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मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।
 - (2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।
 - (3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएंगे।
2. परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-
 - (अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला—चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;
 - (ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);
 - (स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा./53]

जसपाल एस. संधु, सचिव, यूजीसी

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

NOTIFICATION

New Delhi, the 2nd May, 2016

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
 - (2) They shall apply to all higher educational institutions in India.
 - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,-
 - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
 - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
 - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (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 coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (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;

- (l) “student” means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) “third Party Harassment” refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) “victimisation” means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) “workplace” means the campus of a HEI including-
- (a) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - (c) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-

- (a) Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- (b) publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- (c) organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- (d) act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- (e) publicly commit itself to a zero tolerance policy towards sexual harassment;
- (f) reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- (g) create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- (h) include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual

harassment, contact details of members of Internal Complaints Committee , complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 **Supportive measures.**—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

(6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.

(7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.

(8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.

(9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.

(10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.

(11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.

(12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.

(13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.

(14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.

(15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.

(16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

4. Grievance redressal mechanism.—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice- Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. The process for making complaint and conducting Inquiry – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. Process of making complaint of sexual harassment - An aggrieved person is required to submit a written complaint to the ICC 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.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period.”

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. Process of conducting Inquiry- (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) 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.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI 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.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show 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 HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, 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.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. Interim redressal-The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. Punishment and compensation- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, 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 counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC 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 instalments.

11. Action against frivolous complaint.—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. Consequences of non-compliance.—(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
 - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
 - (c) withholding any grant allocated to the institution;
 - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
 - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
 - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
 - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
 - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC



Visvesvaraya Technological University

“Jnana Sangama”

Belagavi - 590 018, Karnataka State

Dr. H.N. Jagannatha Reddy B.E., M.E., Ph.D.
REGISTRAR

Phone : (0831) 2498100
Fax : (0831) 2405467

Ref: VTU/BGM/ICC/2017-18/ 3118

Date : 21 JUL 2017

NOTIFICATION

Sub: VTU Regulations on Anti Sexual Harassment – reg..

Ref: 1. VTU's Executive Council Resolution No. 8.2 of 22-3-2017

2. Hon'ble Vice-Chancellor's Approval dated: 20-07-2017

VTU's Executive Council by the power vested as per Section 32 of VTU Act framed the VTU Regulations on Anti Sexual Harassment vide its Resolution No. 8.2 of 22-3-2017.

Accordingly, VTU Regulations on Anti Sexual Harassment are hereby notified. This is applicable from the date of approval from VTU's Executive Council.

The VTU Regulations on Anti Sexual Harassment are uploaded on VTU website www.vtu.ac.in

These Regulations are applicable to all Engineering/Architecture Colleges (affiliated/ autonomous/ constituent) under the jurisdiction of VTU.

Hence, the Principals of all Engineering Colleges are hereby informed to note the same and take immediate necessary measures to formulate the “College Internal Complaints Committee [CICC]”, if it is not already constituted.

Every college is required to send the annual report on the complaints received and action taken in this regard to the University and comply with any other notification/ circulars / rules issued by the University in this regard.

This is for immediate necessary compliance.

BY ORDER

Sd/-

REGISTRAR

To,

The Principals of All Engineering Colleges Affiliated to / Autonomous / Constituent under VTU, Belagavi

Copy to:

1. Hon'ble Vice-Chancellor through the Secretary to VC, VTU, Belagavi
2. The Special Officer of DPAR, VTU, Belagavi to circulate to all the section heads
3. The Circular file at Dispatch section
4. The Computer Network Centre, VTU, Belagavi to upload on VTU website

REGISTRAR

Judy 21.07.17

Part II

DEFINITION , JURISDICTION AND COMMITTEES

2.1. Definition of Sexual Harassment

The following constitute sexual harassment:

- a. When submission to unwelcome sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature are, implicitly or explicitly, made a term or condition of teaching/guidance, employment, participation or evaluation of a person's engagement in any University activity
- b. When unwelcome sexual advances, and verbal, non-verbal and / or physical conduct such as loaded comments, remarks or jokes, letters, phone calls, messages or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of derogatory nature have the purpose and/ or effect of interfering with an individual's performance or of creating an intimidating, hostile, or offensive environment
- c. When a person/s uses, with a sexual purpose, the body or any part of it or any object as an extension of the body in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.
- d. When deprecatory comments, conduct or any such behaviour is based on the gender identity/sexual orientation of the person and /or when the workplace of the University is used to denigrate/discriminate against person(s), or create a hostile environment on the basis of a person's gender identity/sexual orientation

2.2. Jurisdiction

These regulations shall be applicable to all complaints of sexual harassment made:

- a. By a member (a to f of 1.2)of the University against any other member of the University irrespective of whether harassment is alleged to have taken place within or outside the campus
- b. By a resident against a member (a to f of 1.2) of the University or made by a member against a resident irrespective of whether harassment is alleged to have taken place within or outside the campus
- c. By an outsider against a member of the University(a to f of 1.2) or by a member of University against an outsider if the sexual harassment is alleged to have taken place within the campus
- d. By a member of the University against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases, the Committee shall recommend that the University/College authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

In the above, the following definition will apply:

'Members of the University (a to f of 1.2)' includes students, teachers, non-teaching staff of the University and any persons who is assigned/ carrying out the work of University

'Students' includes regular students, part time students, research scholars

'Teachers' includes a person/staff of the University or any of the colleges/institutions affiliated/autonomous to it, who is appointed to a teaching and/ or research post, whether full time, temporary, ad-hoc, part-time, visiting, honorary, or on special duty or deputation and shall include employees employed on a casual or project basis

'Resident' includes any person who is temporary or permanent resident of any of the accommodations or premises allotted to an employee by VTU or any of the colleges or institutions affiliated/autonomous to it

'Outsider' includes any person who is not a member of the University or a resident. It also includes but is not limited to any private person offering residential, food and other facilities to members of VTU or any college or institutions affiliated/autonomous to it

'Campus' includes all places of work and residence in VTU or any college or institutions affiliated/autonomous to it. It includes all places of instruction, research and administration, as well as hostel, health centres, sports grounds, quattress, in housing facilities within campus, banks, public places (parks, streets, lanes) and canteens, etc on VTU campus or any college or institutions affiliated/autonomous to it

2.3. Committees:

There shall be following committees and implementation of policy will be achieved through following :

Part A:

a. College Internal Complaints Committee (CICC):

Every affiliated college shall have a College Internal Complaints Committee (CICC). VTU PG Centres and constituent College shall also have College Internal Complaints Committee.

b. VTU Internal Complaints Committee (VTU ICC)

VTU ICC will address the Complaints w.r.t. Head office (including all sections at Belagavi), VTU Regional offices at Bengaluru, Belagavi, Mysuru, Kalaburgi. This shall be the central Pool Complaint committees and shall act as appellate authority for CICCs.

c. Composition of above committees:

The committee shall have five members. The chairperson shall be women. Of the five members three shall be woman. One member from NGO. There shall be representation from both teaching and non-teaching staff. Further, if the complaint involves students, senior student (female), nominated, may be co-opted for the particular matter under consideration.

Part B :

These committees shall play roles in both preventive and remedial ways.

