

Ref. No.: HC/IC-POSH/20251013/001

Date: 13th October, 2025

CIRCULAR

Internal Committee (IC) Formation under the POSH Act, 2013

In pursuance of the provisions of the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*—commonly known as the **POSH Act**—and to provide a safe, secure, and gender-sensitive environment for all employees and students, **Harivandana College, Rajkot**, hereby constitutes the **Internal Committee (IC)**.

The Committee shall be responsible for receiving and addressing complaints related to sexual harassment at the workplace, conducting inquiries in a fair and confidential manner, and recommending suitable action in accordance with the Act and institutional policies.

Constitution of the Internal Committee

Role	Name	Category/Designation
Presiding Officer	Ms. Dolly Suchak	Faculty Member
Member (Teaching)	Ms. Hetalba Jadeja	Faculty Member
	Ms. Shruti Trivedi	Faculty Member
	Mr. Bhavesh Chavda	Faculty Member
Member (Non-Teaching)	Mr. Dharmik Ramani	Administrative Staff
	Mr. Harshad Gondaliya	Administrative Staff
Member (External)	Adv. Bhavesh Chag	Legal Expert / External Member
Member (Student)	Ms. Vishwa Babariya	Student Representative
	Ms. Drashti Parmar	Student Representative
	Mr. Tushar Kamani	Student Representative

The committee shall meet periodically to review institutional activities, address complaints, and ensure compliance with applicable policies and statutory guidelines. The tenure of this committee shall remain effective **until further notice or 13th October 2028, whichever is earlier**.

By Order of the Principal



Dr. Ashwin Rathod

I/C Principal

Harivandana College, Rajkot



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