

ORDER**Constitution of Committee for the Prevention of Sexual Harassment at the Workplace (CPSHW)**

In accordance with Vishaka Guidelines against sexual harassment at work place (guidelines and norms laid down by the Hon'ble Supreme Court of India in year 1997) and in compliance with the Goa University Policy (Preventive and Remedial) on Sexual Harassment of women at the workplace, 2010, and in continuation of Order no: DBCE/DIR/ORDER-4/2014-2015 dated 17/07/2014, the following Institute level Committee for the Prevention of Sexual Harassment at the Workplace (CPSHW) has been reconstituted for Don Bosco College of Engineering, Fatorda, Margao-Goa with immediate effect.

The Committee is advised to receive the complaints, conduct the inquiry and recommend the action to be taken by the Institute in accordance with the Vishaka Guidelines and Goa University Policy as referred in above.

Sr. No.	Name	Representation in Committee	Position in Committee
1.	Mrs. Mayalin Noronha	Counsellor	Chairperson
2.	Prof. Oswyn Soares	Teaching Staff	Member
3.	Mr. Bhupesh Prabhu Dessai	Non-Teaching Staff	Member
4.	Ms. Divya Naik	Student, FE Civil	Member
5.	Ms. Diksha D. Dessai	Student, BE ETC	Member
6.	Adv. Radharao Gracias	Person with Law background	Member
7.	Ms. Auda Viegas	NGO – Bailancho Saad	Member
8.	Ms. Edlina Salema	Non-Teaching Staff	Member Secretary

A registry to register the complaint is established and kept in the Principal's office under the supervision of Ms. Edlina Salema, Member Secretary (CPSHW). On receipt of the complaint, the Member Secretary in consultation with Chairperson will initiate further course of action. The complainant can approach any member for complaint. The member receiving the complaint will forward the same to Member Secretary for further action in the matter.

After completing the inquiry in a manner prescribed in the Vishaka Guidelines and Goa University Policy as referred in above, the (CPSHW) shall submit the report to the Institute authority clearly indicating action to be initiated at the institutional level for the Redressal and disposal of the complaint.



Fr. Kinley D'Cruz
Director



- Copy to:
- (1) All members of the committee
 - (2) Institute Notice board
 - (3) Institute website
 - (4) The Director of Technical Education
 - (5) Copy for circulation among all employees
 - (6) The Principal, DBCE
 - (7) Office Copy