



SINDHI COLLEGE

Sindhi College **Women Empowerment Cell and Anti-Sexual** **Harassment Cell**

Objectives

- ✦ 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 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 create awareness relating to sexual harassment.
- ✦ To communicate good values and uphold them in solving issues related to sexual harassment.



Sindhi College

Anti-Sexual Harassment Cell

Sexual Harassment

Any unwelcome sexually motivated behaviour, whether directed or by implication involving physical contacts or advances, demand for sexual favours, sexually-tainted remarks and other unwelcome physical, verbal or non-verbal expressions of sexual nature which affects women's right to work in a congenial environment at the workplace.

Scope :-

The provision of these rules and procedures shall apply to all students/academic and non-academic staff of Sindhi College. These rules and regulations shall be applicable to all complaints of sexual harassment made by:

- A student against member/members of academic or non-academic staff or co-students or a member of the academic community against a student / students or another member of the academic or non-academic community within and outside the campus.
- A service provider against a student / students or a member/members of academic or non-academic staff or a student or a member or academic or non-academic staff against an outsider or service provider, if the alleged sexual harassment is reported to have taken place within the campus.

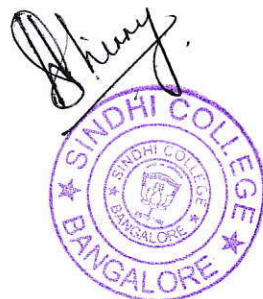
Functions :-

- Mediation of cases arising out of incidence of sexual assault or sexual harassment occurring in the campus, overview of campus security services to ensure prompt intimation to the committee of the college of all incidents of alleged sexual harassment.
- Organizing training programmes for the staff and the students of the college to equip them well for handling sexual harassment cases and assistance to aggrieved parties in the campus to make complaints to suitable authority in deserving cases.
- Conducting meetings with the students and staff members to create awareness and to ensure a healthy environment on the campus

Filing of Complaints:

- Complaints of sexual harassment shall be lodged with the committee / class teacher / HOD / Vice Principal. Such complaints should be taken 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-prate decision on the complaint on valid grounds. It shall submit a detailed report communicating its findings based on its investigations. The committee shall pronounce its verdict whether the accused is/are guilty or not guilty. The committee in cases in which the accused is/are found guilty, should indicate the gravity of the offence, whether it is major, serious or minor.
- The complainants 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 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 observers 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 a review of the report by the enquiry committee and may even refer the case to competent legal authority, if it is grave nature.



SINDHI COLLEGE

Anti-Sexual Harassment-Policy

PURPOSE:

The purpose of this document is to outline the position on sexual harassment and to document the process which is to be followed should any grievances arise.

DEFINITIONS:

Sexual harassment means any unwelcome sexual advance, unwelcome request favours, or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Examples of sexual harassment include, but are not listed to:

- Staring or leering
- Unnecessary familiarity, such as deliberately brushing up against you or unwelcome touching
- Suggestive comments or jokes
- Insults or taunts of a sexual nature
- Intrusive questions or statements about your private life
- Displaying posters, magazines or screen savers of a sexual nature.
- Sending sexually explicit emails or text messages.
- Inappropriate advances on social networking sites.
- Behaviour that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

Behaviour that is based on mutual attraction, friendship and respect is not sexual harassment.

POLICY:

Sindhi College will not tolerate sexual harassment under any circumstances. Responsibility lies with every employee to ensure that sexual harassment does not occur.

A breach of this policy will result in disciplinary action and immediate action would be taken. Any reports of sexual harassment will be treated seriously and promptly with sensitivity.

Such reports will be treated as completely confidential up to the point where a formal or informal complaint is lodged against a particular person, at which point that person must be notified under the rules of natural justice.

Complainants have the right to determine how to have a complaint treated, to have support or representation throughout the process, and the option to discontinue a complaint at any stage of the process.

The alleged harasser also has the right to have support or representation during any investigation, as well as the right to respond fully to any formal allegations made. There will be no presumptions of guilt and no determination made until a full investigation has been completed by the necessary authorities.

Disciplinary action may be taken against anyone who victimises or retaliates against a person who has complained of sexual harassment.