Preventive:

- a. To create and ensure a safe environment that is free of sexual harassment
- b. To create an atmosphere promoting equality and gender justice
- c. To publicise the policy in Kannada and English widely, especially through prospectus, notice boards etc
- d. To publicise in Kannada and English widely the names and phone numbers of members of the committees
- e. To plan and carry out programmes for gender sensitisation

Remedial:

- a. The mechanism for registering complaints should be safe, accessible and sensitive
- b. To take cognisance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
- c. To recommend to the concerned authorities for follow up action and monitor the same
- d. To advise the disciplinary authority concerned, to issue warning or take the help of law to stop the harasser, if the complainants request
- e. To seek medical, police and legal intervention with the consent of the complainant
- f. To make appropriate psychological, emotional and physical supports (in the form of counselling, security and other assistance) to the victim if she desires.

Part III

COMPLAINT MECHANISM AND PROCEDURE TO ADDRESS THE COMPLAINTS

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Rules framed there under, Visvesvaraya Technological University, Belagavi hereby adopts the following procedure for determining complaints filed to the **VTU Internal Complaints Committee (VTU ICC)** constituted under the Act. The procedure complies with the basic principles of natural justice and fair play and has to be adhered to in all complaints, but VTU ICC reserves the right to make exceptions to the procedure stated hereunder:

1. Any aggrieved woman may make in writing, a complaint of Sexual harassment at workplace to VTU ICC (herein after referred as Committee). Six copies of a written complaint should be submitted to the Committee or any of its members along with the list of witness and supporting documents. Additional documents and list of witness can be submitted to Committee at a later stage during the proceedings.
Provided that where such complaint cannot be made in writing, the Chairperson/Presiding Officer or any other members of the Committee shall render all reasonable assistance to the woman for making the complaint in writing.
2. Any complaint received by the members should be immediately forwarded to the Presiding Officer, and this must be notified to other members of Committee at the earliest and not later than three (3) days and a meeting should be called for discussing the matter.
3. The Committee shall discuss and decide on its jurisdiction to deal with the case or reject the complaint prima facie and recommend to the Institution that no action is required to be taken in the matter. In case of complaint received w.r.t. affiliated College, autonomous college, Constituent College, PG Centres, the matter shall be referred to the Internal Complaint Committee of the respective Institution / college / Centre and call for the records, action taken and punishments imposed, if any. And decide the matter as per the procedures framed under this Regulation.
4. Notice shall be issued to the respondent within 7 working days of receipt of the complaint and 10 working days shall be given for submission of reply (along with the list of witness and documents).
5. The committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offence under Indian Penal Code.
6. The Committee may before initiating an inquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation.
7. No monetary settlement shall be made as the basis of conciliation, if any settlement is arrived, the Committee shall record the settlement so arrived and forward the same to the employer for necessary compliance.
8. The Committee shall provide the copies of the settlement as recorded under (7) to the aggrieved woman and to the respondent. No further inquiry shall be conducted by the Committee once the conciliation is done.
9. If conciliation is found to be not feasible, notice should be issued to both the parties for hearing.
10. The Committee may direct the Registrar/ Principal/Head of the Institution/ PG coordinator to ensure the safety and protection of the aggrieved woman if and when required.

11. As an interim measure, the Committee may recommend
 - a) The transfer of the aggrieved woman, if she desires, or the respondent to another section or department as deemed fit by the Committee
 - b) Grant leave to the aggrieved woman upto a period of three months or ;
 - c) Restrain the respondent from exercising any administrative authority or supervision or academic evaluation of the aggrieved woman
12. The Committee shall proceed to make inquiry into the complaint in accordance with the provision of the service rules applicable to the respondent considering the sexual harassment as misconduct.
13. The Presiding Officer shall convene the first hearing of the enquiry. The respondent, the aggrieved woman, and the witnesses shall be intimated at least 7 working days in advance in mentioning the date, time and venue of the enquiry proceedings. The subsequent proceedings may be on a day to day basis, to be decided by the Committee.
14. The Committee shall provide reasonable opportunity to the aggrieved woman and the respondent for presenting the defense.
15. The Committee may at any time during the enquiry proceedings, preclude the face-to-face examination of the respondent and the aggrieved woman and /or their witness keeping in view the need to protect the aggrieved woman or the witnesses from facing any serious health and/or safety problems.
16. The Committee may call any person to appear as a witness in the interest of justice. The aggrieved woman/respondent has to submit the written reply before the committee within the specified time given.
17. The Committee shall have the right to summon, as many times as required, the respondent, aggrieved woman and/or any witness for the purpose of supplementary testimony and /or clarification.
18. The Committee shall have the right to summon any official papers or documents pertaining to the aggrieved woman as well as the respondent.
19. The past history of the aggrieved woman shall not be probed into as such information shall be deemed irrelevant to a complaint of sexual harassment.
20. The Committee shall have the right to terminate the enquiry proceedings and to give an ex-parte decision on the complaint, if the respondent fail to be present for three consecutive hearings convened by the Presiding Officer without prior permission from the presiding officer with the valid reasons.
21. The aggrieved woman and the respondent or any person on her /his behalf, shall have the right to examine written transcripts of the recordings with the exclusion of witness names and identities. Any person nominated by the aggrieved woman and /or the respondent on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff. No person who has been found guilty of sexual harassment shall be accepted as a nominee. The aggrieved woman/respondent should inform the Presiding Officer specifically if they wish exercise this right. The Presiding Officer shall allow access to such document/s on a specific date to be intimated at least two days in advance to each of the parties concerned. At no point of time, the concerned parties can take these documents outside the office.
22. The aggrieved woman and the respondent shall be responsible for presenting their witness before the Committee. In the case of failure in presenting witnesses and the committee is

- convinced with the reasons provided by the aggrieved women/respondent then the Committee shall adjourn that particular meeting for a period not exceeding five days. The adjourned meeting shall be conducted even if the person concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.
23. All the proceedings of the Committee shall be recorded in writing. The record of the proceedings and the statement/s of witness shall be endorsed by the persons concerned as well as the committee members present in token of authenticity thereof.
 24. If the aggrieved woman desires to tender any documents as evidence, the Committee can supply true copies of such documents to the respondent. Similarly, if the respondent desires to tender any documents in evidence, the Committee shall supply true copies of such documents to the aggrieved woman.
 25. In any event the Committee thinks that the supplementary testimony is required, the Presiding Officer shall forward the summary of the proceedings to the concerned with a time period of seven days to submit, in person or in writing, to the Committee.
 26. The aggrieved woman and the respondent shall have the right of cross-examination of all witness. However, such cross –examination shall be conducted in the form of written questions and responses via the Committee only. The respondent shall have no right to directly cross-examine the aggrieved woman and/or her witness.
 27. The respondent / aggrieved woman may submit to the Committee, a written list of questions that he/she desires to pose to the aggrieved woman/witness. The Committee shall retain the right to disallow any question, which it feels to be irrelevant, mischievous, slanderous, derogatory or gender insensitive.
 28. Amicus Curies can be called for helping the Committee if and when required
 29. After concluding its investigation, the Committee shall submit a detailed reasons report to the University/ Institution
 30. If the Committee finds no merit in the allegations, the same shall be report to the Institution
 31. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the University/ Institution
The following actions may be recommended.

Part A: in the case of University/ College employees :

- a) A written apology
- b) Warning
- c) Bond on Good behaviour
- d) Suspension for specific period of time
- e) Reprimand or censure
- f) Withholding of promotions and / or increments
- g) Withholding of pay rise or increments
- h) Adverse remarks in Service books/ confidential service register
- i) Recommending for demotion/suspension/dismissal
- j) Debarring from Nomination on the committees/statutory bodies of the University
- k) Blacklisting from examination works
- l) Any other punishment according to the service rules applicable to the respondent
- m) To file a police complaint in relation to an offence under Indian Penal Code, if aggrieved woman chooses so.

