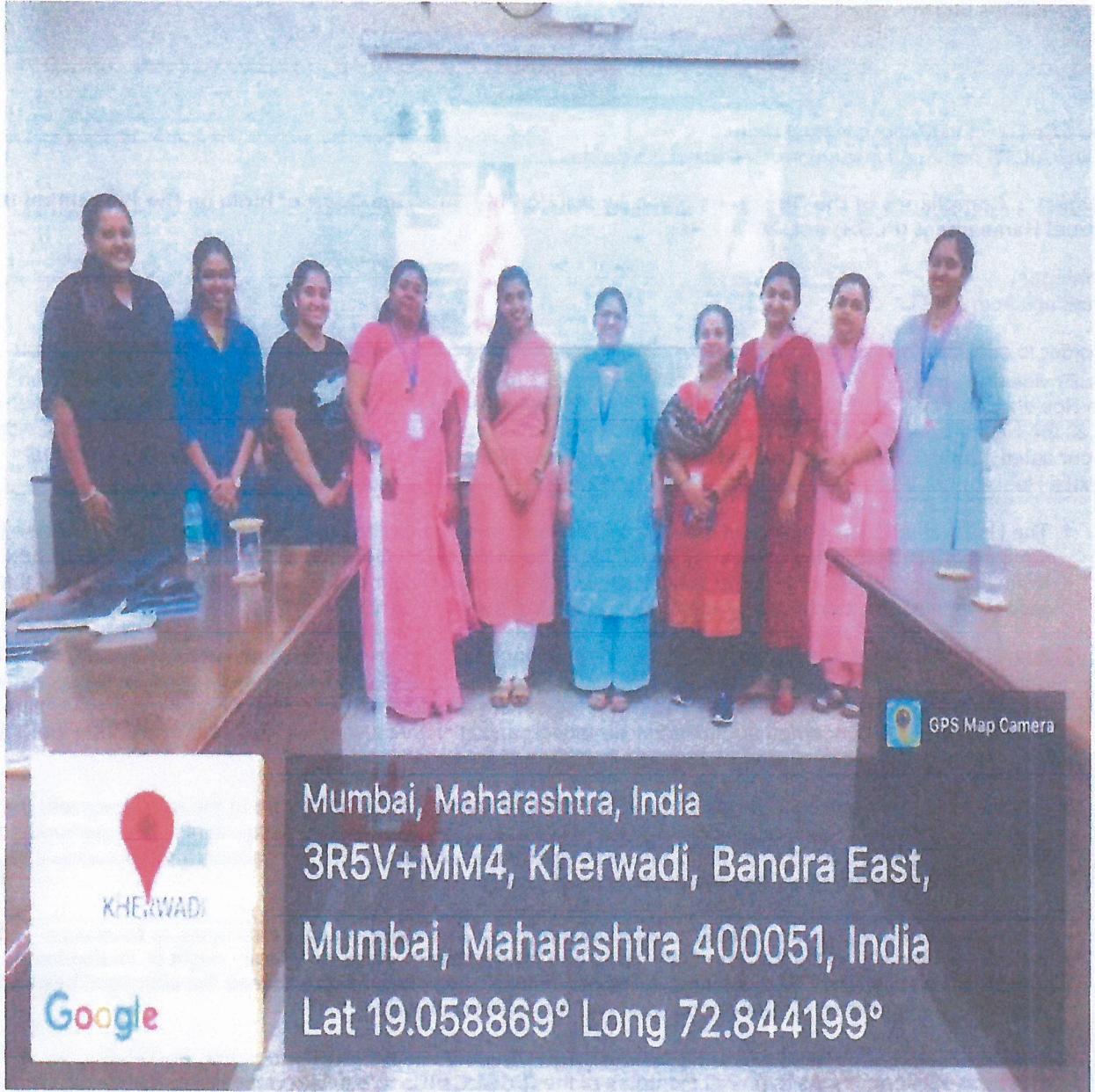
[Handwritten Signature]
Director



For Sheila Raheja School of Business Management & Research




Director



For Sheila Raheja School of Business
Management & Research



SR
21/5/24

[Signature]
Director



Mrs Geeta Chauhan <admin@srbs.edu.in>

Compliance of the Directions given by the Hon'ble Supreme Court of India on the Prevention of Sexual Harassment (PoSH) Act, 2013 – Reg.

