



Sapthagiri College of Engineering

(Affiliated to Visvesvaraya Technological University, Belagavi & Approved by AICTE, New Delhi)
(IAO9001-2015 and ISO14001-2015 certified Institute, NAAC 'A' Grade and NBA Accredited Institution)

#14/5, Chikkasandra, Hesaraghatta Main Road, Bengaluru – 560057

Phone: 080-28372800/1/2

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ANNUAL REPORT OF PREVENTION OF SEXUAL HARASSMENT CELL 2022-23

**SAPTHAGIRI COLLEGE OF ENGINEERING
BANGALORE- 560057**

- To deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victim.
- To create a conducive counseling environment to share their problems.
- To create sensitivity among the genders regarding rights and opportunities.
- To create Zero Tolerance to sexual abuse in any form, be it verbal, physical, electronically transmitted material, etc.
- Responsibilities
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.
- To ensure the fair and timely resolution of sexual harassment complaints.
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.
- In case of any issues related to student or faculty or staff that are obtained in the grievances box placed at various places in the college or helpline or direct contact with the Committee Chairman is brought to the notice of the PSHC committee.
- If any student is affected by sexual Harassment, the enquiry meeting would be conducted in a very careful manner.
- The matter is discussed among the committee members and the grieved student or faculty and also the identity of the grieved person will be protected.
- In case of any suitable evidence is found, the matter will be referred to the Governing Council for further required action.
- To make Event report for each event.
- To submit annual report of the academic year to IQAC.
- Wishing all the best,

Principal

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Date: 21/09/2022

NOTIFICATION

This is to inform that **PRATHIRODHANA- Prevention of Sexual Harassment (POSH) Cell** has been established by the college management. For the academic year 2022–2023, the following people are nominated as the members of Prevention of Sexual Harassment (POSH) Cell.

Sl. No.	Name	Designation (as in Committee)	Dept.
1	Dr. H. RamaKrishna (Principal)	Chairman	Head of Institution
2	Prof. Prerana Chaitra	Convener	ISE
3	Dr. Rekha S N	Member	EEE
4	Dr. R. Harish	Member	PHY
5	Dr. Veena More	Member	BT
6	Dr. Rajeshwari R	Member	CIV
7	Prof. Ram Kumar M	Member	ME
8	Prof. Bhavya N P	Member	MATHS
9	Prof. Suma Shetty	Member	ECE
10	Prof. Veena Dhavalagi	Member	ISE
11	Mr. Lakshmana Gowda N (System Admin)	Member	CSE
12	Mrs. R Nalina, Advocate (KAR 16021999)	Member	Civil Court
13	Mr. Narayan R (Boys' hostel warden)	Member	Boys' hostel
14	Mrs. Ruksana Banu (Girls' hostel warden)	Member	Girls' hostel
15	Mr. Arjun B R	Student Member	ISE
16	Ms. Aviksha Sarika Gowda	Student Member	BT

Roles

- To build a secure physical and social environment to prevent acts of sexual harassment.
- To endorse psychological environment that will raise awareness about sexual harassment in its various forms.

Date: 24/09/2022

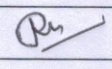
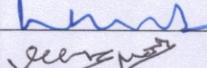
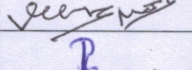

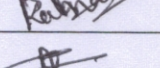
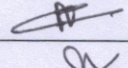

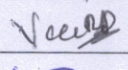

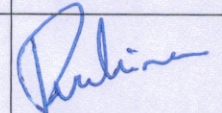
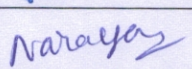

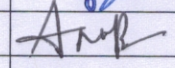
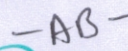
PRATHIRODHANA- Prevention of Sexual Harassment (POSH)

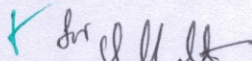
MEETING NOTICE

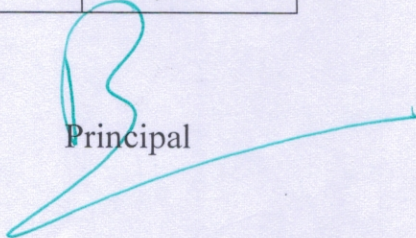
All the members of the Prevention of Sexual Harassment (POSH) Cell of Sapthagiri College of Engineering are hereby informed to attend the meeting in the Principal's chamber at 10.30 a.m. on 27/09/2022.