Part B : In case of students :

- a) Warning
 - b) Written apology
 - c) Bond on Good behaviour
 - d) Suspension for specific period of time
 - e) Withholding results
 - f) Debarring from exams
 - g) Debarring from holding posts such as member of committee
 - h) Expulsion
 - i) Denial of admission /readmission/change of College/Change of Branch
 - j) Declaring the harasser as " persona non grata" for stipulated period of time
 - k) Any other relevant action
32. When the Committee arrives at the conclusion that allegations against the respondent is not been proved, the committee shall recommend to the employer that no action is required to be taken in the matter.
33. Nothing precludes the University / Institution authorities from taking cognizance of any new fact or evidence which may arise or to be brought before it during the pendency of the inquiry proceedings or even after communication of the findings to employer.
34. If the allegation (s) is /are proved against the respondent, the Committee may direct the University/ Institution/College to ensure the payment of compensation to the aggrieved woman by the respondent. The determination of compensation to the aggrieved woman shall be decided based on the following facts:
- a) The mental trauma, pain, suffering and emotional distress caused to the aggrieved woman
 - b) The loss of career opportunity due to the incident of sexual harassment
 - c) Medical expenses incurred by the victim for physical or psychiatric treatment
 - d) The income and financial status of the respondent
 - e) Feasibility of such payment in lumpsum or in instalments
35. The University / Institution authorities will file a compliance report to the Committee within 30 days from the issue of recommendation
36. The Committee shall have the necessary powers to take suo motu notice of incidents of sexual harassment and/or gender injustice in the University/Institution campus and act against the same in such manner as it deems appropriate
37. The identity of the aggrieved woman, respondent, witness and proceedings of the Committee and its recommendations and the action taken by the University/ Institution/College shall not be published, communicated or made know to the public, press or media in any manner and outside purview of Right to Information Act 2005.
38. No legal practitioner will be allowed to present by either the aggrieved woman or the respondent in proceedings before the Committee
39. The Committee has the powers of Civil Court in the following cases
- a) Summoning and enforcing the attendance of any person related to the incident
 - b) Requirement of any document/production of any document
 - c) Any other matter relating to the incident and decided by the Committee from time to time

Part IV

AMENDMENTS TO THE REGULATIONS

On the basis of experience of the working with Regulations/any amendments, ant amendments by MHRD/UGC or any governing bodies to the university, the VTU ICC will have the power to amend the policy. The CICC may also recommend for changes/amendments.

Part V

FINANCIAL ASSISTANCE

The University will raise a fund for function of the committee by collecting a fixed annual charge of Rs. 10/- (out of which Rs. 5/- to be sent to the University) each year from students.

-----X-----



KSIT K.S. INSTITUTE OF TECHNOLOGY, BANGALORE - 560109

Date: 12/12/2022

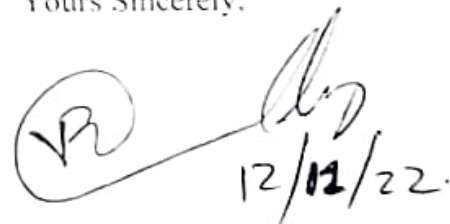
To
Dr. Jalaja P
HoD Basic science and Humanities
KSIT

Dear Madam,

ASH file has been handed over to **Dr. Jalaja P** HoD Basic science and Humanities in due respect to the change in committee coordinator after reframing the committee list 2022-23.

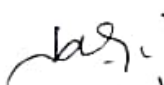
Thanking you

Yours Sincerely,


12/12/22

Dr. Chanda V Reddy

HoD TCE Dept

Received,

12/11/2022



K S INSTITUTE OF TECHNOLOGY

#14,Raghuvanahalli, Kanakapura Main Road,Bengaluru-109

KSIT
K.S. INSTITUTE OF TECHNOLOGY

ASH Committee & NSS Cell



CIRCULAR

DATE: 10/10/2022

The ASH Committee in association WITH NSS cell of KSIT, Indian Cancer Society and Oracle Volunteers conducting a Talk on "Breast Cancer Awareness" by Dr.Mathangi J, BGS Gleneagles Global Hospitals, Bangalore on 15/10/2022 at 10.00 AM in KSIT Conference hall. In this regard all the Female teaching and non teaching faculties and girl students of all the branches are requested to attend the talk positively.

Venue: KSIT Conference Hall

TIME: 10.00 AM

Mathangi
ASH Committee Coordinator

Principal
Principal
PRINCIPAL
K.S. INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109.

CC:

1. CEO – for kind information
2. MED: *gy*
3. ECE: *M*
4. CSE: *- 5th B students have a workshop, except those class girls orna will attend*
5. TCE:
6. AI & ML: *mg*
7. CSD: *g*
8. Sc. & Humanities: *nar.*
9. Library: *mf*
10. OFFICE: *pram*
11. Director- Admissions & PRO: *JA*
12. TPO: *poly*
13. PED: *P*
14. Transportation: *elone*



K.S.INSTITUTE OF TECHNOLOGY, BANGALORE

ANTI SEXUAL HARASSMENT COMMITTEE

Date: 13. 10.22

Circular

All the ASH members are hereby requested to attend the meeting to discuss about the event Breast Cancer Awareness Programme in ASH CELL on 14/10/2022 at 10.20 am along with the student representatives.

Co-ordinator:

Dr.JALAJA P, BS&H

→ 13/10/2022

MEMBERS:

Dr. Jalaja P, BS&H, Co-ordinator

Dr.Girish.T.R, MED

Dr.L.Nirmala, MED

Ms. Sangeetha.V, ECE

Mrs. Vishalini Divakar, ECE

Dr. Vijayalaxmi Mekali, CSE

Ms.Kavya.M.S,CSE

Mr.Naveen.V,BS&H

Ms. NeelamPatil Radhika, BS & H

Ms.Vani.N,BS&H

Ms.E.Manjula,Office

Ms. M.Vasantha, Library

Ms.Kumari.G,CSE

Students Representatives – One / dept.

Sl.No.	Name	USN	Department
1.	Jagruti.Pai	1KS19EC035	ECE
2.	Bhoomika	1KS19CS018	CSE
3.	V.Praneetha	1KS20ME005	MECH
4.	Shruthi K	1KS20AI037	AIML

Jani

BIM

Pranitha.P.

Shruthi.K



K.S.INSTITUTE OF TECHNOLOGY,BANGALORE

ANTI SEXUAL HARASSMENT COMMITTEE

Date: 14. 10.22

Minutes of Meeting:

- ASH Committee Coordinator and members gave warm welcome to New Committee members
- Discussed about the conduction of event on “ A Breast Cancer Awareness Campaign” on 15/10/2022.
- Assigned Event responsibilities to ASH students and staff coordinators.
- Students representatives are informed to convey to all the girl students about the mandatory attendance for the event and Pink color dress code.
- ASH committee chief coordinator addressed to maintain discipline and cooperation to complete the successful event.

