

2018

POLICY DOCUMENT

ANTI SEXUAL HARASSMENT CELL



MAHARAJA INSTITUTE OF TECHNOLOGY THANDAVAPURA

NH 766, Nanjengud Taluk, Mysuru- 571 302

PREFACE

Maharaja Institute of Technology Thandavapura has been upholding and uplifting the stakeholders in realizing their potential in all spectrum of professional life. Ever since the inception of the Institute by proven academicians, the institute is strategizing, devising and establishing various schemes in all practices of the institute, those are intended towards advocating right morality and positive attitude in all walks of life.

The Institute is committed to protect Women Employee and Students from sexual harassment at workplace by creating and maintaining the educational, working, and living environment free from sexual harassment. In order to ascertain that such of disruptive roots are not nourished and to address all elements which otherwise would not allow an individual to realize full potential, the institute has established Anti Sexual Harassment Cell.

The Institute takes the obligation to inhibit sexual harassment and to cultivate a philosophy of self-esteem and reverence in the day-to-day conduct of its work. The Institute will respond promptly to all complains of sexual harassment and will take relevant steps to resolve the matter.

PROF. SHANKAR N UPADHYAY
CHAIRMAN

DR. Y. T. KRISHNEGOWDA
PRINCIPAL

DECLARATION

Uplifting the quality of life and as well to uphold the human values, dignity and ethics in work place is essential in all regards for the development of any organization let alone Maharaja Institute of Technology Mysore. In particular, the matters pertaining to Women Employee and students safety is a very core part necessary to maintain the integrity of the institute. In this regard, I am happy that the committee established for the same has come up with this Policy document.

I hereby declare that all information in this document is valid, true and complete in all aspects and as well bears complete accordance with the recommendations of Government of India as well the All India Council of Technical Education. The document shall bear the complete spectrum with which all stakeholders are to abide by until further proceedings.

DR. Y T KRISHNEGOWDA
PRINCIPAL

DATE: __/__/2018

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1. SEXUAL HARASSMENT

The following shall constitute sexual harassment of Women Employees and Students:

- A. An unwanted conduct with sexual undertones which is persistent and which degrades, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened with adverse consequences and includes any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely:—
- a. Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
 - b. Demand or request for sexual favours;
 - c. Making sexually colored remarks;
 - d. Physical contact and advances; or
 - e. Showing pornography; and
- B. Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behavior that has explicit or implicit sexual undertones—
- a. Implied or explicit promise of preferential treatment as quid pro quo for sexual favors;
 - b. Implied or explicit threat of detrimental treatment in the conduct of work;
 - c. Implied or explicit threat about the present or future status of the person concerned;
 - d. Creating an intimidating offensive or hostile learning environment;
 - e. Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned.

2. OPTIONS FOR ADDRESSING SEXUAL HARASSMENT

MITT, in its effort to maintain the working environment for women and students free of harassment, requests everyone to report incidents of sexual harassment promptly to the appropriate authority. The victim, depending on the severity of the case, can:

- i. Tell the person who is harassing to stop, in writing or in person.
- ii. Talk to someone about the incident and ask for help.

- iii. Talk to immediate higher authority (Supervisor, Departmental Head, Dean of studies, Administrative Officer, as may be appropriate)
- iv. If the matter cannot be resolved through one of the above approaches or the complainant chooses not to pursue one of the above methods, he/she may file a written complaint promptly to the Anti Sexual Harassment cell (ASHC) of the Institute.

3. PROCEDURE FOR REGISTERING THE COMPLAINTS AND THE PROCESSES

- i. Complaints can be made by the aggrieved person (Complainant) in writing along with supporting documents and names and addresses of the witnesses if any to the ASHC within **three months** from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.
- ii. Friends, relatives, colleagues, co-students, psychologist or any other associate of the victim may file the written complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.
- iii. Written complaints should be treated as confidential and should be provided directly and only to the appropriate designated individuals of ASHC.
- iv. All complaints made to any member of ASHC must be revealed and recorded by the members, who shall then immediately inform the chairperson about the complaint, who shall in turn hold the meeting of the committee, within **three days**.
- v. All meetings of the committee will be called by the chairperson and the notice of at least **two working days** must be given for the meeting.
- vi. The ASHC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of **seven days** of such receipt.
- vii. Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of **Ten days**.