Agenda:

- 1) Preparation of action plan for Prevention of Sexual Harassment (POSH) Cell for the academic year 2022-23.
- 2) To discuss about any Sexual Harassment cases reported.
- 3) To discuss about the previous year's performance of the cell.

Sl. No.	Name	Designation (as in Committee)	Dept.	Signature
1	Dr. Rekha S N	Member	EEE	
2	Dr. R. Harish	Member	PHY	
3	Dr. Veena More	Member	BT	
4	Dr. Rajeshwari R	Member	CIV	
5	Prof. Ram Kumar M	Member	ME	
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13	Mr. Arjun B R	Student Member	ISE	
14	Ms. Aviksha Sarika Gowda	Student Member	BT	


Convener


Principal

Date: 27/09/2022

MINUTES OF MEETING


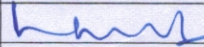

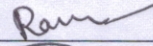
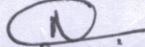
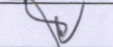
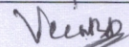

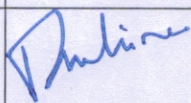
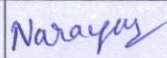
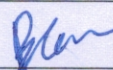
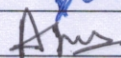
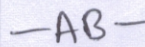
Today, September 27, 2022, from 10.30 a.m. onwards, a meeting of the Prevention of Sexual Harassment Cell was held at the Principal's office to discuss the following agenda in the presence of the following members:.

Agenda:

Agenda 1: Discussion about the conduction of Yoga Day for bringing Equanimity.

Agenda 2: Event topic, resource person, date and venue of the event conduction.

Agenda 3: Discussion about any Sexual Harassment cases reported.

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14	Ms. Aviksha Sarika Gowda	Student Member	BT	

Principal gave opening remarks to the members. The following resolution were made.

Agenda 1: Discussion about the conduction of Yoga Day event for bringing Equanimity.

Resolution: Discussion were made for the conduction of Yoga event in association with WEC for bringing Equanimity for the faculties and staff of SCE.

Agenda 2: Event topic, resource person, date and venue of the event conduction.

Resolution: It was decided to conduct Yoga event in association with Women Empowerment Cell on 21/7/23 in college campus and also it was informed to Prof. Veena Dhavalagi member of POSH cell to coordinate with Dr Ashok Walikar, Physical Director, SCE, Bangalore regarding this event.

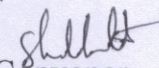
It was also decided to conduct Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the month of July 2023 to sanitize the employees and students with the provisions of the Act.

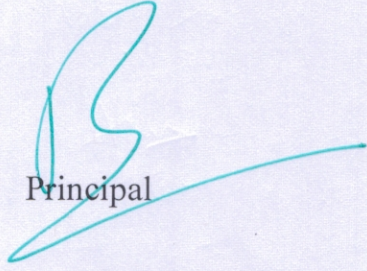
Agenda 3: Discussion about any Sexual Harassment cases reported.

Resolution

Discussions were made about Sexual Harassment cases reported by the students or faculties or staff and it was found that no such cases were reported or found.

The meeting was concluded with the vote of thanks by the convener.

for

Convener


Principal

PRATHIRODHANA- Prevention of Sexual Harassment (POSH)

Report on

Yoga Day for Women

Prevention of Sexual Harassment (POSH) cell of Sapthagiri college of Engineering in association with Women Empowerment cell organized a Yoga Day for Women faculty and girl's students in college campus on 21 Jun 2023 - International Yoga Day. The event was conducted by Dr Ashok Walikar Physical Director and coordinated by all members of POSH cell of SCE, Bangalore. The event was inaugurated by the Head of Institution Dr. H Ramkrishna in presence of all department heads at 9.30 am in Basket Ball Court.

