

SRI KRISHNA INTERNATIONAL EDUCATION TRUST

SRI KRISHNA DEGREE COLLEGE

ITI LAYOUT, BANASHANKARI 3rd STAGE, BANGALORE 560085

SEXUAL HARRASSMENT ELIMINATION COMMITTEE

15/07/2021

As per the guidelines of UGC, NAAC & Supreme Court an anti-sexual harassment cell has been established by our college, to provide a healthy and congenial atmosphere for the staff and students of the college.

The cell has well developed guidelines and norms for a policy to uphold zero tolerance towards sexual harassment. The college has entrusted the task of developing principles and procedures for combating sexual harassment to the cell. Cell promotes measures aimed at achieving gender equality, removal of gender discrimination, sexual harassment and other acts of gender based violence by organizing awareness programs and campaigns for the benefit of all members of the college.

As per the regular responsibility of the committee, the cell has conducted the meeting and discussed to give an awareness program for the academic year 2021 on sexual harassment. Any incident should immediately be brought to the notice of the cell members.

The following are the members of the committee.

1. Mrs Sowmya T K
2. Ms. Suma S
3. Mrs Hamsaveni D
4. Mrs Shruthi B

The following are the Students coordinator:

- | | |
|--------------|-------|
| 1. Gunashree | B.com |
| 2. Bhavya | B.com |
| 3. Pallavi | BBA |
| 4. Ramya | BCA |

Dr. N. Uthakumar

Principal

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MECHANISM FOR REDRESSAL FOR SEXUAL HARASSMENT
ELIMINATION COMMITTEE

1. The Committee shall meet to discuss about the proceedings as and when any complaint is entered by it. Complaint may be entered by any member of the commission. Any of the commission members can admit the complaint or grievance from students or others.
2. The Committee may direct the plaintiff to prepare and submit a detailed statement of incidents if the written complaint lacks clarity and needed particulars, within a period of two (2) days from similar direction or similar time period that the Committee may decide.
3. The Committee shall direct the indicted hand (s) to prepare and submit a written response to the complaint/ allegations within a period of four (4) days from similar direction or similar time period as the Committee may decide.
4. Each party shall be handed with a copy of the written statement (s) submitted by the other.
5. The Committee shall conduct the proceedings in agreement with the principles of natural justice. It shall allow both parties reasonable occasion of presenting their case. Still, should the indicted choose not to share in the proceedings, the Committee shall continue ex parte.
6. The Committee shall allow both parties to produce applicable documents and substantiations to support their case. Documents produced by either party shall be fixed with that party's hand to certify the document as original/ true copy.
7. The party against whom the document/ substantiation is produced shall be entitled to challenge/ cross-question the same.
8. The Committee shall sit on a day-to- day base to record and consider the substantiation produced by both parties.
9. As far as practicable, all proceedings of the Committee shall take place in the presence of both parties.

11. The Committee shall make all arrangements to complete its proceedings within a period of fifteen (15) days from the date of receipt of complaint.

12. The Committee shall record its findings in jotting supported points with reasons and shall further the same with its recommendations, to the principal/management, within a period of five (5) days from completion of the proceedings before it. In case the Committee finds that the data expose the commission of a felonious offence by the indicted person, this shall be specifically mentioned in the Committee's report.

13 However, in the course of the proceedings before it, the Committee is satisfied that prima facie case of sexual harassment is made out against the indicted hand (s)/ student and that there's any chance of the rush of any similar action, the action should be taken in the form of:

- Written apology
- Bond of good behaviour
- Adverse remarks in the confidential report
- Debarring from the supervisory duties
- Denial of membership of statutory bodies.
- Denial of re-employment/re-admission
- Prohibition of increments/promotions/admission tickets
- Reverting/demotion
- Suspension
- Dismissal
- Any other relevant mechanism

If, in the course of the proceedings before it, the Committee is satisfied that any person has retaliated against / victimized the complainant or any person assisting the complainant as a result of the complaint having been made or such assistance having been offered, the Committee shall report the same in writing, to the Principal/Management, with reasons and with recommendations of the action to be taken against such person.

If, at the culmination of the proceedings before it, the Committee is satisfied that the complainant has knowingly brought false charges of sexual harassment against any person, it shall report the same in writing to the Principal, management, with reasons and with recommendations of the action to be taken against such person.



Dr. N. Neha Kumari

PRINCIPAL

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BANGALORE - 560 085.