All India Council for Technical Education(no-reply) <admin@aicte-india.org>

Fri, Jun 23, 2023 at 2:14 PM

To: admin@srbs.edu.in

To,

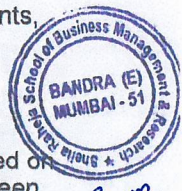
The VCs/Directors/Principals/In-charges
All the AICTE approved Institutions/Colleges/Universities

Subject : Compliance of the Directions given by the Hon'ble Supreme Court of India on the Prevention of Sexual Harassment (PoSH) Act, 2013 – Reg.

Sir/Madam,
Greetings from AICTE!

In order to sensitize the issue related to the maintenance of safe working environment, the Ministry of Education (MoE) vide letter F.No.18-2/2023-U.5 dated 13th June, 2023 (**copy attached**) has forwarded the Directions given by the Hon'ble Supreme Court of India under Prevention of Sexual Harassment (PoSH) Act, 2013 for strict compliance by all the Higher Educational Institutions/Universities across the country. The Hon'ble Supreme Court of India vide its Order dated 12/05/2023 has directed to issue the following directions to fulfil the promise that the Prevention of Sexual Harassment (PoSH) Act holds out to working women all over the country:

1. The Union of India, all State Govt. and Union Territories are directed to undertake its time bound exercise to verify as to whether all the concerned Ministries/Departments, Govt. organizations, authorities, PSU's and institutions, bodies etc. have constituted ICCs/LCs/ICs as the case may be and that the composition of the said committee are strictly in terms of the provisions of the PoSH Act;
2. It shall be ensured that necessary information regarding the constitution and composition of the ICCs/LCs/ICs, details of the email ids and contact nos. of the designated person(s), the procedure prescribed for submitting an online complaint, as also the relevant rules, regulations and internal policies are made readily available on the website of the concerned authority/functionary/organization/institutions/bodies, as the case may be. The information furnished shall also be updated from time to time;
3. A similar exercise shall be undertaken by all the statutory bodies of professionals at the apex level and the state level (including those regulating doctors, lawyers, architects, chartered accountants, cost accountants, engineers, bankers and other professionals), by universities, colleges, training centers and educational institutions and by the Govt. and Private hospitals/nursing homes;
4. Immediate and effective steps shall be taken by the authorities/managements/employers to familiarize members of the ICCs/LCs/ICs with their duties and the manner in which an enquiry ought to be conducted on receiving a complaint on Sexual Harassment on the work place from the point when the complaint has been received, till the enquiry is finally concluded and the reports submitted;
5. The authorities/managements/employers shall regularly conduct orientation programs, workshops, seminars and awareness programs to upskill members of the ICCs/LCs/ICs to educate women employees and women's group about the provisions of the act, rules and relevant regulations;
6. A copy of this judgement shall be transmitted to the Secretaries of all the Ministries, Govt. of India who shall ensure implementation of the directions by all the concerned departments, statutory authorities, institutions, organizations etc. under the control of the respective Ministries. A copy of the judgement shall also be transmitted to the Chief Secretaries of all the States and Union Territories who shall ensure strict compliance of these directions by all the concerned departments. It shall be the responsibilities of the Secretaries of the Ministries, Govt. of India and Chief Secretaries of every State/Union Territory to ensure implementation of the directions issued;
7. The Hon'ble Supreme Court of India has also directed all the departments to file the affidavits within eight weeks for reporting compliance.



23/6/23
Director

For Sheila Raheja School of Business
Management & Research

In view of the gravity & severity of the matter, all the Institutions/Colleges/Universities are requested to adhere the directions given by the Hon'ble Supreme Court of India under Prevention of Sexual Harassment (PoSH) Act, 2013 mandatorily in a time bound manner as the status reports to be received from all the institutions/colleges are to be

Director

F.No.18-2/2023-U.5
Government of India
Ministry of Education
Department of Higher Education
U.5 Section

New Delhi, dated the 13th June, 2023

To

1. The Chairman, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi.
2. The Chairman, All India Council for Technical Education, Nelson Mandela Marg, Vasant Kunj, New Delhi-110070.

Subject:- Civil Appeal No.2482 of 2014 (Against the final judgement and order dated 15.03.2012 passed by the High Court of Judicature at Bombay at Goa in W.P.No.602/2011) – Shri Aureliano Fernandes vs. State of Goa & Others.

Sir,

I am directed to forward herewith a communication No.21189/2012/SEC-III dated 16th May, 2023 received from the Hon'ble Supreme Court of India on the above subject (copy enclosed).