As now days many women are facing numerous health issues due to modern life style, age factor, stress at workplace and also due to lack of concentration towards their health. To address this, Prevention of Sexual Harassment (POSH) cell of Sapthagiri college of Engineering organized Yoga Day for Women with following objectives:

Objectives of the event:

- To create an awareness about health benefits of Yoga for women faculty and students.
- Benefits of Yoga at age of 40 to come out of the problems like arthritis anxiety obesity, menopause, endometriosis, polycystic ovary syndrome (PCOS), uterine fibroids, premenstrual syndrome (PMS) and pregnancy.

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Principal Dr. H Ramkrishna witnessing Yoga Day for Women



Instructions given by Dr Ashok Walikar, Physical education director

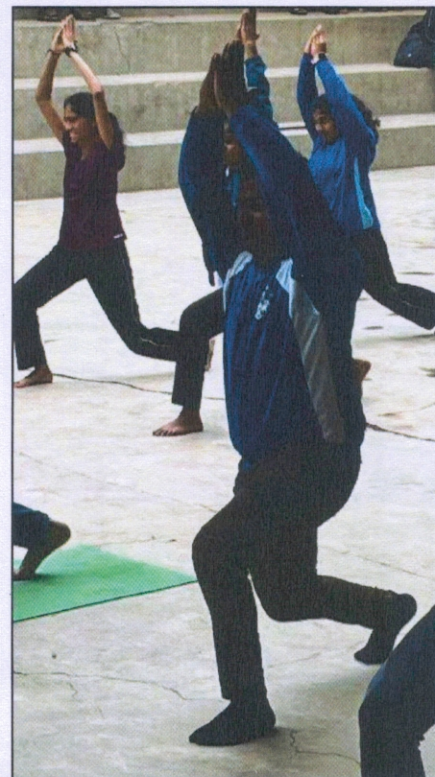
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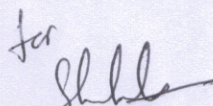
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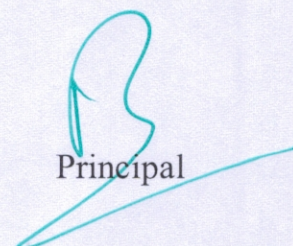


Students Performing Yoga

Outcomes:

- Prevention of Sexual Harassment (POSH) cell of SCE organized Yoga Day for Women on “INTERNATIONAL YOGA DAY” on 21/6/23 in the college premises.
- 47 women faculty and 79 girls attended the event.
- Students showed their active participation in this program.

for

Convener


Principal

SAMARTHINI -Women Empowerment Cell

PRATHIRODHANA-Prevention of Sexual Harassment Cell

Report on International Women's Day- 2023

The Women Empowerment Cell – SAMARTHINI of Sapthagiri College of Engineering celebrated International Women's Day with the theme "Contribution of Women Entrepreneurs /Innovators" by conducting various events for the girl students and Lady Faculties and staff of SCE at Sapthagiri College of Engineering, Bengaluru on 08/03/2023.

The Women Empowerment Cell – SAMARTHINI of SCE, celebrated International Women's Day with the theme "**Contribution of Women Entrepreneurs /Innovators**" by conducting various events for the girl students and Lady faculties and staff of SCE at Sapthagiri College of Engineering, Bengaluru on 08/03/2023. This event was managed by the WEC Convener Dr. Prerana Chaithra. The girl students, lady faculties and staff of SCE attended the program. Dr. Rajini Uday, Head of OBG, SIMS&RC was the chief guest and she gave a very good insight about the various opportunities to become entrepreneurs or innovators by developing innovative engineering product needed in the medical field. University rank holder, exam toppers and winners of various activities conducted by WEC were encouraged by awarding them with certificates. Dr. Rajini Uday, Mrs. Suma Vishwanath, HRD, Sapthagiri Institutions were felicitated for excellent contributions in their respective fields. Many activities were conducted to empower girls and women so that they in turn will empower other women to establish a better world.



