

NOTIFICATION

Date: 23/5/2014

This is to notify that the college management has decided to constitute

PRATHIRODHANA- Prevention of Sexual Harassment Cell

Following persons are hereby nominated as the members of **Prevention of Sexual Harassment Cell**

Sl. No.	Name	Designation (as in Committee)	Dept.
1	Prof. Prerana Chaithra	Convener	ISE
2	Dr. Ravi K N	Member	EEE
3	Dr. Krishna B S	Member	Chem
4	Prof. Ram Kumar M	Member	ME
5	Prof. Bhavya N P	Member	Maths
6	Prof. Soumya C	Member	BT
7	Mrs. R Nalina, Advocate (KAR 16021999)	Member	Civil Court
8	Mr. Narayan R (Boys' hostel warden)	Member	Boys' hostel
9	Mrs. Prema E M (Girls' hostel warden)	Member	Girls' hostel
10	Mrs. Praneetha G N	Student Member	CSE
11	Ms. Varshini K	Student Member	ECE

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.
- 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.

Principal

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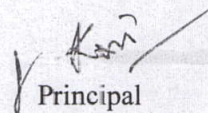
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Responsibilities


- 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 mailed to prathirodhan@sapthagiri.edu.in 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

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PRATHIRODHANA - Prevention of Sexual Harassment Cell

Standard Operating Procedure for 2014-15

Prevention of Sexual Harassment Cell (PSHC) of S.C.E. follows the following **Standard Operating Procedure**

1. The committee is initially formed by the Principal and IQAC.
2. The committee members are nominated by the Principal initially and restructured every academic year.
3. Roles and responsibilities of PSHC would be formed based on Vishaka Guidelines.
4. The Vishaka guidelines define sexual harassment as any unwelcome sexually determined behaviour (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 helpline/direct contact with the Committee Chairman.
9. 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 through the helpline or by the direct contact with the Committee Chairman is brought to the notice of the PSHC committee.
10. The matter is discussed among the committee members and the grieved student or faculty.

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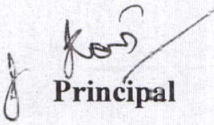


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11. In case of any suitable evidence is found, the matter will be referred to the Governing Council for further required action.
12. The identity of the grieved person will be protected.
13. Event report is made for each event.
14. At the end of the academic year the annual report and action taken report are submitted to IQAC.


Convener


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PRATHIRODHANA - Prevention of Sexual Harassment Cell

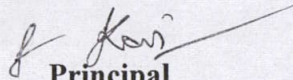
Strategic Perspective Plan for the IQAC Year 2014-15


Sl. No.	Chronology	Plan	Description	Strategy	Funds/Budget	Remarks
1	Sep-14	Seminar	A Seminar about sexual harassment at work places	for Students of SCE	Refreshments	
2	Oct-14	Seminar	A Seminar about eill treating sexually in work places and at home	for the House keeping lady staff of SCE	Refreshments	
3	23/2/2015	Extempore Event	An Extempore event about "Peer role in Preventing Sexual Harassment" for the Students of SCE	Topic will be notified to the students few days before the event	Refreshments	
4	Mar-15	Event	A suitable event about Prevention of Sexual Harassment	To conduct program for the students and faculties of SCE	Refreshments	
5	7/4/2015	Debate Event	A Debate event about "Is more Exposure to Technology leading to Sexual Abuses" for the Students of SCE	Topic will be notified to the students few days before the event	Refreshments	
6	28/4/2015	Human Chain	Human chain formation to spread awareness about "Let Us Respect Each Other"	Human chain formation by Students of SCE	Refreshments	

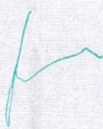
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7	21/5/2015	Final Report	To prepare final report of Prevention of Sexual Harassment Cell and submit to IQAC	To prepare the final report by consolidating the overall events during the academic year 2014-15 events and to suggest the improvement required for the coming year		
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Convener


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PRATHIRODHANA-Prevention of Sexual Harassment Cell

Annual Report of 2014-15

The following Events were conducted under Prevention of Sexual Harassment Cell (PSHC) in the Academic Year 2014-15.

1. An Awareness Program about sexual harassment at work places was conducted by organizing a Seminar on **“Good Touch and Bad Touch at Work Places to promote Equality”** by Prof. Prerana Chaithra, Convener, WEC & PSHC, SCE & Prof. Ram Kumar M, Member, PSHC, SCE, Bengaluru on 22/9/2014 for the students of SCE.
2. An Awareness Program about ill treating sexually in work places and at home was conducted by organizing a Seminar on **“Women are not Bonded Slaves: Let us spread Equality”** by Prof. Prerana Chaithra, Convener, WEC & PSHC, SCE, Bengaluru on 17/10/2014 for the housekeeping lady staff of SCE.
3. An Extempore event about **“Peer role in Preventing Sexual Harassment”** was conducted for the students of SCE on 23/2/2015.
4. An Awareness Program about preventing unhealthy thoughts was conducted by organizing a Seminar on **“Zero Tolerance to Sexual Harassment to spread Equanimity”** by Prof. Leela A.M., Associate Professor, EEE, SCE, Bengaluru on 09/3/2015 for the students and faculties of SCE.
5. A Debate event about **“Is more Exposure to Technology leading to Sexual Abuses”** was conducted for the students of SCE on 07/4/2015.
6. A Human Chain was formed by the students of SCE in the college campus to spread awareness about **“Let Us Respect Each Other”** on 28/4/2015.

