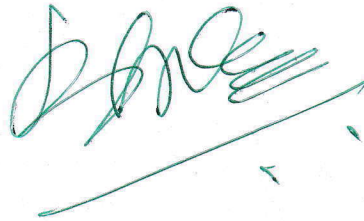


Anti-Ragging and Disciplinary Committee

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 .**



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

SINDHI COLLEGE OF COMMERCE

33/2B, Kempapura, Hebbal, Bangalore-24

Tel:080-23637543/44,41178288; Fax:080-23637544

Anti-Ragging Cell

2015-16

Odd and Even Semester

COMMITTEE MEMBERS

Prof. Kariyanna.S	Coordinator	9900934937
Prof. Jayashree Tambad	Faculty Member	9980812445
Prof. Sridhar	Faculty Member	9886331107
Mr. Srinivas.N	Manager	9880144771

[Handwritten Signature]



Academic Coordinator

[Handwritten Signature]
(Coordinator)


Sindhi College of Commerce Bangalore

Anti-Ragging and discipline committee Meeting note

A meeting of the discipline committee is convened on 6/7/2015 at 10:30 am in the board room to discuss the following agenda.

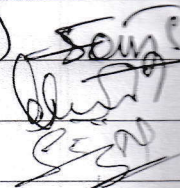
- (1) Student are informed to come in formal dress
- (2) Review of attendance of students

Samp
(convenor)



Members

prof Kaligamma.S (convenor) Samp
prof jayashree Tarbad
Mr. Srinivas.N



Sindhi College of Commerce
Bangalore.

Anti Ragging and discipline Committee
Minutes of meeting

Minutes of
Members present

Signature

Prof Kariyanna S (Convener)
Prof Jayashree Tombad
Mr. Srinivas N.

~~Souza~~
~~Quint~~
~~Singh~~



~~Souza~~
Convener

Resolution passed.

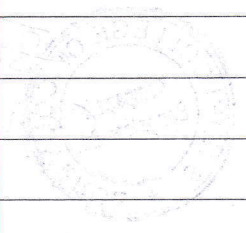
- (1) All members collectively agreed for formal dress.
- (2) Review of attendance of students. All the attendance registers were scrutinized by the class teacher & subject teacher in the presence of vice principals.

Mentors expressed satisfaction on the attendance status of majority of students it was resolved to write letter to the parents in respect of

then 75-1.5) for year 2013

prepared by

Prof: Kariyuma.S



30/12/2015

Sindhi College of Commerce Bangalore-

Circular

This is to inform all the members of anti ragging committee that the committee meeting is scheduled for 02/01/2016 at Room No 5, at 2pm

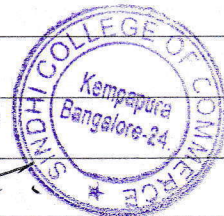
Attendance is compulsory.

Agenda for the meeting

- 1) Review of previous meeting Action taken
2. Reporting on any incidents requiring committee action.

Prepared by

~~Sams~~



Prof: Kaligunda S
(Convener)

Sindhi College of Commerce Bangalore.

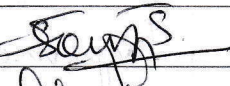


Room No-5
2: PM

Minutes of the meeting

Prof Jayashree Tambad well comed all the members of the committee. Prof Kariyanna S read to the agenda. members of the committee reported about that rarely students come in informal dress on Monday and thursdays stict adherence to dress code is found. It was also reported that students attendance has improved due to the efforts of incharge lecturer.

Prof Kariyanna S proposed vote of thanks

Member present

- Prof Kariyanna S (Convener) 
- Prof Jayashree Tambad 
- Mr. Srinivas N 



Prepared by

Prof: Kariyanna S

21/16

No-5
2: PM

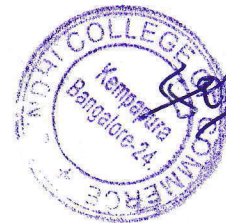
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Report for the Academic year 2015-16

Anti - Ragging Cell of Sindhi College of Commerce functions in accordance with UGC norms. Ragging of any sort is completely prohibited by the Management, Principal and Faculties of the college. When the fresher's (I Sem BCA, B.Com, B.Sc & BBA) reported to college on the first day of commencement, Anti - Ragging Cell members were vigilant to avoid any kind of ragging by the seniors, fortunately members never came across any untoward incident in college premises during fresher's day, Cresindo etc.,

To avoid such unpleasant situations the contact numbers of members of the cell are displayed on the notice board for students to contact in case of any such incident. All the committee members met twice in the semester to discuss about the measures that has to be followed in maintaining the discipline among the students. Anti - Ragging cell members are always on their toes to keep a keen watch on the boys and girls of the college, even in the class rooms with the help of other colleagues to avoid such incidents.

It has been noticed by all the members of cell that no such incidents reported directly or by phone call neither by the students of the college nor by other faculty members to the cell.



Circular - (1)

This is to inform all the members of the Disciplinary Committee that a meeting is convened on date 27/06/2016 @ time 10:30 AM Room no. 02 all the ^{are} request -d to attend the same without fail.

In meeting -> Circular -> Disciplinary rules of the College.

Minutes/Agenda.

- (1) on time gate closure
 - (2) uniform compulsory
 - (2) Corridor - Not to stand unnecessarily.
 - (3) Not to come out in between the classes
 - (4) To take permission of principal to go out in case of emergency.
- To maintain discipline in the auditorium during the conduct of the programmes.

Chairman.
Dr. B. S. Srikanth

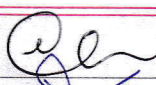


[Signature]
PRINCIPAL
SINDHI COLLEGE
#33/2B Kempapura, Hebbal,
Bengaluru - 560 024.

