



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/PPL/ORDER-1/2025-2026

Date: 25/09/2025

**ORDER**

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

The Committee for the Prevention of Sexual Harassment at the Workplace (CPSHW) has been reconstituted with 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.

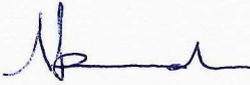
Sr. No.	Name	Representation in Committee	Position in Committee
1.	Ms. Elaine Dias	Non-Teaching Staff, Counsellor, DBCE	Chairperson
2.	Ms. Genevieve Fernandes	Teaching Staff Asst. Professor, Civil Dept, DBCE	Member
3.	Mr. Merwyn D'Souza	Teaching Staff Asst. Professor, Computer Dept, DBCE	Member
4.	Ms. Clarita Theresa Liane De Souza	Student, FE: Master in Civil Engineering, DBCE	Member
5.	Ms. Chaitali G. Gaonkar	Student, SE: Bachelor in Mechanical Engineering, DBCE	Member
6.	Adv. Radharao Gracias	Person with Law background	Member
7.	Ms. Auda Viegas	NGO – Bailancho Ekvott	Member
8.	Ms. Veronica Fernandes	Non-Teaching Staff Assistant Registrar & PA to Director, DBCE	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.



**Dr. Neena Panandikar**  
**Principal**



Copy to:

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