



SINDHI COLLEGE

#33/2B, Kempapura, Hebbal, Bengaluru - 560024
Permanently Affiliated to Bengaluru City University
Approved by AICTE, NAAC Re-accredited

Ph.no: 080-23637544 E-mail: mail@sindhicollege.com

Establishment of 24X7 women helpline number and a security system in the campus for providing safety to students and female faculty and non- teaching faculty.

Women helpline no: 080-22943224 Toll Free: 1811,1091 , 9148732643

We ensure the safety and security of women faculty, staff and students with utmost importance. Here are some key elements that has been implemented at Sindhi College for women safety and security system:

1. Access control: One of the most important aspects of women safety and security at Sindhi College is controlling access to the premises. This is ensured through a variety of means such as checking ID cards, strict security checking and monitoring at the entry level itself and restricted entry and exit etc.
2. CCTV surveillance: CCTV cameras are installed in key areas of the premises to monitor any suspicious activity. This helps in deterring potential offenders and also provides evidence in case of any untoward incident. Around 152 CCTV cameras have been installed around the premises.
3. Security personnel: Trained security personnel have been deployed to patrol the premises and ensure the safety of women. They have also been trained to respond to emergency situations.
4. Training and awareness: Sindhi College has been organising awareness programmes to educate women faculty, staff and students about the safety measures. Regular workshops and training sessions are conducted to raise awareness about safety and security.
5. Women empowerment and Anti-sexual harassment cells and various other cells of the college organise many programmes to create awareness about the safety and security of women. Examples of such programmes being self-defence training, Launch of Rani

chennamma force by the Karnataka Police where the Karnataka police department created awareness about women's safety and security at our premises through launch of an app and self-defence training etc

6. Regular maintenance and checks: All safety measures are regularly checked and maintained. Any faults or defects are immediately rectified to ensure that the safety and security systems are functioning optimally.

Women Empowerment Cell & Anti-Sexual Harassment Cell

The cell is formed with the aim of creating awareness of women's rights and duties. It is a platform for girl students to share views and experiences regarding their status in the society and gender related issues.

- To empower women by motivating them to learn self-defense practices etc.
- To conduct self-defense courses like karate and others.
- To motivate and give support to the girl students how to face the consequences in the working environment.
- To arrange seminars and Guest Lectures on subjects related to gender issues.
- To develop and implement a policy against sexual harassment.
- To evolve an effective mechanism for prevention, prohibition and redressal of the cases related to sexual harassment.
- To promote an environment that will raise awareness about and deter acts of sexual harassment of students.
- To generate awareness about the mechanism of redressal of sexual harassment related issues among students.
- To empower students and generate an environment free from sexual harassment of any nature.
- To uphold commitment of the Institution to provide an environment that is free from discrimination and violence or any kind of psychological trauma to women in relation to sexual harassment.
- To conduct programmes and workshops that creates awareness relating to sexual harassment.
- To communicate good values and uphold them in solving issues related to sexual

harassment.

Mechanism for redressal of sexual harassment

- Complaints of sexual harassment shall be lodged with the committee / class teacher / HOD / Vice Principal/ Principal. Such complaints should be taken up by the committee for resolution through mediation, conciliation and enquiry.
- The complaints should be made in writing. If the complainant is not able to give in writing himself/ herself, the complaint can be given in writing or his / her behalf by his/ her companion.
- The complainant is at liberty to withdraw the complaint at any stage of enquiry, provided such withdrawal is made independently and under free will. The enquiry may be terminated on receipt of the request for such withdrawal.
- The committee is empowered to terminate the enquiry proceeding and to give ex-parte decision on the complaint on valid grounds. It shall submit a detailed report communicating its findings based in its investigations. The committee shall pronounce its verdict whether the accused is / are guilty or not guilty. The committee in case in which the accused is / are found guilty, should indicate the gravity of the offence, whether it is major, serious or minor.
- The complainants/s and the accused shall be given reasonable opportunity to present and defend their cases. Witness may be called if deemed necessary. In case the accused fail/s to attend consecutively for three hearings despite call notices for the same, the enquiry may be terminated and the decision taken on the complaint on ex-prate basis.
- Counselling services may be made available to the victims and the accused on request.
- If the complainant the accused and the witnesses desire to be accompanied by a companion of their choice, they may be permitted to do so, provided the person so chosen will have only observer status and shall leave the meeting after making his/ her testimony.
- The complainant and the accused shall have the right of cross examination of all witnesses.
- The enquiry committee shall have the right to disallow questions from the victim or the accused, if the questions are deemed irrelevant and unnecessary.
- All persons heard by the enquiry committee as well as observes shall take and observe an oath of secrecy about the proceedings.

- Regressive disciplinary action: committee would pass on the findings of the enquiry committee to the Honourable Chairman, for taking appropriate regressive action. If the chairman finds that, there is requirement for further investigation and he may order for review of the report by the enquiry committee and may even refer the case to competent legal authority, if it is grave nature.

The committee members are as follows:

Sl No	Name	Designation
1	Dr. Asha N	Chairperson, Principal
2	Ms.Hemalatha . R	IQAC Coordinator
3	Dr.Padmavathy	HOD, Dept of English
4	Ms.Jayanthi	Office Manager
5	Dr.Jubi.M	Convenor – Assoc. Professor
6	Dr.Sashikala.U	HOD, Dept of Management
7	Dr.Prameela	Physical Education Directress
8	Ms.Lakshamma	Assistant Professor
9	Ms.Annapurneshwari.V	Assistant Professor

Anti-sexual harassmet cell – 1st Floor



Trained Security Personnel for safety and security



CCTV CAMERAS IN KEY AREAS OF THE PREMISES