MEMBERS OF SEXUAL HARRASSMENT ELIMINATION COMMITTEE

NAME OF THE COMMITTEE MEMBERS	SIGNATURE
Mrs. SOWMYA K	
Ms. SUMA S	Suma.S
Mrs. HAMSAVENI D	
Mrs. SHRUTHI B	Shruthi. B



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Date : 13/8/2020

CIRCULAR

A meeting of Sexual Harassment Elimination Committee members will be held on 17/8/2020 at 3.00 pm on Google Meet. Committee members are requested to attend the same to discuss about the functioning of the committee during the lockdown mode because of Covid-19 pandemic.

Agenda:

- Introduction of committees in orientation program to the students.
- Display of Sexual harassment elimination on flex board.
- Display on measures taken by university to curb harassment.
- Any other matters with chairman approval.

B. N. Usha Kumari

Principal

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[Signature]
Convenor

Principal



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Minutes of the meeting of Sexual Harassment
Elimination committee

Meeting date: 17/8/2020

Time: 3.00 pm

Minutes of the meeting:

- Directors and principals of the department arranged orientation programme at college level and introduced students to such committees and included the list of programmes in the academic calendar.
- Flex boards will be arranged and displayed by the committee that carry Sexual harassment elimination message at various prominent places in the campus.
- Committee will take action on wide publicity of the measures which the university takes to curb the menace of harassment from time to time.
- It will be mandatory for the principal, HOD's and concerned departments to include the paragraph as to whether the student has been punished for committing an act of harassment as also displayed persistent violent or aggressive behavior to harm others, during his course of study in the institution.

S. N. ulha Kumari
Principal

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Date : 9/4/2021

CIRCULAR

A meeting of Sexual harassment elimination committee members will be held on 12/4/21 at 3.00pm on Google Meet. Committee members are requested to attend the same to discuss about the functioning of the committee during lockdown mode because of Covid-19 pandemic.

Agenda:

- Harassment free environment in the campus
- Display of flex board in the prominent places in the campus.
- Surprise visit by the committee members.
- Frequent rounds in college campus.
- Any other matters in chairman's approval


Convenor


Principal

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Principal



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**Minutes of the meeting of Sexual Harassment
Elimination committee**

Meeting date: 12/4/21

Time: 3.00 pm

The following points were discussed in the minutes of the meeting:

- It is decided to create peaceful and harassment free atmosphere in the campus.
- It is also decided to keep an eye on strangers and outsiders in the college campus
- Posters as well as power point presentations with illustrations were displayed to the students indicating that harassment is strictly prohibited and the same shall be displayed in each and every department of the institute.
- Students shall freely communicate with their parents / guardian regarding any such activity.
- Sri Krishna Degree College is a ragging free campus. The institution has constituted an Sexual harassment elimination committee consisting of members belonging to various sections of the committee at the commencement of the academic session .The HOD's, parents and the faculties discuss the measures to be taken to prevent harassment in the institution and steps to be taken to identify the offenders and punish them suitably.
- Coordinators are directed to have meeting frequently and discuss about the matters and inform any incident to the concerned authorities.
- The surprise visits are made in the college premises to investigate the steps taken towards Sexual harassment elimination activities.