1. The Principal of SCE, Dr. H Ramakrishna gave a powerful and inspiring speech about Women Empowerment, Leadership, and involvement of all genders in the establishment of a powerful innovative society.

2. An awareness program about Equality was conducted by organizing a Seminar on **“Women Innovators and Entrepreneurs for Empowering the World”** by Dr. Rajini Uday, Head of OBG, SIMS&RC who was the Chief Guest. She gave a very good insight about the various opportunities to become entrepreneurs or innovators by developing innovative engineering product needed in the medical field. She encouraged students to become innovators and entrepreneurs so has to become powerful intelligent leaders of the world.



3. Dr. Prerana Chaithra, Convener of Women Empowerment Cell (WEC) of SCE, gave an insight to the Women Empowerment Cell (WEC) of SCE and the various achievements and activities of this cell. She also briefed out about Prevention of Sexual Harassment Cell of SCE and the various facilities provided by SCE to curb all sorts of sexual harassments.
4. To encourage and empower girl students, there was distribution of prizes for girl student achievers for being toppers and winners in various fields.



HRD, Sapthagiri institutions and hospital for her service and target achievements in placing students especially girl students in premier companies and well established organizations.



6. Felicitation of to VTU exam topper Ms. Bhagyashree for securing 6th rank in BT for VTU 2021-22.



7. Various cultural programs were held for girl students, lady faculties and staff.



Pw
Shilpa
Convener

R
Principal

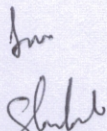
PRATHIRODHANA- Prevention of Sexual Harassment (POSH)

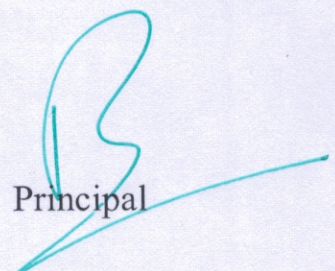
Standard Operating Procedure (SOP) for Academic Year 2022-23

The Sapthagiri College of Engineering's Prevention of Sexual Harassment (POSH) Cell adheres to the following SOPs:

- 1) The committee is initially formed by the Principal and IQAC Head.
- 2) The committee members are nominated by the Principal initially and restructured every academic year.
- 3) Roles and responsibilities of POSH would be formed based on Vishaka Guidelines.
- 4) The Vishaka Guidelines defines sexual harassment as any unwelcome sexually determined behavior(whether directly or by implication). These are:
 - a) Physical contact and advances
 - b) A demand or request for sexual favours
 - c) Sexually coloured remarks
 - d) Showing pornography
 - e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
- 5) There is Zero Tolerance to Sexual Harassment in the college.
- 6) The committee meeting would be conducted before the starting of the academic year to make strategic plan for the year.
- 7) According to the strategic plan the events would be conducted.
- 8) The students or faculty of the college can mention their issues in a written or typed note and drop it in the grievances box placed at various places in the college or inform through the mail prathirodhana@sapthagiri.edu.in, helpline 9448393077, 7892360771, 9480491608 or direct contact with the committee Chairman.

- 9) In case of any issues related to student or faculty or staff that are obtained in grievances box placed at various places in the college or through the mail, suo motto, helpline, or by the direct contact with the committee chairman is brought to the notice of the POSH committee.
- 10) The matter is discussed among the committee members and the grieved student or faculty.
- 11) In case of any suitable evidence is found, the matter will be referred to the Management for further required action.
- 12) The identity of the grieved person will be protected.
- 13) Atleast two meetings will be conducted per emester.
- 14) Event report is made for each event.
- 15) At the end of the academic year the annual report and action taken report are submitted to IQAC.


Convener


Principal