Meaning of Sexual harassment according to law

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature when either:

- The conduct is made as a term or condition of an individual's employment, education, living environment or participation in a University community.
- The acceptance or refusal of such conduct is used as the basis or a factor in decisions affecting an individual's employment, education, living environment, or participation in a University community.
- The conduct unreasonably impacts an individual's employment or academic performance or creates an intimidating, hostile or offensive environment for that individual's employment, education, living environment, or participation in a University community.

Sexual harassment is defined by law and includes requests for sexual favours, sexual advances or other sexual conduct when

- 1) Submission is either explicitly or implicitly a condition affecting academic or employment decisions.
- 2) The behavior is sufficiently severe or pervasive as to create an intimidating, hostile or repugnant environment.
- 3) Or the behavior persists despite objection by the person to whom the conduct is directed.

The University considers such behavior, whether physical or verbal, to be a breach of its standards of conduct and will seek to prevent such incidents and take corrective action when sexual harassment occurs.

Types of Sexual Harassment

Generally speaking, there are two types of sexual harassment, “*quid pro quo*” and *hostile environment*.

Quid pro quo (meaning “this for that”) sexual harassment occurs when it is stated or implied that an academic or employment decision about a student or employee depends upon whether the student or employee submits to conduct of a sexual nature. *Quid pro quo* sexual harassment also occurs when it is stated or implied that an individual must submit to conduct of a sexual nature in order to participate in a University program or activity. So, for example, if an employee is made to believe that a promotion is likely if the employee goes on a date with the employee’s supervisor, the employee is possibly being subjected to “quid pro quo” sexual harassment. (*Office of Institutional Equity, University of Michigan*)

Hostile environment sexual harassment occurs when unwelcome conduct of a sexual nature creates an intimidating, threatening or abusive working or learning environment or is so severe, persistent or pervasive that it affects a person’s ability to participate in or benefit from a University program or activity. While a person engaging in harassing behavior most often has some form of power or authority over the person being harassed, that is not always the case. The harasser can be a peer of the person being harassed. Sometimes the harasser a person who has power over them.



SINDHI COLLEGE

Anti-Sexual

Harassment Cell

Procedure for handling

Sexual Harassment

related cases

PRINCIPAL



COMMITTEE
MEMBERS



CLASS TEACHER/
SUBJECT
TEACHERS/ HOD'S



STUDENTS



SINDHI COLLEGE

Anti-Sexual Harassment Cell

Risk, Impact of Risk and Action taken-Report

Sl. No	ANTICIPATED RISK	IMPACT OF RISK	ACTION PLAN
1.	Failure to provide direction guidelines and vision.	Lack of clear goals, road map and objectives.	Well defined Objectives (Objectives of Anti-Sexual Harassment Cell)
2	Lack of clear plans and activity orientation. Lack of adherence to the activities planned	(i) Lack of clarity and accountability (ii) Not addressing issues related to Sexual Harassment.	*Conducting meetings on a timely and regular basis to ensure the address towards women related issues.(Circulars and minutes of the meeting)
3	Lack of accountability and a proper grievance redressal mechanism towards sexual harassment	Confusion overlapping and lack of clarity. Lack of well-defined redressal network	*Convenors and members are identified well in advance. (Members list)
4	Lack of awareness towards issues related to sexual harassment	Reduced awareness and sensitivity towards women empowerment issues Act against stakeholders' interest.	*Planning and Organising various programmes related to Sexual Harassment. *Following a well-defined meticulous approach towards dealing with cases related to sexual harassment.
5	Lack of proper grievance handling mechanism or network towards handling cases related to sexual harassment	• Increased problems and lack of control	*Documenting cases *Effective grievance handling mechanism *Following a well- defined legal approach towards dealing with cases related to sexual harassment





Sindhi College

(Sponsors : Sindhi Seva Samiti)

#33/2B, Hebbal, Kempapura, Bengaluru – 560024

Permanently affiliated to Bengaluru City University

Re-accredited by NAAC Recognised by UGC under 2(f) & 12(B)