- viii. Within Ten days of the receipt of a complaint, the ASHC must determine whether a prima facie case of sexual harassment is made out. It shall carefully consider the complaint and may hear the complainant and the respondent and/or any other person to determine whether an inquiry by the Committee is to be instituted. If the committee considers it necessary to hear the respondent at this preliminary stage it shall issue a notice to this effect.
- ix. No person who is complainant, witness, or respondent in the complaint of the sexual harassment shall be a member of ASHC.
- x. Any committee member charged with sexual harassment in as written complaint must step down as member of ASHC /Inquiry committee during the enquiry into that complaint.
- xi. If the ASHC decides not to conduct an enquiry into complaint, it shall record the reason for the same in the minutes of the Committee meeting. The committee shall make the same available to the complainant in writing.

Each complaint must be dealt with in accordance with the following:

3.1. CONFIDENTIALITY

Any allegation of discrimination or harassment brought to the attention of the Committee will be discreetly addressed. Investigations will be conducted in a confidential manner to the greatest extent possible. However, the investigation of complaints may also require disclosure to the accused individual and to other witnesses for the purpose of gathering pertinent information. In such case, disclosures will be limited to the extent possible. All participants in the process, including the person who filed the complaint, the individual accused and witnesses, will be advised to keep the matter confidential.

3.2. COOPERATION

MITT expects faculty, staff, Students and other members of MITT to cooperate fully in the investigation process. Any faculty or staff member or student who is the subject of, or potential witness regarding, a harassment complaint and refuses to cooperate in an investigation is subject to disciplinary action.

3.3. DEALING WITH NON-MITT OFFENDER

MITT's ability to discipline an individual who is not an employee or student (such as a vendor or contractor) is limited by the degree of control, if any, MITT has over such individual. Nonetheless, MITT will seek to take appropriate action in response to violations of this Policy to the extent possible.

4. PROCEDURE FOR COMPLAINT INQUIRY AND THE PROCESSES

- i. The inquiry has to be completed within a period of **ninety days** from the receipt of the complaint.
- ii. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority (Principal). Copy of the findings or recommendations shall also be served on both parties to the complaint.
- iii. The Executive Authority of the Institute shall act on the recommendations of the committee within a period of **thirty days** from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.
- iv. An appeal against the findings or /recommendations of the ASHC may be filed by either party before the Executive Authority of the Institute within a period of **thirty days** from the date of the recommendations.
- v. If the Executive Authority of the Institute decides not to act as per the recommendations of the ASHC, then it shall record written reasons for the same to be conveyed to ASHC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ASHC, then a cause notice, answerable within **ten days**, shall be served on the party against whom action is decided to be taken. The Executive Authority of the ASHC shall proceed only after considering there ply or hearing the aggrieved person.
- vi. The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The Institute shall facilitate a conciliation process through ASHC, as the case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

- vii. The identities of the aggrieved party or victim or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

5. INTERIM REDRESSAL

The MITT may:

- i. Restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- ii. Ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if
- iii. There is a definite threat, restrain their entry into the campus, take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimization as a consequence of making a complaint of sexual harassment.