Co-ordinator:

Dr.JALAJA P, BS&H *Jalaja*

MEMBERS:

Dr. JALAJA P, BS&H, Co-ordinator *Jalaja*
Dr.Girish.T.R, MED *Girish*
Dr.L.Nirmala, MED *Nirmala*
Ms. Sangeetha.V, ECE *Sangeetha*
Ms.VishaliniDivakar,ECE *Vishalini*
Dr.VijayalaxmiMekali, CSE *Vijayalaxmi*
Ms.Kavya.M.S,CSE *Kavya*
Mr.Naveen V,BS&H *Naveen*
Ms. NeelamPatil Radhika, BS & H *Neelam*
Ms.Vani.N,BS&H *Vani*
Ms.E.Manjula,Office *Manjula*
Ms. M.Vasantha, Library *Vasantha*
Ms.Kumari.G,CSE *Kumari*

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1.	JagrutiPai	1KS19 EC035	ECE
2.	Bhoomika	1KS19 CS018	CSE
3.	V.Praneetha	1KS20ME005	MECH
4.	Shruthi.K	1KS20AI037	AIML

Praneetha



Breast Cancer Awareness

Date of Conduction: 15th October 2022

Venue: Conference Hall

Time: 10.30 am to 12.30 pm

Duration: 3 hours

Sponsoring Bodies / Associating Organization: NSS and Anti Sexual Harassment (ASH) committee

Expert Details– Name: Dr. Mathangi J

Designation: Radiation Oncologist

Organization: BGS Gleneagles, Global Hospitals, Bangalore.



Dr. Mathangi J is a Radiation Oncologist and Radiologist in Kengeri, Bangalore and has an experience of 24 years in these fields. Dr. Mathangi J practices at BGS Gleneagles Global Hospital in Kengeri. She is a member of the European Society for Radiotherapy & Oncology (ESTRO), the American Society for Therapeutic Oncology (ASTRO), the Association of Radiation Oncologists of India (AROI) and the European Society of Medical Oncology (ESMO). Some of the services provided by the doctor are Prostate Cancer, Treatment of Brain tumors, 3D Conformal Radiation Therapy, Adaptive radiotherapy and 4DCT, etc. Bangalore.

“Breast cancer changes you, and the change can be beautiful.

“It’s about focusing on the fight and not the fright.”

Description of the Event:In a talk, Dr. Mathangi J covered topics such as how to lead a healthy lifestyle, Breast cancer details, procedure to self-check the breast for safety, medical image modalities for the detection of breast cancer, how frequently medical checking is required and also detailed about cervical cancer and procedure to detect cervical cancer. Dr. Mathangi J explained about main causes of cancer. In a humorous talk, the doctor suggested healthy food habits, exercises, the benefits of daily exposure to sunlight, stress management and medical imaging modalities that help in the detection of various types of cancer. Tips given by the doctor for a Healthy Life Style are

- Track water Intake
- Homemade food and fruits
- No to chemical mixed food and drinks
- To Increase Immunity
- Set your routine
 - Exercise
 - Yoga
 - Stay Connected with People
 - Daily exposure to sunlight
- Handling Emotions
- Mindfulness
- Self-motivation

In the talk doctor mentioned that Medical routines for regular checkups for breast cancer detection are

- Optional mammograms beginning at age 40
- Annual mammograms for women ages 45 to 54
- Mammograms every two years for women 55 and older, unless they choose to stick with yearly screenings
- MRIs and mammograms for some women at high risk of breast cancer

The session ended at 12.30 pm followed by Procession, Zumba, and lunch.

Objectives of the event are

- To create awareness about Breast cancer and also cervical cancer
- To detail about healthy lifestyle
- To self-checking of breasts frequently
- To provide knowledge on medical imaging modalities for breast cancer detection and to create

Participant details - No. of Participants: 200 girls

Students (internal/external): Internal girls students from the departments of Computer Science and Engineering, Electronics and Communication Engineering, Mechanical Engineering, Artificial Intelligence and Machine Learning and Computer Science and Design.

Faculty: All ladies teaching and non-teaching staff



Outcomes / Benefits:

- Students and staff gained a knowledge on
- Breast cancer and cervical cancer
- How do the self-check of breast
- Medical routines for breast cancer and cervical cancer detection
- Way to healthy lifestyle

CO/PO&PSO mapping

CO/PO&PSO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO 1	PSO 2
						2	1				1	2		


Coordinator
Dept. of Science and Humanities
K.S. Institute of Technology
Bengaluru - 560 109


Principal



K.S. INSTITUTE OF TECHNOLOGY
ANTI SEXUAL HARASSMENT COMMITTEE
DRUG AWARENESS PROGRAM REPORT

Date of Conduction: 26th June 2023

Venue: Conference Hall

Time: 12 pm to 1 pm

Resource Person: Sri. Siddaraju, Inspector ,Department of Police, Thalaghattapura



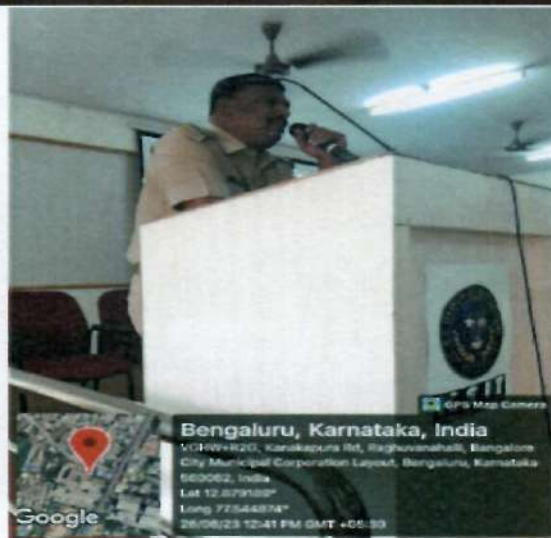
The Anti-Drug awareness programme was organised under ASH committee in association with Police Department and NSS to create awareness about the deadly impacts of drugs on human body. Sri.Siddaraju completed his B.Sc. in Bengaluru University. He started his Police career in 1993.He has 30 years of service in Police department. He also worked in Hassan, Davanagere, Tumkur, Bengaluru city. He received Best Chief Minister award during 2011 and President award during 2022.

An awareness talk on “ Drug Awareness program” was conducted on 26th June 2023 by Anti Sexual harassment Committee at KSIT in association with NSS.The program addressed for the 6th semester ECE and AIML students .Around 120 students participated this awareness program. Ms. V.Sangeetha ,Asst.Prof., Department of ECE,ASH coordinator anchored this event.



The Program was inaugurated by Dr. Dilip Kumar K, Principal, KS Institute of Technology and welcomed the Chief guest of the program.





Resource person of the program , Sri.Sidda Raju,Police Inspector, Thalgaathpura Police Station, addressed the students about deadly impacts of drugs on human body, how college students were trapped and exploited by drug peddlers, consequences of drug addiction and punishments for drug peddling. He emphasized personal responsibility and harmful effects of drug abuse. He encouraged the students to prevent alcohol and drug related incidents. He stressed the importance of awareness campaigns and drug abuse among students. motivated the youth in different groups to stay away from drugs.

[Handwritten signature]
 DEPARTMENT OF TECHNOLOGY
 BANGALORE UNIVERSITY



The staff members of Police Station were and students present on the occasion.



Principal felicitated with the momentum to chief Guest and the program ended with vote of thanks.

Outcomes/Benefits:

- Students understood the deadly addiction and bad impact about drug.
- Drug awareness created among students and gained knowledge on how to protect them from the deadly impact.

CO/PO & PSO mapping:

Event	PO 1	PO 2	PO 3	Po 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO1 0	PO1 1	PO1 2	PSO 1	PSO 2
Drug Awareness						2	1				1	2		

V. S. S.
Co-ordinator Signature

[Signature]
Principal
PRINCIPAL
K.S. INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109.