An ISO 9001:2015 Certified Institution

Women Empowerment Cell and Anti-Sexual Harassment Cell

Details of the Members

Academic Year-2022-23

President

Dr B S Srikanta,

Director

Sindhi College

Chairman

Prof.Asha

Principal

Sindhi College


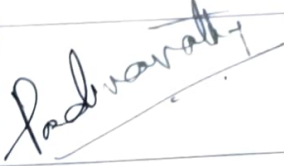



Convenor

Ms. Shiny Wesley

Assistant Professor

Centre for PG Studies

Sindhi College

SI No	Name of the Member	Signature
1	Prof. Shinny Wesley Convenor, Assistant Professor, (Centre for PG Studies)	
2	Dr. Padmavathy HOD, Associate Professor (Department of English)	
3	Prof. Jeya Sudha M Assistant Professor, (Department of Computer Science)	
4	Prof. Namratha B.M Assistant Professor, (Department of Commerce)	
5	Prof. Raheela Assistant Professor (Department of English)	



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Women Empowerment Cell

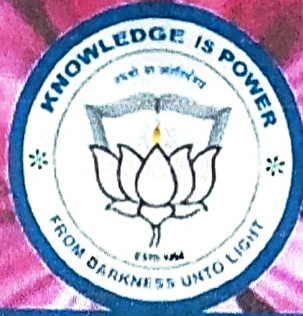
and

Anti-Sexual Harassment Cell

Academic Year: 2022-2023

SI No	Date and Time	Event	Theme	Resource Person	Designation	No of Students
1	28/03/23 10:00AM	International Women's Day Celebration	Innovation and Technology for gender Equality	Dr R Sarvamangala	Dean and Chairperson	Not applicable

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SINDHI COLLEGE

Permanently affiliated to Bengaluru City University, Re-accredited by NAAC B++ (2.98)
Recognised by UGC under 2(f) & 12(B) & ISO 9001:2015 Certified Institution
Times Business Award for Excellence in Academics, Student Support and Infrastructure

**An IQAC initiative
Women Empowerment Cell and
Anti Sexual Harassment Cell**

**Organises
International Women's Day**

Chief Guest

Dr. R. Sarvamangala
Dean and Chairperson, Faculty of Commerce
Bangalore University

Date : 28 / 03 / 2023 Time : 10 :00 AM
Venue : Seminar Hall

Prof. Hemalatha R
IQAC, Coordinator

You are cordially invited
Dr. B S Srihanta, Director
Prof. Asha N, Principal
Management & Staff

33/ 2B, Kempapura Hebbal, Bengaluru - 560024
phone : 080 23637543, 48538512 / 13 www: sindhicollege.org e-mail : mail@sindhicollege.com



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WOMENS' DAY REPORT-28/03/2023,10:00 am

Sindhi College celebrated "International Women's Day" on Tuesday, 28/03/2023 with great honour and pride, providing a time for reflection on the progress made towards gender equality and acknowledging the ongoing challenges faced by women around the world. This day provided an opportunity to honour the achievements of women while recognizing the work that still needs to be done to achieve true gender equity.

The program began with the lighting of a song and a melodious invocation by Mr. Bhargav (Student, Final Year BA). Prof. Sandesh Zephaniah (HOD, Department of Psychology) warmly welcomed all dignitaries, teaching and non-teaching fraternity.

During her speech, Prof. R. Sarvamangala, the Chief Guest of the program and Dean of the Department of Commerce at Bangalore University, emphasized the importance of economic independence for women's empowerment. She highlighted that many women are relegated to supporting roles in their families due to societal expectations, which fail to recognize the sacrifices they make. According to her, women should struggle for their own rights to achieve true empowerment, rather than relying on others to do so. She narrated the glorious struggles of Savitri Bhai Phule, an eminent women rights and social activist who was a pioneer of starting women education in India.

During her address, Principal Prof. Asha N emphasized that women's empowerment in India should focus on rural women who require real development. She highlighted that women's empowerment has become a mere slogan of urban setups. She said, true development can only happen when we reach a stage where we no longer need to discuss and talk about women's empowerment, as this would indicate that gender equality has been achieved. She highlighted the fact that men and women both together contribute equally for the achievement of this and shaping the beautiful destiny.

The Director Dr. B. S. Srikanta addressed the gathering and shared his perspective on gender equality. He stressed that individuals learn compassion from their mothers, behaviour and ethics from their fathers, and knowledge from their teachers. He emphasized the importance of creating a harmonious relationship between men and women to foster a healthy society. He also highlighted how societies have fought against disparities, citing examples such as women serving as Army Commanders and the recent decision by the Board of Control for Cricket in India (BCCI) to eliminate the disparity in remuneration for women's cricket to maintain parity with men's cricket. He underscored that day by day, women's empowerment is happening, and positive changes are being made to bridge the gender gap.