6. PUNISHMENT AND COMPENSATION

- i. Sexual harassment will be treated as misconduct. If anyone is found guilty the institute will take a disciplinary action as per the recommendation of the ASHC. (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the MITT, if the offender is an employee. Depending upon the severity of the offence, the punishments may include anyone or more such as a written apology, warning, reprimand, censure, undergoing counseling or carrying out community service, withholding of promotion, withholding of pay rise or increments and terminating the respondent from service.
- ii. Where the respondent is a student, depending upon the severity of the offence, the TI may,-
 - a. withhold privileges of the student such as access to the library, auditoria, transportation, scholarships, allowances, and identity card;
 - b. suspend or restrict entry into the campus for a specific period;
 - c. expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;

- d. Award reformatory punishments like mandatory counseling and, or, performance of community services.
- iii. The aggrieved person is entitled to the payment of compensation. Then I shall issue direction for payment of the compensation recommended by the ASHC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
 - (a) Mental trauma, pain, suffering and distress caused to the aggrieved person;
 - (b) The loss of career opportunity due to the incident of sexual harassment;
 - (c) The medical expenses incurred by the victim for physical, psychiatric treatment;
 - (d) The income and status of the alleged perpetrator and victim; and
 - (e) The feasibility of such payment in lump sum or in installments.

7. GOVERNMENT CLAUSES

The Sexual Harassment Policy has been formed in accordance with: "The Gazette of India, Part III-Section 4, Published by Authority (No.251), New Delhi, Friday June 10, 2016, JYAISTHA 20, 1938 bearing REGD No. D. L. -33004/99. Notification: MINISTRY OF HUMAN RESOURCE DEVELOPMENT (All India Council of Technical Education) New Delhi, the 10th June, 2016. Via. No. F. AICTE/WH/2016/01: All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of women Employee and students and Redressal of Grievances in Technical Education) Regulations 2016", to prohibit, prevent or deter the commission of acts of sexual harassment at workplace and to provide the procedure for the redressal of complaints pertaining to sexual harassment.

Ref: MITT/PO/A-1/ASH/03

Date: 22/11/2018

APPOINTMENT LETTER
"ANTI SEXUAL HARASSMENT CELL"

To,

Mrs. Vinutha H V

PA to Principal,

Maharaja Institute of Technology Thandavapura

Dear Mrs. Vinutha H V,

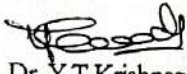
On behalf of Maharaja Institute of Technology Thandavapura, I want to thank you for agreeing to serve on the "Anti Sexual Harassment Cell" as "Member". The Institute is grateful that you are willing to share your time and your talents.

MITT has long been a contributor in workforce development and, thus, relies heavily on the advice of people like you to maintain quality programs that educate our students and help them to be productive employees and good citizens in our community.

Your current appointment term will begin this month and until further communication.

Brief description of the committee is attached herewith. Again, it is good to have you on board as part of the committee. We are all working together to provide our students the best in education and opportunities!

Sincerely,



Dr. Y T Krishnegowda

Principal

Enclosure: Anti Sexual Harassment Cell Introductory Letter

CC to: 1. Establishment section, 2. Head of Department

Ref: MITT/PO/A-1/ASH/05

Date: 22/11/2018

APPOINTMENT LETTER
"ANTI SEXUAL HARASSMENT CELL"

To,

Dr. Kusuma

District Surveillance Officer

464/A, Vinaya Marga,

Siddhartha Layout, Mysore.

Dear Dr. Kusuma,

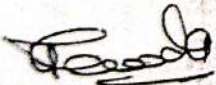
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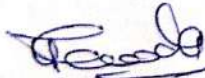
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Principal

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CC to: 1. Establishment section, 2. Head of Department

Ref: MITT/PO/A-1/ASH/04.

Date: 22/11/2018

APPOINTMENT LETTER
"ANTI SEXUAL HARASSMENT CELL"

To,

Prof. Subhashini R

Assistant Professor,

Department of Electronics and Communication Engineering,

Maharaja Institute of Technology Thandavapura

Dear Prof. Subhashini R,

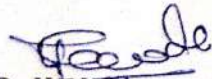
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CC to: 1. Establishment section, 2. Head of Department

Ref: MITT/PO/A-1/ASH/03

Date: 22/11/2018

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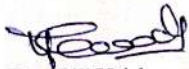
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Sincerely,



Dr. Y T Krishnegowda

Principal

Enclosure: Anti Sexual Harassment Cell Introductory Letter

CC to: 1. Establishment section, 2. Head of Department

Ref: MITT/PO/A-1/ASH/02.