Kammavari Sangham(R)1952
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Tel : 28435723 Email : principal@ksit.edu.in Web : www.ksit.edu.in

Anti Sexual Harassment Committee

Date: 23/11/2022

Circular

Subject : Talk on "Elimination of Violence against Women"-Reg.

This is to inform that to celebrate International Day there is an Event on "Elimination of Violence against Women" organized by KSIT-ASH Committee in association with IEEE-WIE will be delivered by Hamsa V , International Soft Skill Trainer & Confidence Coach Government empaneled POSH & POCSO Trainer at 10.30 am in Mechanical Seminar hall. In this regard all the 5th sem Girl students of all the branches are requested to attend the event on 25/11/2022.
The undersigned requests you to permit the students to attend the event positively.

Jag: 23/11/2022
(Dr.P.JALAJA, BS&H)
ASH committee Chief coordinator

Kunal. G
PRINCIPAL
PRINCIPAL
K.S. INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109.

CC:

1. CEO – for kind information
2. MED:
3. ECE:
4. CSE:
5. TCE:
6. AI & ML:
7. CSD:
8. Sc. & Humanities:
9. Library:
10. OFFICE:
11. Director- Admissions & PRO:
12. TPO:
13. PED :
14. Transportation:

5th A
5th B
Class Teachers
This event is
only for
girl students.
please
coordinate
R



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Tel : 28435723 Email : principal@ksit.edu.in Web : www.ksit.edu.in

Anti Sexual Harassment Committee

Date: 23/11/2022

Circular

Subject : Workshop on "Sensitization workshop for Employees to create Awareness about Sexual Harassment"-Reg.

This is to inform that to celebrate there is an event on "Sensitization workshop for Employees to create Awareness about Sexual Harassment" organized by KSIT-ASH Committee in association with IEEE-WIE will be delivered by WICCI Karnataka Anti Sexual Harassment Council (WICCI) team at 11.30 am in Mechanical Seminar hall. In this regard all the Female Staff of KSIT are requested to attend the event on 25/11/2022.

The undersigned requests you to permit Female Staff of KSIT to attend the event.

Jalaja
23/11/2022
(Dr.P.JALAJA, BS&H)

ASH committee Chief coordinator

CC:

1. CEO – for kind information
2. MED:
3. ECE:
4. CSE:
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8. Sc. & Humanities:
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10. OFFICE:
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12. TPO:
13. PED :
14. Transportation:

[Signature]
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~~to all~~ Girls.
Female Staff Circulation
[Signature]

WICCI

“Elimination of Violence Against Women”

Date of Conduction: 25th November 2022

Venue: Mechanical Seminar Hall

Time: 10.30 am to 11.30 pm

Duration: 1 hours

Sponsoring Bodies / Associating Organization: **KSIT-Anti Sexual Harassment (ASH) committee and KSIT- IEEE- Women in Engineering (WIE) and Women's Indian Chamber of Commerce & Industry, (WICCI)**

Expert Details –Name: Ms. Hamsa V

Designation: **CEO and founder C-Ins Consulting Certified Soft skill trainer, POSH and POCSO trainer**

Organization: C-Ins Consulting



WICCI

HAMSA V
MEMBER
KARNATAKA ANTI SEXUAL HARASSMENT COUNCIL
WOMEN'S INDIAN CHAMBER OF COMMERCE
AND INDUSTRY (WICCI)
INDIA'S NATIONAL BUSINESS CHAMBER FOR WOMEN

WWW.WICCI.IN

Powered by Passion

Ms. Hamsa V completed her Master's in HR. She has International Business-France holding corporate experience in both IT and Non IT industries across India, APAC and MENA regions. Ms. Hamsa V is a people person ALWAYS, Coaching and Training is her professional, aided effectively by International & NABET

certification in Softskills by the industry leaders and Government of India empaneled resource POSH & POCSO trainer. Focusing on diversity and inclusion has been the most predominantly executed field.

Description of the Event: Talk on “Elimination of Violence Against Women” was conducted on 25th November 2022 at K S Institute of Technology, Bangalore in association with Anti Sexual Harassment committee, KSIT, Women's Indian Chamber of Commerce & Industry, (WICCI) and IEEE Women in Engineering. Dr. Dilip Kumar K, Director/Principal convened the workshop. Mrs. Sangeetha V, Assistant Professor, Department of Electronics and Communication Engineering given welcome address before the attendees. Hamsa V, CEO and founder C-Ins Consulting, Certified Soft skill trainer, POSH and POCSO trainer

was a speaker for the event. The other guests of honors were Ms. Deepa Rafeeque, President, Karnataka Anti Sexual Harassment Council – WICCI, Ms. Premalatha, Senior management consultant, Ms. Aparna, L & D and OD Consultant, Ms. Lakshmi A N Rao, Advocate and Legal consultant and Ms. Hamsa V, Soft skill trainer, Govt empanelled POSH & POSCO Trainer. Dr. Dilip Kumar K while presiding the event also welcomed the resource person Ms. Hamsa V.

We had the most energetic, charming and super-confident Council member Ms. Hamsa began with the greetings of the day to all present in the audience followed by a brief introduction about WICCI, KA ASH Council's Vision (To create an India where every woman and child feels safe, secure and confident and live with dignity & fearlessness) and Mission (to make every citizen of India aware of the laws related to sexual abuse of women and children thus make the country a peaceful and harmonious place to live in). The event provided the message that

“A strong woman stands up for herself. A stronger woman stands up for everyone else”

Ms. Hamsa V. has created awareness regarding Violence, types of violence and how to protect our selves from violence. And in her words she mentioned that to inculcate the spirit of respect and honor equally towards the women in society. Speaker showcased the vibrant messages innovatively before the audience, she depicted how the issue of violence is still prevalent home, workplaces, metro stations, educational institutions, other public places and laid down the different ways to prevent sexual abuse and harassment. The speaker urged the audience to take legal action whenever any untoward incidents occur at any point of time.

All ladies employees at KSIT got acquainted with the severity of violence faced by women at the home and at other places too. And mentioned many solution regarding how fight against violence. Following types of violence are mentioned in talk

Forms of violence

Rape, domestic violence, sexual harassment, acid throwing, reproductive coercion, female infanticide, prenatal sex selection, obstetric violence, online gender-based violence and mob violence; as well as harmful customary or traditional practices such as honor killings, dowry violence, female genital mutilation, marriage by abduction and forced marriage.

“Three R’s” to stop violence

“Three R’s” to stop the violence of workplace violence:

➤ **Recognized**

Commonly recognized warning signs include:

- Obsessing (preoccupation or constant worry about a single issue)
- Disturbing writings or drawings
- Talk of hurting others or themselves
- References to weapons and/or violence

➤ **Reporting concerns** : Reporting methods should be communicated to employees in numerous ways. These include posters in break-rooms, email reminders, and intranet home page links to a reporting tool. Small banks in particular, where “everybody knows everyone,” might want to offer an external contact number for reporting.

➤ **Responding** : Preparing women and girls and training them to fight back against the violence.



- To create awareness about violence against the women
- To detail about violence, its forms and main causes
- 3 R’s to stop violence

Participant details - No. of Participants: 200 girls **tudents (internal/external)**: Internal girls students from the departments of Computer Science and Engineering, Electronics and Communication Engineering, Mechanical Engineering, Artificial Intelligence and Machine Learning and Computer Science and Design.

