

Creating a Safe & Respectful Learning Environment

Our Commitment to the Prevention of Sexual Harassment (POSH)

At Universal Institute, Kottakkal, we believe that every individual has the right to a safe, respectful, and harassment-free environment—whether they are students, faculty, staff, or visitors. In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly known as the POSH Act, and the guidelines laid out by the Hon'ble Supreme Court of India, we have adopted a zero-tolerance policy towards any form of sexual harassment.

Zero Tolerance. 100% Compliance. Total Accountability.

We are committed to:

- Ensuring dignity and equal opportunity for all members of our institute.
- Promoting an atmosphere of trust, safety, and mutual respect.
- Providing a robust mechanism for reporting and redressal.
- Conduct awareness and sensitization sessions regularly.

Our POSH policy is designed not only to comply with legal mandates but to instill a culture of proactive care and ethical conduct across the institution. You can access our comprehensive [Sexual Harassment Policy](#).

Internal Committee (IC) Details:

As per the POSH Act, we have constituted an Internal Committee (IC) to inquire into complaints of sexual harassment in a fair, unbiased, and timely manner. The committee comprises trained individuals, including an external member as mandated by law.

Name	Role in IC	Email Contact
Smt. Smitha	Presiding Officer	smithasuresh282@gmail.com
Smt. Ruksana P	Member	ruksana489489@gmail.com
Shri. Azhar K V	Member	azhartirur@gmail.com
Adv. Thajmal Saleek	External Member (FIO Foundation)	thajmal@fiofoundation.org

The External Member is nominated in consultation with **FIO Foundation**, a Non-Governmental Organization (NGO) committed to the cause of ending workplace sexual harassment. All members have been trained to handle complaints with utmost sensitivity, confidentiality, and professionalism.

How to Report Sexual Harassment:

If you or someone you know is facing or has witnessed inappropriate behavior or sexual harassment on campus, please report it to the Internal Committee via email or contact any of the committee members directly.