D. N. Usha Kumar
Principal

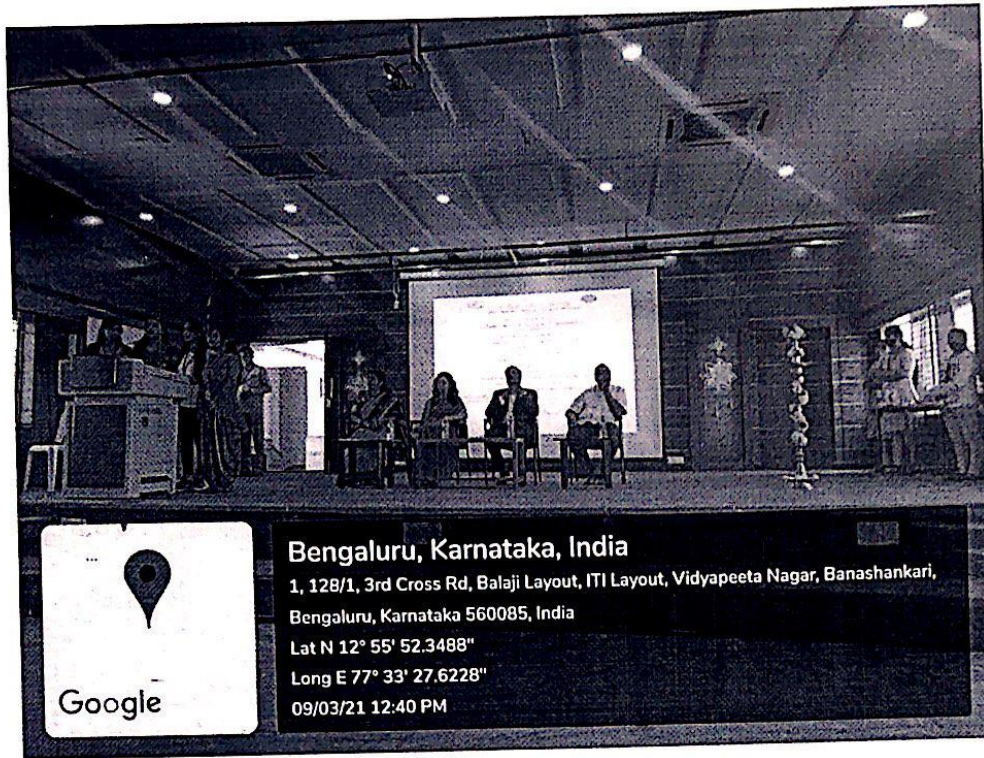
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WOMEN'S DAY:



The International Women's Day was celebrated at Sri Krishna Degree College on 8th March, 2021. The purpose of celebrating Women's Day is – To raise awareness about the status and dignity of women among the students.

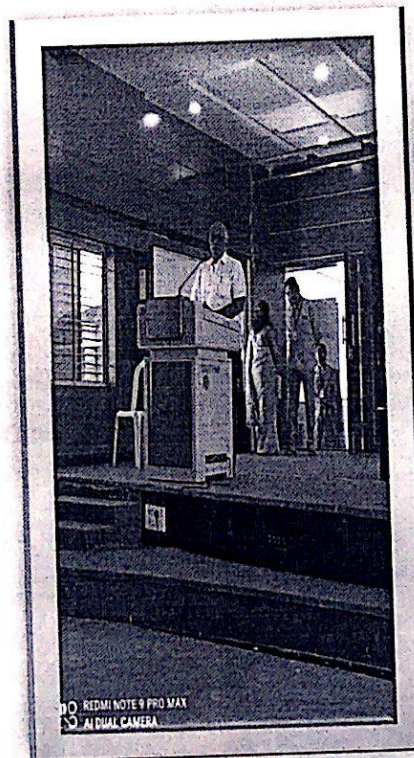
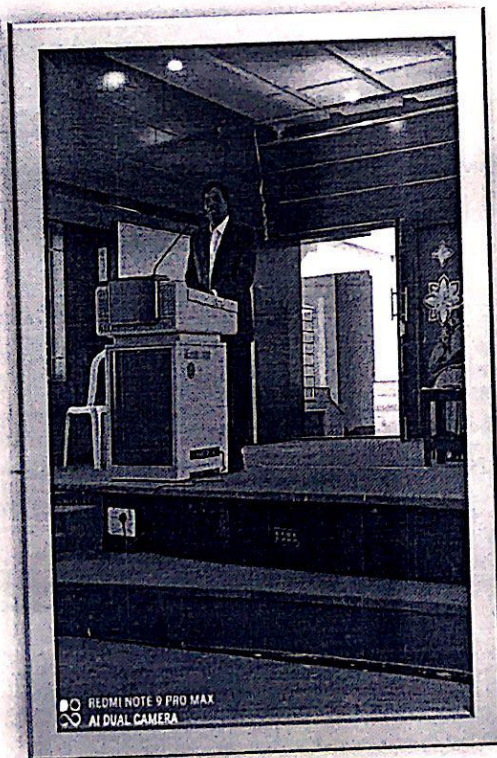
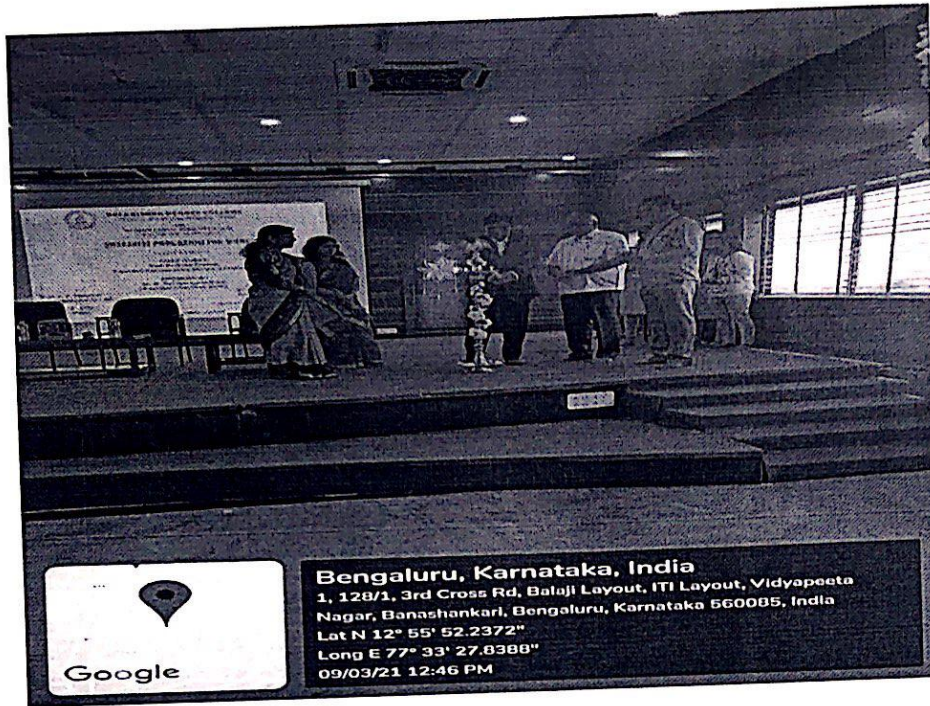
The chief guest for the day was chairmen sir Dr. M Rukmangada Naidu & Mrs. Krithika Prasad founder of Empowered Livingness {products and services}.