Date: 22/11/2018

APPOINTMENT LETTER
"ANTI SEXUAL HARASSMENT CELL"

To,

Dr. B C Nagendra Prasad
Associate Professor and Head
Department of Civil Engineering
Maharaja Institute of Technology Thandavapura

Dear Dr. B C Nagendra Prasad,

On behalf of Maharaja Institute of Technology Thandavapura, I want to thank you for agreeing to serve on the "Anti Sexual Harassment Cell" as "Member". The Institute is grateful that you are willing to share your time and your talents.

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Dr. Y T Krishnegowda

Principal

Enclosure: Anti Sexual Harassment Cell Introductory Letter
CC to: 1. Establishment section, 2. Head of Department

Ref: MTT/PO/A-1/ASM/01

Date: 22/11/2018

APPOINTMENT LETTER
"ANTI SEXUAL HARASSMENT CELL"

To,

Prof. Shankar N Upadhyay
Assistant Professor and Head
Department of Mathematics
Maharaja Institute of Technology Thandavapura

Dear Shankar N Upadhyay ,

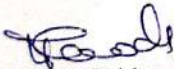
On behalf of Maharaja Institute of Technology Thandavapura, I want to thank you for agreeing to serve on the "Anti Sexual Harassment Cell" as "~~Chairman~~ ^{MEMBER}". The Institute is grateful that you are willing to share your time and your talents.

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Sincerely,



Dr. V. T. Krishnegowda

Principal

Enclosure: Anti Sexual Harassment Cell Introductory Letter
CC to: 1. Establishment section, 2. Head of Department

Ref: MITT/PO/A-1/ASH/01

Date: 22/11/2018

APPOINTMENT LETTER
"ANTI SEXUAL HARASSMENT CELL"

To,

Prof. Swarnalatha K

Assistant Professor and Head

Department of ISE

Maharaja Institute of Technology Thandavapura

Dear Swarnalatha K ,

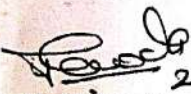
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Sincerely,


22/11/18
Dr. Y T Krishnegowda

Principal

Enclosure: Anti Sexual Harassment Cell Introductory Letter
CC to: 1. Establishment section, 2. Head of Department

11. The Committee shall make all endeavors to complete its proceedings within a period of fifteen (15) days from the date of receipt of complaint.
12. In case the Committee finds that the facts disclose the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report. If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is made out against the accused employee(s)/student and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, appropriate disciplinary action will be initiated.

[Signature]
Principal

Cc To: 1. All HODs 2. Committee Members

S/L	Name	Designation	Position	Contact No	Signature
1	Prof. Swarnalatha K	Assistant Professor and Head, ISE	Chairman	8762203975	<i>[Signature]</i>
2	Dr. B C Nagendra Prasad	Associate Professor and Head, CVE	Member	9916615147	<i>[Signature]</i>
3	Prof. Subhashini R	Assistant Professor, ECE	Member	9620123682	<i>[Signature]</i>
4	Mrs. Vinutha H V	PA to Principal	Member	9008166526	<i>[Signature]</i>
5	Dr. Kusuma	Registered Medical Practitioner	Member	9845817254	

Cc To: All HODs

Chemistry	CVE	CSE	ECE	ISE	Mathematics	ME	Physics
PRO	Placement	NSS/Humanities	Library	PED			



MAHARAJA INSTITUTE OF TECHNOLOGY THANDAVAPURA

NH 766, Nanjangud Taluk, Mysuru- 571 302

(An ISO 9001:2015 and ISO 21001:2018 Certified Institution)

(Affiliated to VTU, Belagavi and approved by AICTE, New Delhi)

Date: 22/11/2018

ANTI SEXUAL HARASSMENT CELL

Maharaja Institute of Technology Thandavapura has been at the forefront of the engineering education from the day of its inception. The institute hosts nearly 700 students from various places and walks of life. Maintaining a healthy and conducive environment for transforming the minds and hence gifting knowledgeable professional to the society is the vision. It is therefore the responsibility of the institute to uphold and uplift the quality of education in all aspects particularly in aspects of mental and physical health of the students.