The program concluded with the vote of thanks by Prof. Subramanya, (HOD, Department of Sanskrit) and the felicitation of mementos presented to all the female teaching, non-teaching, and security personnel of the campus. The event was a resounding success, leaving the attendees with a sense of empowerment and renewed commitment to gender equality.



Women's Day Celebration on 28/03/2023

Photographs



Honouring the Guest with the sapling.



Women Faculty members were honoured with the saplings



PG Students applied mehndi to all the women Staffs.



Group Photo with the Dignitaries.

Signature of the Co-ordinator

Principal
PRINCIPAL
SINDHI COLLEGE
#33/2B, Kempapura, Hebbal
Bengaluru - 560 024.

Director
Dr. B.S. SRIKANTH
Director
Sindhi College
No. 33/2B, Kempapura, Hebbal
Bengaluru - 560 024



Tel-080-23637543/44, 41178288

SINDHI COLLEGE

Anti-Ragging and Disciplinary Committee

Objectives

1. To Comply with the directives of UGC issued from time to time.
2. To ensure completely ragging free environment.
3. To create awareness among seniors that ragging of any kind is prohibited by law.
4. To deal with the incidents of ragging promptly and stringently.
5. To ensure discipline in the class rooms and within the college campus.
6. To promote responsible behavior amongst students.
7. To create a fair sense of what is legal and what is illegal amongst students.
8. To promote virtues amongst students.


Convenor


Principal
PRINCIPAL
SINDHI COLLEGE
#33/2B Kempapura, Hebbal,
Bengaluru-560 024.


Director
Dr. B.S. SRIKANTA
Director
Sindhi College
No. 33/2B, Kempapura, Hebbal
Bengaluru - 560 024

CIRCULAR

Date: 7/2/22

This is to inform all the members of the committee that 1st meeting for the academic year 2022-23 odd semester will be scheduled on 9/2/22 at 2 PM

Attendance is compulsory

Agenda:

1. Student Discipline
2. Student's Awareness over maintaining cleanliness at campus
3. Role of SGC in overall college discipline issue
4. Control of students in canteen during break time.

Prepared by:

~~Dr. Kariyanna S~~

Convenor

Discipline committee

Signed by

Prof. Asha N.

PRINCIPAL
SINDHI COLLEGE
#33/2B Kempapura, Hebbal,
Bengaluru - 560 024

DATE ___/___/___

Mo Tu We Th Fr Sa Su

Minutes of meeting

Date: 9/2/22

Chairman: Prof. Asha.N

Convenor: Dr. Kariyanna.S

Members: Lt. Shankara, B.P

MS. Paramela

Mr. Srinivas, G.N

Mr. Devaraju

Mr. Chitty Babu

MS. Savitha.

Student members:

Harisharan

Levitha

Lokesh

Monica

Meeting: Dr. Kariyanna commenced the meeting by welcoming the members and placed the agenda of the meeting before the committee.

1. Mr. Srinivas & Lt. Shankar stressed on improving the discipline among students and action to be taken for late comers
2. Mr. Devaraju stressed on making compulsory of wearing Id cards to students inside campus
3. MS. Paramela stressed on point on closing basement gate on class hours, so no students will be there during class hour, if found strict action should be taken against them.

CIRCULAR

Date: 7/3/22

This is to inform all the members of the committee that the 2nd meeting for the academic year - 2022-23 (odd Sem) will be held on 9/3/22 at 9.PM

Attendance is compulsory

Agenda:

1. To review the Students Discipline
2. To review on Students dress code
3. Monitoring the break hours in canteen
4. ~~To make~~ Sure Students get into class Post break

Prepared by

~~Soumya~~
Dr. Kariyanna S

Convenor

Discipline committee

Signed by

~~Ashar N~~
Prof. Ashar N

PRINCIPAL
SINDHI COLLEGE
#33/2B Kempapura, Hebbal,
Bengaluru - 560 024

Minutes of Meeting

Date: 9/3/22

Chairman: Prof. Asha N

convenor: Dr. Kariyanna S

Members: Lt. Shankara, B.P

Ms. Prameela, B.R

Mr. Srinivas, G.N

Mr. Devaraju S

Mr. Chitty Babu

Ms. Sowitha, N.L

Student members: Harihalran

Levitha

Lokesh

Monica

Meeting was commenced by Mr devaraju by welcoming the members of the committee and started with proceedings

