



TOLANI MARITIME INSTITUTE

POSH & She-Box

SAFE WORKPLACE | RESPECTFUL CAMPUS | BRIGHTER TOMORROW

To ensure a **zero-tolerance** workplace against sexual harassment and empower students and women employees with clear reporting pathways.

WHAT COUNTS AS HARASSMENT?



Remarks on appearance, attire, or sexuality



Unwelcome physical contact or advances



Sexually coloured jokes or favour requests



Showing or sharing explicit material



Stalking, intimidation, or body shaming



BE VIGILANT

Notice and speak up against inappropriate behaviour



BE SUPPORTIVE

Stand with those affected



RESPECT BOUNDARIES

Value everyone's personal space



MIND YOUR LANGUAGE

Be respectful in words and actions

*Respect Isn't Optional
It's Our Standard*

THE POSH INQUIRY PROCESS (5 DEFINED STAGES)



1 COMPLAINT

Written complaint submitted by aggrieved individual to the Internal Committee.



2 NOTICE

Internal Committee serves official notification to the respondent.



3 INQUIRY

Formal, confidential investigation conducted by the IC members.



4 REPORT

Detailed investigation submitted to employer and parties.



5 ACTION

Employer implements recommended actions and conditions.

She-Box: Sexual Harassment Electronic Box



Centralized online complaint management system by the Ministry of Women and Child Development.



Open to all women employees and girl students.



Register complaints directly online using a valid email and mobile number.



Complaints are routed directly to the relevant authority / IC for swift action.

shebox.wcd.gov.in



NEED ASSISTANCE OR HAVE A CONCERN?

Reach out to the Internal Committee (IC) in strict confidence or file via She-Box.



HELP

Presiding Officer

Mrs. Nilima Gujjalwar



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TOGETHER FOR A

**SAFER WORKPLACE, RESPECTFUL & INCLUSIVE CAMPUS
A BRIGHTER TOMORROW**