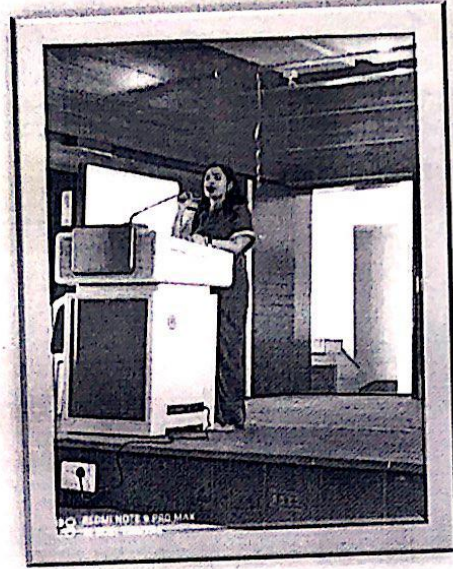
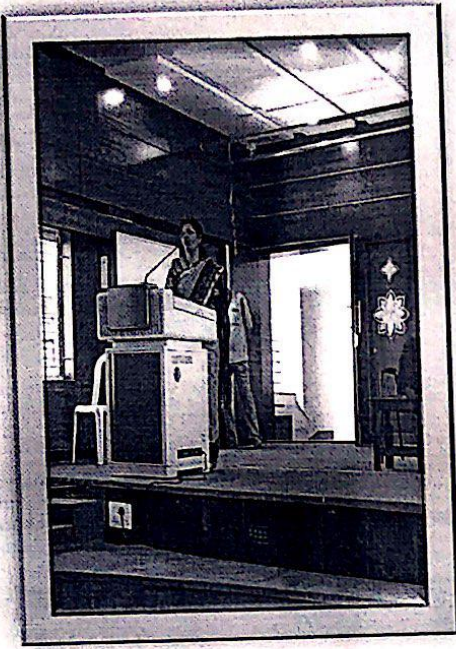


The chief guest Mrs. Krithika Prasad spoke few inspiring words for the students: 8th March is celebrated as the “International Women’s Day”. It is an important occasion for all of us to pause for a moment to reflect on ourselves, to appreciate how much has been done and what more needs to be done in the field of gender equality. Moreover, it is the day to acknowledge all the men and women in the world for making this world a better place for everyone to live in. To create awareness of gender equality for a healthy society.

Education will bring awareness among the society which will further result in overall development of nation and its community.

Sweets & snacks were served among the participants for their nourishment and refreshment.





KRITHIKA PRASAD - FOUNDER, KALYA SHASTRA

You can do it. You don't have to know everything before you start. Have a strong good vision. Take the first step. That's it. Universe will conspire.