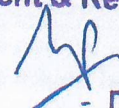
2. The Hon'ble Supreme Court vide its Order dated 12.05.2023 has directed to issue the following directions so as to fulfil the promise that the PoSH (Prevention of Sexual Harassment) Act holds out to working women all over the country:-

- i. The Union of India, all State Governments and Union Territories are directed to undertake a timebound exercise to verify as to whether all the concerned Ministries, Departments, Government Organizations, authorities, Public Sector Undertakings, Institutions, bodies, etc. have constituted ICCs/ LCs/ ICs, as the case may be and that the composition of the said Committees are strictly in terms of the provisions of the PoSH Act.
- ii. It shall be ensured that necessary information regarding the constitution and composition of the ICCs/ LCs/ ICs, details of the e-mail IDs and contact numbers of the designated person(s), the procedure prescribed for submitting an online complaint, as also the relevant rules, regulations and internal policies are made readily available on the website of the concerned Authority/ Functionary/ Organization/ Institution/ Body, as the case may be. The information furnished shall also be updated from time to time.
- iii. A similar exercise shall be undertaken by all the Statutory Bodies of professionals at the Apex level and the State level (including those regulating doctors, lawyers, architects, chartered accountants, cost accountants, engineers, bankers and other professionals), by universities, colleges, Training Centres and educational institutions and by government and private hospitals/ nursing homes.
- iv. Immediate and effective steps shall be taken by the authorities/ managements/ employers to familiarize members of the ICCs/ LCs/ ICs with their duties and the manner in which an inquiry ought to be conducted on receiving a complaint of sexual harassment at the workplace, from the point when the complaint is received, till the inquiry is finally concluded and the Report submitted.

...2



**For Sheila Raheja School of Business
Management & Research**


- Director

Your Email dated June 23, 2023 Regarding Compliance of the Directions given by the Hon'ble Supreme Court of India on the Prevention of Sexual Harassment (PoSH) Act, 2013

1 message

Mrs Geeta Chauhan <admin@srbs.edu.in>
To: icc@aicte-india.org

Mon, Jul 24, 2023 at 1:52 PM

Dear Sir/Madam,

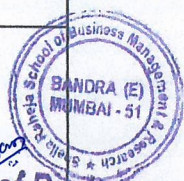
In response to your above mentioned email on the given subject we would like to put it on record that our institute has constituted the Internal Complaint Committee (ICC) as per the provisions of the POSH Act, 2013.

Our Institute has displayed details on our website and Institute Notice Board of the designated persons, procedures and rules and regulations for submitting complaint which is updated from time to time.

Further, we would like to inform that our institute regularly organizes Orientation Programs, Workshops and Seminars to update Women Employees and Women's Group about the provision of the POSH Act, 2013, its rules and relevant regulations.

Details of Seminars/Orientation/Workshops conducted by our Institute:-

| Sr. No. | Particulars | Addressed by | Date |
|---------|--|--|-------------------|
| 1. | Seminar was organized on "Women in Work Place: Issues and Challenges" wherein Mrs. Ritu Chakraborty highlighted, on topics such as Work-Life Balance, Equal Pay, Harassment, Career Opportunities, Children and Career. | Mrs. Ritu Chakraborty Assistant Professor – SRBS | December 22, 2018 |
| 2. | International Women's Day Celebration was organized in honour of all the Women's for being courageous and for their contribution to the society. | Dr. Yogesh Ingle – Assistant Professor – SRBS | March 08, 2019 |
| 3. | Guest Session on "Women Empowerment" was organized wherein Mrs. Paulomi Pandit Upadhyay– Psychologist spoke about "Importance of Women Empowerment and its importance." | Mrs. Paulomi Pandit Upadhyay – Psychologist, Trainer, Clinical Hypnotherapist, Pregnancy and Childbirth Consultant | January 16, 2020 |
| 4. | Guest Lectures on POSH Act 2013 was organized on "Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace (POSH) 2013" . | Mrs. Harshada Patil – Counselor, Trainer for Women Empowerment and Development issues. | March 07, 2020 |
| 5. | Women's Day Celebration Session on "Women Empowerment" followed by a short video on "Indira Nooyi" , former Chairperson and Chief Executive Officer (CEO) of PepsiCo. | Online Session was conducted due to covid by the Institute | March 08, 2021 |
| 6. | Guest Lecture on "Women Entrepreneurship" A session was conducted on her Entrepreneurial Journey by Mrs. Yogesh Dhingra. | Mrs. Yogesh Dhingra – Founder and Academic Advisor and Chief Instructor of Academic Bridging and Elevation Courses | April 09, 2021 |
| 7. | Awareness Session was organized on "Menstrual Health & Hygiene" highlighting | Ms. Roshnee Bhoomick – CSR Executive of Unicharm | July 2023 |



For Sheila Raheja School of Business Management & Research

Director