No cases of Sexual Harassment were found or reported by the students or faculties of SCE mainly due to the awareness created by PSHC and the prevention measures taken in the college.



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Awareness Program on “Good Touch and Bad Touch at Work Places to promote Equality” by Prof. Prerana Chaithra, Convener, WEC & PSHC, SCE on 22-9-2014



Human Chain was formed by the students of SCE to spread awareness about “Let Us Respect Each Other” on 28-4-2015 in SCE Campus


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PRATHIRODHANA - Prevention of Sexual Harassment Cell

MEETING NOTICE

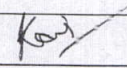
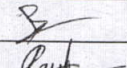
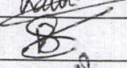
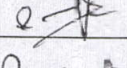
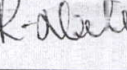
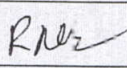
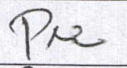
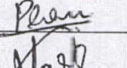
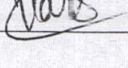

Date: 04/6/2014

All the members of Prevention of Sexual Harassment Cell (PSHC) of S.C.E. are hereby informed to attend the meeting in the Principal's chamber at 1:20 pm on 06/6/2014 without fail.

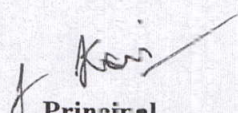
Agenda :

Agenda 1: Preparation of Action plan for Prevention of Sexual Harassment Cell for the academic year 2014-15.

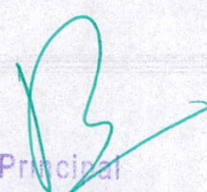
Agenda 2: Discussion about the previous year's performance of PSHC.

Sl. No.	Name	Designation(as in Committee)	Dept.	Signature
1	Dr. Ravi KN	Member	EEE	
2	Dr. Krishna B S	Member	Chem	
3	Prof. Ram Kumar M	Member	ME	
4	Prof. Bhavya N P	Member	Maths	
5	Prof. Soumya C	Member	BT	
6	Mrs. R Na ina, Advocate (KAR 16021999)	Member	Civil Court	
7	Mr. Narayan R (Boys' hostel warden)	Member	Boys' hostel	
8	Mrs. Prema E M (Girls' hostel warden)	Member	Girls' hostel	
9	Mrs. Praneetha G N	Student Member	CSE	
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Convener


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PRATHIRODHANA- Prevention of Sexual Harassment Cell

MINUTES OF THE MEETING

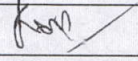


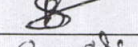

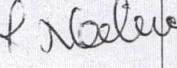
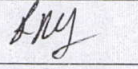
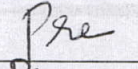
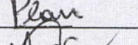

Date: 06/6/2014

Today on 06/6/2014 from 1:20 pm onwards a meeting of **Prevention of Sexual Harassment Cell (PSHC)** was held at the Principal's Office to discuss the following agenda in presence of the following members

Agenda

Agenda 1: Preparation of Action plan for Prevention of Sexual Harassment Cell for the academic year 2014-15.

Agenda 2: Discussion about any Sexual Harassment cases reported.

SL No.	Name	Designation(as in Committee)	Dept.	Signature
1	Dr. Ravi KN	Member	EEE	
2	Dr. Krishna B S	Member	Chem	
3	Prof. Ram Kumar M	Member	ME	
4	Prof. Bhavya N P	Member	Maths	
5	Prof. Soumya C	Member	BT	
6	Mrs. R Nalina, Advocate (KAR 16021999)	Member	Civil Court	
7	Mr. Narayan R (Boys' hostel warden)	Member	Boys' hostel	
8	Mrs. Prema E M (Girls' hostel warden)	Member	Girls' hostel	
9	Mrs. Praneetha G N	Student Member	CSE	
10	Ms. Varshini K	Student Member	ECE	

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

Agenda 1: Preparation of Action plan for Prevention of Sexual Harassment Cell for the academic year 2014-15.

Resolution:

- Discussions were made for the conduction of PSHC events for the academic year 2014-15.
- The events to be conducted are as follows :
 - A Seminar in September 2014 about sexual harassment at work places for students of SCE.
 - A Seminar in October 2014 about ill treating sexually in work places and at home for housekeeping lady staff of SCE.
 - An Extempore event about "Peer role in Preventing Sexual Harassment" for students of SCE to be conducted on 23/2/2015.



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- An event in March 2015 about prevention of sexual harassment for students and faculties of SCE
- A Debate event about “Is more Exposure to Technology leading to Sexual Abuses” for students of SCE to be conducted on 07/4/2015.
- A Human Chain formation about “Let Us Respect Each Other” for students of SCE to be conducted on 28/4/2015.

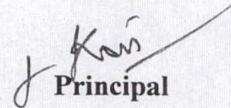
Agenda 2: Discussion about any Sexual Harassment cases reported.

Resolution:


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

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


Convener


Principal

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