In this view, a committee is proposed to be formed by the name of "Anti Sexual Harassment Cell" that facilitates addressing issues bothering the students as well to take necessary steps in maintaining the quality of life of the students.

With an awareness being created by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, MITT has formed Anti Sexual harassment Cell to address any such offence or grievances with strict punitive actions which will be at par with those issued in the Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013 published in the Gazette of India, Extraordinary, PART II- Section 1 under the Legislative Department of Ministry of Law and Justice. All regulations will be followed strictly in the institute to root out Sexual Harassment in all its forms such as,

1. Verbal or Physical threats.
2. Insulting, Abusive, Embarrassing or Patronizing behaviour or Comments.
3. Offensive gestures, Language, Rumours, Gossip or Jokes.
4. Humiliating, Intimidating, Demeaning and/or Persistent criticism, Open hostility.
5. Suggestive comments or Body language.
6. Isolation or Exclusion from normal work or study place.
7. Publishing, Circulating or displaying pornographic, Racist, Sexually suggestive or otherwise offensive pictures or other materials.
8. Unwanted physical contact, ranging from an invasion of space to a serious assault. The above list is not intended to be exhaustive.

The following is also sexual harassment and is covered by the committee:

1. Eve-teasing.
2. Unsavory remarks.
3. Jokes causing or likely to cause awkwardness or embarrassment.
4. Innuendos and taunts.
5. Gender based insults or sexist remarks.

Minutes of Meeting

The meeting was held on 30/12/20 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD. Department of CIVIL B.C. Nagendra prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

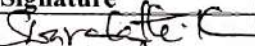
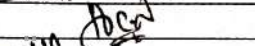
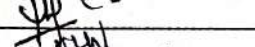


Prof. Swarnalatha.K submitted a report stating that there were no cases relating to sexual harassment in the college during the this academic year.

All the members discussed the functions of ASHC

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof .Meghna.

Since there was no other points to discuss the meeting ended


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Ref. No. MITT/DC/PO/2022-23/070

Date: 26-12-2020

CIRCULAR

All the members of Anti Sexual Harassment committee members are requested to attend a meeting on 30th DEC, 2020 at 2.30pm in Principal's Office

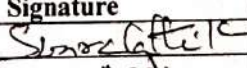
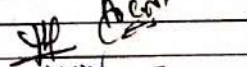
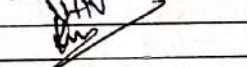


Agenda of the meeting is as follows:

Agenda:

1. To discuss regarding complaints of ASHC.
3. Any other point with the permission of the Principal.



PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 3/1/20 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD. Department of CIVIL B.C. Nagendra prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

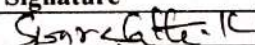
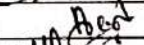
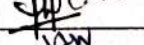

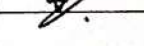
Prof. Swarnalatha.K given instruction to create awareness to students and employees regarding the committee

It was decided to conduct programs and activities about gender equity and gender sensitization.

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof. Meghna.

Since there was no other points to discuss the meeting ended.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Ref. No.

Date: 2-01-2020

CIRCULAR

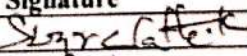




All the members of Anti Sexual Harassment committee members are requested to attend a meeting on 3rd Jan, 2020 at 2.30pm in Principal's Office

Agenda of the meeting is as follows:

Agenda:

1. To create awareness regarding ASHC.
2. Events and programs to be organized.
3. Any other point with the permission of the Principal.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 30/12/19 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD, Department of CIVIL B.C. Nagendra prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

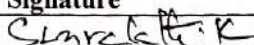
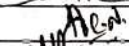

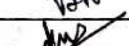
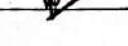
Prof. Swarnalatha.K submitted a report stating that there were no cases relating to sexual harassment in the college during the this academic year.