Faculty: All ladies teaching and non-teaching staff



Outcomes / Benefits:

- Students and staff gained a knowledge on violence
- How to train women and girls to protect themselves from violence

CO/PO&PSO mapping

CO/PO&PSO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO 1	PSO 2
						2	1				1	2		


Coordinator Sign
Head of the Department
nt. of Science and Humanities
S. Institute of Technology
Bengaluru - 560 109


Principal



“Sensitization Workshop for Employees to Create Awareness about Sexual Harassment”

Date of Conduction: 25th November 2022

Venue: Mechanical Seminar Hall

Time: 11.30 am to 12.30 pm

Duration: 1 hours

Sponsoring Bodies / Associating Organization: **KSIT-Anti Sexual Harassment (ASH) committee and KSIT- IEEE- Women in Engineering (WIE)**

Expert Details – Name: Deepa Rafeeqe

Designation: **President, Karnataka Anti Sexual Harassment Council - WICCI,
Senior POSH, Corporate Trainer at Vlegal, Bengaluru, Karnataka.**

Organization: Vlegal



Deepa Rafeeqe is the co-founder of VLegal, a legal consultancy providing solutions and imparting training for corporates on legal areas. Deepa, Corporate Legal Trainer, believes in sharing expertise and knowledge through trainings to achieve excellence and competence. She is having her signature workshops on Train the Trainer-POSH and Train the Trainer-POCSO, with VLegal. She is attached with Karnataka Judicial Academy for trainings on soft skills e.g. Building self-confidence, stress and time management etc. She also advises non-

government organizations that deal with women's issues in India. Deepa graduated Law from Rajasthan University. She has done her advanced studies in IPR, Cyber Law and RTI.

"She was powerful, not because she wasn't scared but because she went on so strongly despite the fear."

Description of the Event:

An awareness and sensitisation workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 was conducted on 25th November 2022 at K S Institute of Technology, Bangalore in association with Anti Sexual Harassment committee, KSIT, Women's Indian Chamber of Commerce & Industry, (WICCI) and IEEE Women in Engineering. Dr. Dilip Kumar K, Director/Principal convened the workshop. Mrs. Sangeetha V, Assistant Professor, Department of Electronics and Communication Engineering given welcome address before the attendees. Ms. Deepa Rafeeqe, President, Karnataka Anti Sexual Harassment Council – WICCI, Ms. Premalatha, Senior management consultant, Ms. Aparna, L & D and OD Consultant, Ms. Lakshmi A N Rao, Advocate and Legal consultant and Ms. Hamsa V, Soft skill trainer, Govt empanelled POSH & POSCO Trainer. Dr. Dilip Kumar K while presiding the event also welcomed the resource person Ms. Deepa Rafeeqe.

Ms. Deepa Rafeeqe., eminent speaker and President, Karnataka Anti Sexual Harassment Council – WICCI, was invited as a resource person, as an expert on issues faced by women at workplace. She enlightened the audience with field-level experiences, made the audience aware of the prevailing issues at the workplace and society in general and underlined the solutions thereof. Ms. Deepa Rafeeqe's elaborate experience of working with different verticals in the social development sector resonated with her words of wisdom at the event.

Ms. Deepa Rafeeqe has created awareness regarding protection against sexual harassment. And her word she mentioned that to inculcate the spirit of respect and honour equally towards the women in society. Speaker showcased the vibrant messages innovatively before the audience; she depicted how the issue of harassment is still prevalent workplaces, metro stations, educational institutions, other public places and laid down the different ways to prevent sexual abuse and harassment. The speaker urged the audience to take legal action whenever any untoward incidents occur at any point of time.

All ladies employees at KSIT got acquainted with the difficulties faced by women at the workplace and the solutions and provisions given thereof in the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

The ASH cell of the KSIT disseminated the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 across all the social media platforms through a dedicated campaign to widen its reach to the masses. Along with this, informative videos would be circulated on social media platforms to educate the general public regarding prevention of sexual harassment of women at workplace and to prevent any sort of discrimination on the basis of gender.

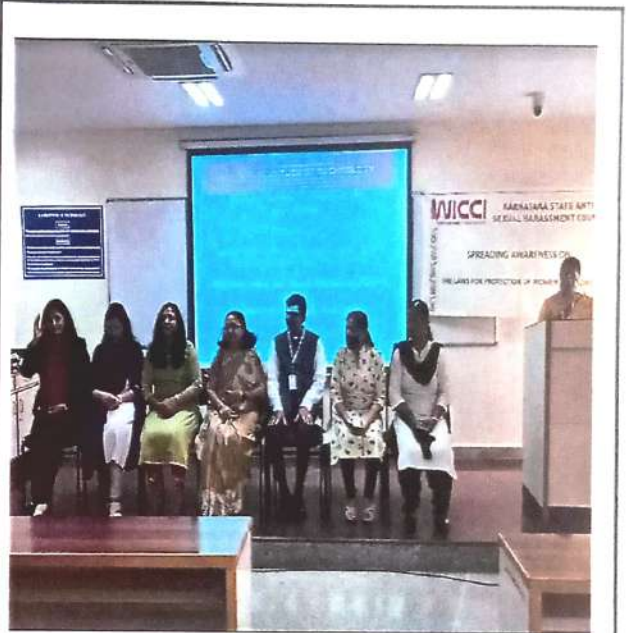
The event was concluded by vote of thanks and honoring speakers.

Participant details - No. of Participants: 250 all ladies teaching and non-teaching staff and girls of various Departments.

Ladies faculties and Girl students (internal/external): Internal girls students from the departments of Computer Science and Engineering, Electronics and Communication Engineering, Mechanical Engineering, Artificial Intelligence and Machine Learning and Computer Science and Design.

Ladies faculties: All ladies teaching and non-teaching staff

Photos:





Outcomes / Benefits:

- Students and staff gained a knowledge on how to protect against sexual harassment.
- How to train women and girls to protect themselves from sexual harassment.

CO/PO&PSO mapping

CO/PO&PSO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO 1	PSO 2
						2	1				1	2		


Coordinator Sign
 Head of the Department
 Dept. of Science and Humanities
 K.S. Institute of Technology
 Bengaluru - 560 109


Principal
 PRINCIPAL
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Event (4)
17th Feb 2023



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Tel : 28435723 Email : principal@ksit.edu.in Web : www.ksit.edu.in

KSIT-ASH Committee

Presents a Talk
on
“Overcome of Harassment Challenges”
on
17th February 2023

PROGRAM SCHEDULE

on Friday 17th Feb 2023 at 11:00 AM

Function Commencement	Mrs.V.Sangeetha, Assistant Professor, Dept.ECE, KSIT
Welcome Address	Dr. Dilip Kumar K Principal/Director, KSIT
Introduction about WICCI	Mrs.V.Sangeetha, Assistant Professor, Dept.ECE, KSIT
Introduction of the Chief Guest	Dr.L.Nirmala, Professor, Dept.ECE, KSIT
Address by Chief Guest	Lakshmi A N Rao, Advocate, Council Member – WICCI KAASH
Vote of Thanks	Dr. Girish T.R, Professor ,Dept. of MED , KSIT,



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Tel : 28435723 Email : principal@ksit.edu.in Web : www.ksit.edu.in

Anti Sexual Harassment Committee

Date: 13/02/2023

Circular

Subject : Talk on "Overcome of Harassment Challenges"—Reg.

