



The Fatorda Salesian Society's
DON BOSCO COLLEGE OF ENGINEERING

Fatorda, Margao - Goa 403 602

(Approved by AICTE, DTE Goa & Affiliated to Goa University)

DBCE/DIR/ORDER-1/2023-2024

Date: 31/07/2023

DBCE/DIR/ORDER-1/2022-2023 dated 22/08/2022

ORDER

In partial modification to the Order referred above, the undersigned is pleased to appoint Prof. Starina Dias, Asst. Prof., Civil Dept as a member in place of Prof. Oswyn Soares, Asst. Prof., Civil Dept. The Committee for the Prevention of Sexual Harassment at the Workplace (CPSHW) now comprises the following members:-

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, 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.

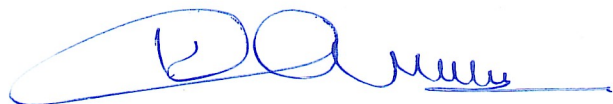
The Committee is advised to receive the complaints, conduct the inquiry and recommend the action to be taken by the Institute in accordance with the Vishaka Guidelines and Goa University Policy as referred in above. The term of the committee will be for a period of three years.

Sr. No.	Name	Representation in Committee	Position in Committee
1.	Mrs. Elaine Dias	Non-Teaching Staff	Chairperson
2.	Prof. Starina Dias	Teaching Staff	Member
3.	Prof. Merwyn D'Souza	Teaching Staff	Member
4.	Ms. Clarita Theresa Liane De Souza	Student, TE Civil	Member
5.	Ms. Neha Bhandari	Student, TE Mechanical	Member
6.	Adv. Radharao Gracias	Person with Law background	Member
7.	Ms. Auda Viegas	NGO – Bailancho Saad	Member
8.	Ms. Veronica Fernandes	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. Veronica Fernandes, 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 indicting action to be initiated at the institutional level for the Redressal and disposal of the complaint.



Fr. Kinley D'Cruz
Director

DIRECTOR
Don Bosco College of Engineering
Fatorda, Margao,
Goa - 403 602



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