- Mr. Srinivas & Lt Shankar give the update regarding discipline action taken against late comers and other issues.
- Mr. Chitty babu and Mr devaraju was made in charge of monitoring students in canteen during break time
- Ms Sowitha was assigned to prepare ~~colleges~~ time table Post break, so that all the faculties can send students inside the class room
- Ms Prameela stressed on no-use of mobile phone during class hours, even in corridors



SINDHI COLLEGE

SINDHI COLLEGE

33/2B, KEMPAPURA HEBBAL BANGALORE-560024

GRIEVANCE REDRESSAL CELL

CHAIRPERSON

PROF.N.ASHA

PRINCIPAL

CO-ORDINATOR


Ms. NANDINI.S

MEMBERS

Mr. N.R.SUBRAMANYA

Dr. UMA MAHESHWARI

Ms.SAVITHA


[NANDINI.S.]
Co-ordinator


PRINCIPAL
SINDHI COLLEGE
#33/2B Kempapura, Hebbal,
Bengaluru - 560 024



SINDHI COLLEGE


SINDHI COLLEGE

33/2B, KEMPAPURA HEBBAL BANGALORE-560024

GRIEVANCE REDRESSAL CELL

Objectives of the cell

- To enable the students to air their grievances.
- To clarify the nature of the grievances.
- To investigate the reasons for dissatisfaction.
- To obtain, where possible, a speedy resolution to the problem.
- To take appropriate actions and ensure that promises are kept.
- To inform the student of their right to take the grievance to the next stage of the procedure, in the event of an unsuccessful resolution.


(Co-ordinator)


Dr. B.S. SRIKANTA
Director
Sindhi College
No. 33/2B, Kempapura, Hebbal
Bengaluru - 560 024

Student Grievance Redressal Cell OBJECTIVES

The cell has been established for the redressal of the problems reported by the students with the following objectives:

- Upholding the dignity of the Institution by ensuring strife free atmosphere in the Institute through promoting cordial student-student relationship and student teacher relationship etc.
- To support, those students who have been deprived of the services for which he/she is entitled.
- To make teaching and supporting staff responsive, accountable, courteous in dealing with the students
- To ensure effective solution to the student grievances with an impartial and fair approach
- Encouraging the students to express their grievance/problems freely and frankly without any fear of being victimized
- Advising the students to respect the right of dignity of one another and show restraint and patience whenever any occasion arises.
- Advising the students to refrain from inciting students against other students or teachers and institute Administration
- Ragging in any form is strictly prohibited inside and outside the institution.
- **Any violation of ragging or disciplinary rules should be urgently brought to the notice of the Principal/Anti -Ragging Committee of the Institution.**

2022-23

Grievance Redressal Cell meeting will be held on 16/11/22 at 1.Pm in Room no. - 001.

Agenda for the meeting
Calendar of events and other issues concerning the college grievance redressal cell.

Co-ordinator
Nandini-S.

members

- Prof. N.R. Subramanya
- Prof. Vijitha
- Prof. Kumar.E

Minutes of the meeting

- The committee met and discussed the various events to be conducted during the A.Y. 2022-23.
- Any other matter related to the grievances of the students.

Nandini-S.

Co-ordinator

Members present

- Prof. N.R. Subramanya
- Prof. Vijitha
- Prof. Kumar.E.

2022-23

Date _____

Page _____

Grievance Redressal Cell meeting will be held on 28/7/23 at 1pm in Room No.-305.

Agenda for the meeting
General discussion

Coordinator
Nandini.S.

Members

Prof. H.R. Subramanya
Prof. Kumar.E

Minutes of the meeting

1. The committee members decided to uphold the dignity of the college by ensuring strife free atmosphere in the college through promoting cordial student-teacher and student-student relationships.
2. Encouraging students to express their grievance freely without fear of being victimized.

Nandini.S.

Co-ordinator N.S.

Members present

Prof. H.R. Subramanya N.S.
Prof. Kumar.E Prof