This is to inform that there is a talk on "Overcome of Harassment Challenges" organized by KSIT-ASH Committee will be delivered by Mrs. Lakshmi A N Rao, Lawyer ,WICCI on 17/02/2023 at 11 am in Conference hall. In this regard First year students of KSIT are requested to attend the talk on 17/02/2023.

The undersigned requests you to permit First year students of KSIT to attend the same.

Dr. P. JALAJA
(Dr.P.JALAJA, BS&H)

ASH committee Chief coordinator

K. S. INSTITUTE OF TECHNOLOGY
PRINCIPAL

CC:

1. CEO – for kind information *elan*
2. MED: *[Signature]*
3. ECE: *[Signature]*
4. CSE: *[Signature]*
5. TCE: *[Signature]*
6. AI & ML: *[Signature]*
7. CSD: *[Signature]*
8. Sc. & Humanities: *[Signature]*
9. Library: *[Signature]*
10. OFFICE: *[Signature]*
11. Director- Admissions & PRO: *[Signature]*
12. TPO: *[Signature]*
13. PED: *[Signature]*
14. Transportation: *Ramnera*



K.S.INSTITUTE OF TECHNOLOGY,BANGALORE

ANTI SEXUAL HARASSMENT COMMITTEE

Date: 14. 02.23

CIRCULAR

All the ASH committee members are hereby requested to attend the meeting in ASH cell on 15.02.23 at 10.20 am.

Co-ordinator:

Dr. JALAJA P, AS&H

Jaja

MEMBERS:

Dr. JALAJA P, AS&H, Co-ordinator

Jaja

Dr.Girish.T.R, MED

Girish

Dr.L.Nirmala, MED

Nirmala

Ms. Sangeetha.V, ECE

Sangeetha

Ms.VishaliniDivakar,ECE

Vishalini

Dr.VijayalaxmiMekali, CSE

Mekali

Ms.Kavya.M.S,CSE

Kavya

Mr.Naveen V,BS&H

Ms. NeelamPatil Radhika, BS & H

Neelam

Ms.Vani.N,BS&H

Vani

Ms.E.Manjula,Office

Manjula

Ms. M.Vasanth, Library

Vasanth

Ms.Kumari.G,CSE

Kumari.G



K.S.INSTITUTE OF TECHNOLOGY, BANGALORE

ANTI SEXUAL HARASSMENT COMMITTEE

Date: 15.02.23

Minutes of Meeting:

- Discussed about the conduction of talk on “Overcome of Harassment Challenges” by Lakshmi A N Rao, Advocate, Council Member – WICCI KAASH for First year students.
- Event responsibilities assigned to ASH coordinators.
- ASH committee chief coordinator addressed to maintain discipline and cooperation for the successful event.

Co-ordinator:

Dr. JALAJA P, AS&H *Jalaja*

MEMBERS:

Dr. JALAJA P, AS&H, Co-ordinator *Jalaja*

Dr. Girish.T.R, MED *Girish*

Dr.L.Nirmala, MED *Nirmala*

Ms. Sangeetha.V, ECE *V. Sangeetha*

Ms. Vishalini Divakar, ECE

Dr. Vijayalaxmi Mekali, CSE *Vijayalaxmi*

Ms. Kavya.M.S, CSE *Kavya*

Mr. Naveen V, AS&H

Ms. Neelam Patil Radhika, AS & H *Neelam*

Ms. Vani.N, BS&H *N. Vani*

Ms. E. Manjula, Office *Manjula*

Ms. M. Vasantha, Library *Vasantha*

Ms. Kumari.G, CSE *Kumari.G*



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KSIT-ASH Committee

Presents a Talk

on

“Overcome of Harassment Challenges”

by

Lakshmi A N Rao,

Advocate,

Council Member – WICCI KAASH

Date: FRIDAY, 17th February, 2023



K.S. INSTITUTE OF TECHNOLOGY, BANGALORE – 560109



“Overcome of Harassment Challenges”

Date of Conduction: 17th February 2023

Venue: Mechanical Seminar Hall

Time: 11 am to 12 pm

Duration: 1 hours

Sponsoring Bodies / Associating Organization: **KSIT-Anti Sexual Harassment (ASH) committee and Women's Indian Chamber of Commerce & Industry (WICCI)**

Expert Details – Name: Ms. Lakshmi A N Rao

Designation: Advocate and Legal consultant, Council member **WICCI**

Organization: Tapas Law



Ms. Lakshmi A N Rao is experienced Law Specialist with a demonstrated history of working in the law practice industry. Skilled in Legal Service, Law, Civil Law, Consumer Law, and Research. Strong legal professional with a Master of Laws - LLM focused in Law from Kuvempu University.

"Strength doesn't come from what you can do. It comes from overcoming the things you once thought you couldn't"—Rikki Rogers



Description of the Event:

An awareness talk on “**Overcome of Harassment Challenges**” was conducted on 17th 2023 by Anti Sexual Harassment committee at K S Institute of Technology, Bangalore in association with Women's Indian Chamber of Commerce & Industry, (WICCI). Ms. Lakshmi A N Rao, Advocate and Legal consultant, member of Karnataka Anti Sexual Harassment Council – WICCI, was invited as a resource person. Dr. Dilip Kumar K, Principal/Director, K S Institute of Technology while presiding the event welcomed the resource person Ms. Lakshmi A N Rao. Mrs. Sangeetha V, Assistant Professor, Department of Electronics and Communication Engineering given welcome address before the attendees. Hamsa V, Soft skill trainer, Government empanelled POSH & POSCO Trainer was also a guest for the event.

The session was delivered by our Council Member speaker Lakshmi A N Rao. The focus of the talk was to make every girl aware that she has needs to raise her voice against sexual harassment. Lakshmi A N Rao described the evolution of the girl child right from her birth upto the various phases of her life she would go through and the challenges she would have to face and how she can overcome.

Our speaker also emphasized the various laws protecting women and children be it while they are at work or in schools or colleges. She mentioned that we can all help prevent sexual abuse and keep children and women safe before it happens provided we are aware and know how to safeguard ourselves. The students were asked to speak up and approach the authorities whenever any act of sexual harassment in any form is seen or undergone.

Council member, Hamsa V highly engaged students with an interactive exchange of pictorial representations of good touch and bad touch. The students spoke about each picture with great understanding and took an oath of safeguarding themselves and raise their voices against sexual harassment.

Students shared an overwhelming feedback and are looking forward to more such sessions for other classes soon. We would like to thank the Management, CEO and Principal for giving us the opportunity to address the students.

Participant details - No. of Participants: 150 girls and boys of First semester of various Departments.

