

WOMEN ANTI-SEXUAL HARASSMENT CELL

The Internal committee for women Anti-sexual Harassment Cell in S. Nijalingappa College constituted according to “The Sexual Harassment at Workplace” (Prevention, Prohibition and Redressal) Act 2013, in order to address the issue of Sexual Harassment at Workplace for ensuring gender equality. The committee is established to generate awareness, review and address the complaints on sexual harassment in college campus.

Objectives:

- To uphold and enhance women's status.
- To raise public awareness of women's issues, particularly those pertaining to discrimination based on gender.
- Developing women's self-confidence and to provide guidance on Women Welfare Laws.
- To emphasize the significance of gender, racial, economic, social, and spiritual equality.
- To emphasize the significance of cleanliness, hygiene and well-being.
- To plan workshops and seminars to stop sexual harassment and enhance the overall health and happiness of female students, faculty, and staff at the College.
- To create and preserve a respectful, friendly workplace where female employees and students can work.
- To facilitate a safe environment that is free of sexual harassment and free of gender-based discrimination
- To develop guidelines and norms for policies against sexual harassment
- To organize gender sensitization awareness programme
- Creation and delivery of customized awareness training sessions to the management, internal complaints committee and employees, on a need basis

Activities:

- Organization of workshops, invited guest lectures and seminars to generate health, hygiene awareness among women.
- Encourage those who work in the field of women's development to get involved in the Cell's activities.
- To encourage women to be self-reliant, arrange different kinds of training programs and raise knowledge about self-employment opportunities.
- Initiatives to enrol the girl students in NCC, NSS, and YRC to develop self-reliance and confidence.
- Promote women empowerment by organizing health camps for blood grouping, blood donation, eye checkup, stem cell banking, screening of cervical cancer, organ donation & hair donation for cancer patients.

Execution of rules and regulations:

On receipt of complaint

- The committee shall, on receipt of a written complaint, promptly initiate inquiry proceedings as per the directions under the UGC and state Government directions.
- Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behaviour, whether directly or by implication.
- Physical contact and advances; or A demand or request for sexual favours; or Making sexual coloured remarks; or Showing pornography; or Any unwelcome physical, verbal or non-verbal conduct of sexual nature.

Roles and responsibilities:

- The committee has to ensure enough steps are taken to create awareness on the topic.
- If in case any person approaches any of the committee members, the member is immediately required to inform others.
- A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counselling and conciliation as soon as possible.
- In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint.
- The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students.

Following are the Guidelines to be strictly followed

- The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell
- The counsellor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint
- The members of the Cell will discuss the complaint
- If the case falls outside the purview of the Cell, the complainant will be informed to Principal/management/Legal cell of the college and UGC
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by Principal
- If any legal action is required with the help of advocate member of the cell complaint is forwarded to police

COMMITTEE - WOMEN ANTI-SEXUAL HARASSMENT

2022-23

Sl. No.	Name	Designation	Role/ Position
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener
2.	Smt. Aruna Jyothi	NGO	Adviser
3.	P. Rajeshwar	Lawyer	Adviser
4.	Smt. Roopa C. S.	Assistant Professor Dept. of Computer Science	Member
5.	Smt. Prajwal	Assistant Professor Dept. of BHA	Member
6.	Smt. Anusha K.	Assistant Professor Dept. of BBA	Member
7.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member
8.	Dr. Sushasini K.	Assistant Professor Dept. of Zoology	Member
9.	Milan Singh (V PMCs)	Student representative	Member
10.	Sarthak K M (V BHM)	Student representative	Member

2021-22

Sl. No.	Name	Designation	Role/ Position
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener
2.	Smt. Aruna Jyothi	NGO	Adviser
3.	P. Rajeshwar	Lawyer	Adviser
4.	Smt. Deepika	HoD, MTTM	Member
5.	Shri. Sujay Sindhey	HoD, BHM	Member
6.	Smt. Archana	HoD, BBA	Member
7.	Dr. Parwati Angadi	HoD, BCA	Member
8.	Subhadra S (III CBZ)	Student representative	Member
9.	Ashwini D. (III CBBt)	Student representative	Member

2020-21

Sl. No.	Name	Designation	Role/Position
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener
2.	Smt. Aruna Jyothi	NGO	Adviser
3.	P. Rajeshwar	Lawyer	Adviser
4.	Sri. Jagadeesh Kalyani	HoD, MTTM	Member
5.	Shri. Richard	HoD, BHM	Member
6.	Smt. Archana	HoD, BBA	Member
7.	Dr. Parvati Angadi	HoD, BCA	Member
8.	Milan Singh (III PMCs)	Student representative	Member
9.	Sarthak K M (III BHM)	Student representative	Member

2019-20

Sl. No.	Name	Designation	Role/ Position
1.	Smt Chaitanya E. C.	Assistant Professor, English	Convener
2.	Dr Selvappa	Assistant Professor, Sanskrit	Adviser
3.	Smt. Sharada	Assistant Professor, Computer Science	Adviser
4.	Dr. Narayana Swamy	Assistant Professor, Zoology	Member
5.	Smt. Hepzina	Assistant Professor, BHM	Member

2018-19

Sl. No.	Name	Designation	Role/ Position
1.	Miss.Supraja V.	Assistant Professor, Psychology	Convener
2.	Dr. B. L. Manjula	Assistant Professor, Botany	Adviser
3.	Smt. M. R. Chaya	Assistant Professor, Chemistry	Adviser
4.	Sushma Mani K.	Assistant Professor, Biology	Member

2017-18

Sl. No.	Name	Designation	Role/ Position
1.	Smt. B. L. Manjula	Assistant Professor, Botany	Convener
2.	Smt. M. R. Chaya	Assistant Professor, Chemistry	Adviser
3.	Smt. Supraja V.	Assistant Professor, JPP/JPE	Adviser
4.	Smt. Swapna	Assistant Professor, FAD	Member
5.	Smt. Sunitha	Assistant Professor, BHM	Member

PRINCIPAL