All the members discussed the functions of ASHC

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof. Meghna.

Since there was no other points to discuss the meeting ended


PRINCIPAL

Sl.No	NAME	Signature
1	Prof. Swarnalatha.K	
2	Dr. B.C. Nagendra Prasad	
3	Prof. Meghana.M.N	
4	Mrs. Vinutha H V	
5	Dr. Kusuma	

Ref. No.

Date: 28-12-2019

CIRCULAR

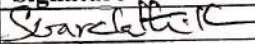


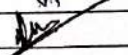

All the members of Anti Sexual Harassment committee members are requested to attend a meeting on 30th DEC, 2019 at 2.30pm in Principal's Office

Agenda of the meeting is as follows:

Agenda:

1. To discuss regarding complaints of ASHC.
3. Any other point with the permission of the Principal.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 5/1/19 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD. Department of CIVIL B.C.Nagendra Prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

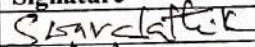
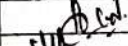
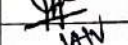
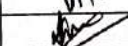
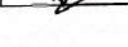
Prof.Swarnalatha.K given instruction to create awareness to students and employees regarding the committee

It was decided to conduct programs and activities about gender equity and gender sensitization.

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof .Meghna.

Since there was no other points to discuss the meeting ended.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Ref. No.

Date: 2-1-2019

CIRCULAR

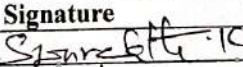
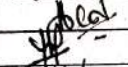

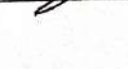

All the members of Anti Sexual Harassment committee members are requested to attend a meeting on 5th Jan, 2019 at 2.30pm in Principal's Office

Agenda of the meeting is as follows:

Agenda:

1. To create awareness regarding ASHC.
2. Events and programs to be organized.
3. Any other point with the permission of the Principal.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 28/12/21 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD. Department of CIVIL B.C. Nagendra prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

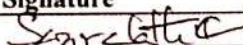




Prof. Swarnalatha.K submitted a report stating that there were no cases relating to sexual harassment in the college during the this academic year.

All the members discussed the functions of ASHC

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof. Meghna.

Since there was no other points to discuss the meeting ended


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Ref. No.

Date: 20-12-2021

CIRCULAR

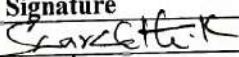




All the members of Anti Sexual Harassment committee members are requested to attend a meeting on 28th DEC, 2021 at 2.30pm in Principal's Office

Agenda of the meeting is as follows:

Agenda:

1. To discuss regarding complaints of ASHC.
3. Any other point with the permission of the Principal.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 4/1/21 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD.Department of CIVIL B.C .Nagendra Prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

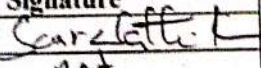
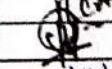
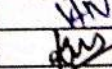
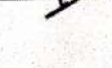

Prof.Swarnalatha.K given instruction to create awareness to students and employees regarding the committee

It was decided to conduct programs and activities about gender equity and gender sensitization.

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof .Meghna.

Since there was no other points to discuss the meeting ended.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Ref. No.

Date: 2-01-2021

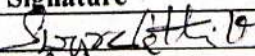




CIRCULAR

All the members of Anti Sexual Harassment committee members are requested to attend a meeting on 4th Jan, 2021 at 2.30pm in Principal's Office

Agenda of the meeting is as follows:**Agenda:**

1. To create awareness regarding ASHC.
2. Events and programs to be organized.
3. Any other point with the permission of the Principal.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 27/12/22 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD.Department of CIVIL B.C .Nagendra prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

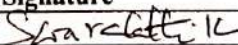




Dr.Swarnalatha.K submitted a report stating that there were no cases relating to sexual harassment in the college during the this academic year.