Photos:

KSIT-ASH Committee
Presents a Talk
on
"Overcome of Harassment Challenges"
by
Lakshmi A N Rao
Advocate,
Council Member – WICCI KAASH

GPS Map Camera

Bengaluru, Karnataka, India
345/21 Inside KSIT , Basement ,New Block, Raghuvanahalli, Bangalore City Municipal Corporation Layout, Bengaluru, Karnataka 560062, India
Lat 12.878985°
Long 77.544905°
17/02/23 11:02 AM GMT +05:30

GPS Map Camera

Bengaluru, Karnataka, India
345/21 Inside KSIT , Basement ,New Block, Raghuvanahalli, Bangalore City Municipal Corporation Layout, Bengaluru, Karnataka 560062, India
Lat 12.879059°
Long 77.544956°
17/02/23 11:21 AM GMT +05:30

KSIT-ASH Committee
"Overcome of Harassment Challenges"
Council Member – WICCI KAASH
Date: 17/02/23

GPS Map Camera

Bengaluru, Karnataka, India
345/21 Inside KSIT , Basement ,New Block, Raghuvanahalli, Bangalore City Municipal Corporation Layout, Bengaluru, Karnataka 560062, India
Lat 12.878936°
Long 77.545032°

GPS Map Camera

Bengaluru, Karnataka, India
345/21 Inside KSIT , Basement ,New Block, Raghuvanahalli, Bangalore City Municipal Corporation Layout, Bengaluru, Karnataka 560062, India
Lat 12.878851°
Long 77.545071°
17/02/23 11:37 AM GMT +05:30

GPS Map Camera

Bengaluru, Karnataka, India
345/21 Inside KSIT , Basement ,New Block, Raghuvanahalli, Bangalore City Municipal Corporation Layout, Bengaluru, Karnataka 560062, India
Lat 12.878939°
Long 77.545048°
17/02/23 11:39 AM GMT +05:30

GPS Map Camera

Bengaluru, Karnataka, India
345/21 Inside KSIT , Basement ,New Block, Raghuvanahalli, Bangalore City Municipal Corporation Layout, Bengaluru, Karnataka 560062, India
Lat 12.878948°
Long 77.54504°
17/02/23 11:30 AM GMT +05:30

Outcomes / Benefits:

- Students gained a knowledge on how to overcome from harassment.
- How to train women and girls to protect themselves from harassment.

CO/PO&PSO mapping

CO/PO&PSO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO 1	PSO 2
						2	1				1	2		


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STUDENTS ATTENDANCE

TALK ON "OVERCOME OF HARASSMENT CHALLENGES "

Date: 17.02.2023

SL.NO	USN	NAME OF THE STUDENT	SIGNATURE
01	41-(IOT)(H)	SADIYA NOOR	Sadiya Noor
02	44-(IOT)(H)	SANSKRITI RAGHAV	Sanskriti Raghav
03	34-(IOT)(H)	PRANAMYA K.L	Pranamyak.l
04	24-(IOT)(H)	MAHIMA.A	Mahima.A
05	47-(IOT)(H)	SHREYA.R	Shreya.R
06	50-(IOT)(H)	SIVAHARSHITHA	Sivaharshitha
07	37-(IOT)(H)	RACHNA.V	Rachna.V
08	1-(IOT)(H)	A.SHRIVA	A.Shriva
09	33-(IOT)(H)	P.Sodeepthi	P.Sodeepthi
10	61-(ECE)(F)	M.Sushmitha	M.Sushmitha
11	13-(ECE)(F)	Anusha.MP	Anusha.MP
12	8-(ECE)(F)	Amulya.MN	Amulya.M.N
13	23-(ECE)(F)	HARITHA.C	Haritha.C
14	9-(ECE)(F)	ANAGHA.K.S	Anagha.K.S
15	7-(ECE)(F)	ANRUTHA.P	Anrutha
16	13-(IOT)(H)	DEEKSHITHA.SA	Deekshitha.SA
17	11-(ECE)(F)	Ankita Budni	Ankita
18	18-(ECE)(F)	Ashwini.P	Ashwini.P
19	63-(ECE)(F)	Manasa Chowdary	Manasa
20	7-(IOT)(H)	Bhavana	Bhavana
21	37-(ECE)(F)	Gehena.B.S	Gehena.B.S
22	2-(ECE)(F)	Adeeba.Bmath	Adeeba.Bmath
23	6-(IOT)(H)	Bellary Srinidhi	Srinidhi
24	60-(ECE)(F)	madhu. Haromuchadi	Madhu
25	15-(ECE)(F)	Archana.N	Archana.N
26	56-(ECE)(F)	Lekhana.BH	Lekhana.BH
27	43-(ECE)(F)	Kritika.SM	Kritika
28	55-(ECE)(F)	Lakshmi.P	Lakshmi.P
29	14-(ECE)(F)	Archana.M	Archana.M
30	8-(IOT)(H)	Bhavya.P	Bhavya.P
31	32-(ECE)(F)	Deeksha.S.Reddy	Deeksha
32	54-(ECE)(F)	Lakshmi.M	Lakshmi.M
33	12-(ECE)(F)	Anupriya.T	Anupriya
34	49-(ECE)(F)	Kavya.G	Kavya
35	35-(ECE)(F)	Gayana.S	Gayana
36	44-(ECE)(F)	Indhira.C	Indhira
37	32-(ECE)(F)	Deeksha.S.T.S	Deeksha
38	62-(IOT)(H)	Veda.K	Veda
39	57-(IOT)(H)	Tharusha.S.K	Tharusha.S.K
40	02-(IOT)(H)	Haradhana.R	Haradhana
41	43-(IOT)(H)	Sanjana.S	Sanjana.S
42	29-(IOT)(H)	Nithya.Sree.M.S	Nithya.Sree.M.S
43	4-(IOT)(H)	Anusha.A.S	Anusha.A.S



STUDENTS ATTENDANCE

TALK ON "OVERCOME OF HARASSMENT CHALLENGES"

Date: 17.02.2023

SL.NO	USN	NAME OF THE STUDENT	SIGNATURE
1)	27-H	Nishanth R	Nishanth R
2)	29-F	D. Arun chandray	Arun
3)	5-H	Ajwan	Ajwan
4)	36-H	Braman Mudgal	Braman
5)	49-H	Shreyas S. Kudrasani	Shreyas
6)	21-H	Koushal K Nayak	Koushal
7	30-H	R. Jagadishwar Reddy	Jagadish
8	12-H	Darshan M	Darshan M
9	3-H	ABHIRAM SAMARTHAT.P	Abhiram
10	54-H	Tanish Kaveriappa . P	Tanish
11	58-H	TUSHAR BHAT	Tushar
12)	14-H	GAGANDEEP . L	Gagan
13	61-H	VARUN . N . P	Varun
14	11-H	Adithya Dabbara	Adithya
15	52-H	Swaroop . S	Swaroop
16	53-H	Syed Muteeb Bakshi	Muteeb
17	17-H	J. Yagnesh Anuga	Yagnesh
18	22-H	L. Manesh	Manesh
19	10-H	D. Akshay Kumar	Akshay
20	09-H	C. Lishish	Lishish
21	19-H	J. Goutham	Goutham
22	32-H	P. Thimma Raju	Thimma
23	22-F	G. Rahul	Rahul
24	51-F	Kiran . G	Kiran
25	20-H	K. M. Anil Kumar	Anil
26	55-H	Tarun . G . K	Tarun
27	04-F	Adithya . S	Adithya
28	28-F	D. N. Mithun	Mithun
29	27-F	Chimay . Shreevant	Chimay
30	26-F	Chidambas . P. Murali	Chidambas
31	58-F	Jayalalithya . m	Jayalalithya
32	19-F	Avinash . S	Avinash
33	10-F	Anket Prakash	Anket
34	59-F	porashottam	porashottam
35	48-F	Karthik . D	Karthik
36	24-F	Chetan . S . P	Chetan
37	33-F	Dinesh . N	Dinesh
38	46-F	K. Vamsi Koushma	K. Vamsi
39	52-F	KISHAN . V	Kishan
40	20-F	Ayaz . Madhava H.N.	Madhava
41	25-F	Chethan . A . G	Chethan
42	62-F	Mallikarjuna Suresh . N	Mallikarjuna