All the members discussed the functions of ASHC

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof .Meghna.

Since there was no other points to discuss the meeting ended


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Date: 21-12-2022

Ref. No.

CIRCULAR

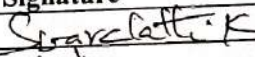




All the members of Anti Sexual Harassment committee memberes are requested to attend a meeting on 27th DEC, 2022 at 2.30pm in Principal's Office

Agenda of the meeting is as follows:

Agenda:

1. To discuss regarding complaints of ASHC.
3. Any other point with the permission of the Principal.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 5/1/22 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD. Department of CIVIL B.C. Nagendra Prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

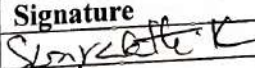




Dr. Swarnalatha.K given instruction to create awareness to students and employees regarding the committee

It was decided to conduct programs and activities about gender equity and gender sensitization.

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof. Meghna.

Since there was no other points to discuss the meeting ended.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Ref. No.

Date: 3-01-2022

CIRCULAR

All the members of Anti Sexual Harassment committee members are requested to attend a meeting on 5th Jan, 2022 at 2.30pm in Principal's Office

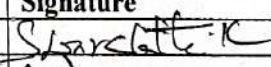
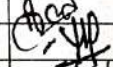



Agenda of the meeting is as follows:

Agenda:

1. To create awareness regarding ASHC.
2. Events and programs to be organized.
3. Any other point with the permission of the Principal.



PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 29/12/23 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD. Department of CIVIL B.C .Nagendra prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

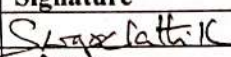




Dr.Swarnalatha.K submitted a report stating that there were no cases relating to sexual harassment in the college during the this academic year.

All the members discussed the functions of ASHC

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof .Meghna.

Since there was no other points to discuss the meeting ended


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Ref. No.

Date: 20-12-2023

CIRCULAR

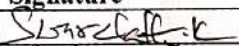

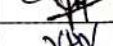
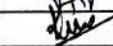
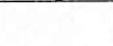
All the members of Anti Sexual Harassment committee memberes are requested to attend a meeting on 29th DEC, 2023 at 2.30pm in Principal's Office

Agenda of the meeting is as follows:

Agenda:

1. To discuss regarding complaints of ASHC.
3. Any other point with the permission of the Principal.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Minutes of Meeting

The meeting was held on 4/1/23 at 2.30 pm in Principal's office.

All the ASHC committee members were present in the meeting

HOD. Department of CIVIL B.C.Nagendra prasad welcomed the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ASHC.

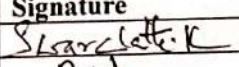
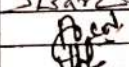
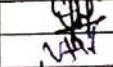
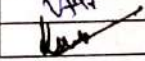

Dr.Swarnalatha.K given instruction to create awareness to students and employees regarding the committee

It was decided to conduct programs and activities about gender equity and gender sensitization.

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof .Meghna.

Since there was no other points to discuss the meeting ended.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	

Ref. No.

Date: 2-01-2023

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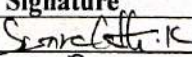
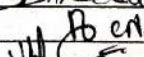


All the members of Anti Sexual Harassment committee memberes are requested to attend a meeting on 4th Jan, 2023 at 2.30pm in Principal's Office

Agenda of the meeting is as follows:

Agenda:

1. To create awareness regarding ASHC.
2. Events and programs to be organized.
3. Any other point with the permission of the Principal.


PRINCIPAL

Sl.No	NAME	Signature
1	Prof.Swarnalatha.K	
2	Dr.B.C.Nagendra Prasad	
3	Prof.Meghana.M.N	
4	Mrs.Vinutha H V	
5	Dr.Kusuma	