Convenor
Sri. Kaligamma S

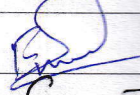
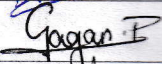
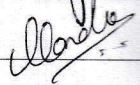
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Members :

- (1) Sri. Vaideesh. M. A. *[Signature]*
- (2) Sri. Devaraju. S. *[Signature]*

- Date _____
Page _____
- 5) Sri. chitte basu 
 - 6) Srimati padmarathi 
 - 7) Srimati Nandini. S 

Student Member:

- | | | |
|----------------------|-------|---|
| 1) William Immanuel | BBA |  |
| 2) Gagan P | B.Com |  |
| 3) Nandu jayaprakash | BBA |  |

Student
Member

MINUTES OF MEETING
MEETING NO 1

Date: 11-7-2016

Time: 2:30 PM

Place: Room 3

Chairman: Dr. B. S. Sankant

Convenor: Prof. Kanyanna S

Members: 1. P. M. A. Vandyesh

2. Pr. Devaraju S

3. Sri Srinivas N

4. Sri Shomkar

5. Pr. Sudarshan

6. Pr. Chittababu

7. Pr. Padmavati

8. Pr. Nandini

Student

Member: 1) William Immanuel 2) Gagan P. 3) Nandu J

To confirm the proceedings of the previous meeting.

— Read and confirmed —

- To take declaration from the students indulging in any disciplinary activities
- To inform parents in some cases
- To warn students not to involve in any disciplinary activities or else suitable action will be taken against such students.
- Two students who were provisionally admitted were expelled ~~to~~ out from the college for involving in fighting in the campus.

> Warning letters were ^{issued} ~~distributed~~ to those students with discipline classroom behaviour.

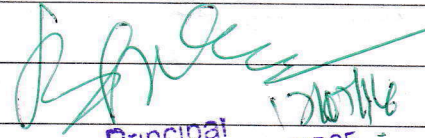
Principal
SINDHI COLLEGE OF COMMERCE
#33/2B, HEBBAL KEMPAPURA
BANGALORE 560024

- 1)
- 2)
- 3)
- 4)
- 5)

Reconstituted Anti-Ragging Committee for - 2016-2017

ph. No -


- 1) Dr. B.S. Srikanta - Chairman - 9880166419
- 2) Prof: B. Kaligamma S - Coordinator - 9900934937
- 3) Prof: Nandini S - Faculty - 9845143187
- 4) Prof: Sridhar - Faculty - 9886331107
- 5) Mr. N. Srinivas - Manager - 988044771


Principal
SINDHI COLLEGE OF COMMERCE
#33/2B, HEBBAL KEMPA URA
BANGALORE 560024

Proceedings.

- 1) No case of ragging has been reported member expressed happiness that no ragging is taking place in the college
- 2) On the Freshers day both junior and senior students mingled with each other and assured to live like members of one family in the campus. This is a good trend developed in the college

The meeting ended with thanks to the Chair


Principal
SINDHI COLLEGE OF COMMERCE
#33/2B, HEBBAL KEMPAPURA
BANGALORE 560024

MINOTES OF MEETING

MEETING NO-2

Chairman: Dr. B.S. Srikanta

convenor: prf. Katicanna S

Members pr: MA. Vaidyesh

pr: Devaraju S

Soi: Srinivas - N

Soi: Shankar

pr: Sudarshan

MS

pr: Chittibabu

pr: padmareati

Student Member: pr: Mandini S

1) William Immanuel

(2) Gagan P

Gagan P

3) Nandu Jayaprakash

Agenda: To Intuct: Students should come to College just 10 minutes before the bell.

To warn E.D. Card if a must for the students to wear in class hours.

To make practice Students everyday, only for first hour student should stand for prayer for two minutes

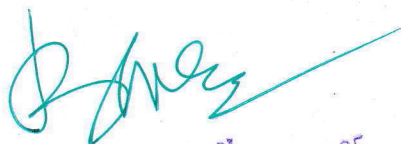
Above whenever a teacher (or principal) come to any class, all the students should stand (a taken of respect for the comes) when the other teacher is already present in the class

Report for the Academic year 2016-17

Anti- Ragging Cell of the Sindhi College of commerce functions in accordance with UGC norms. Ragging of any sort is completely prohibited by the Management , principal and faculties of the college. When the fresher's (II ,IV,VI Sem BCA,B.Com ,B.Sc & BBA) reported to college on the first day of commencement, Anti- Ragging Cell members were vigilant to avoid any kind of ragging by the seniors, fortunately members never came across any untoward incident in college premises during fresher's day, Cresindo etc.,

- To avoid such unpleasant situations the contact numbers of members of the cell are displayed on the notice board for students to contact in case of any such incident. All the committee members met twice in the semester to discuss about the measures that has to be followed in maintaining the discipline among the students, Anti-ragging cell members are always on their toes to keep a keen watch on the boys and girls of the college, even in the class rooms with the help of others colleagues to avoid such incidents.

It has been noticed by all the members of cell that no such incidents reported directly or by phone call neither by the students of the college nor by other faculty members to the cell.



Principal
SINDHI COLLEGE OF COMMERCE
#33/2B, HEBBAL KEMPAPURA
BANGALORE - 560024



Sindhi College.
Bangalore

Anti-Ragging and Discipline Committee

Meeting notice

01/03/2018

A meeting of the discipline committee was convened on 03/03/18 at 11 a.m. in the board room at to discuss the following agenda.

- 1) Review of attendance of students
- 2) Review of attendance of students in list
- Any other discipline related issues.

All the members are requested to attend.

~~Seem's~~
Convenor.

~~Convenor~~
Convenor.

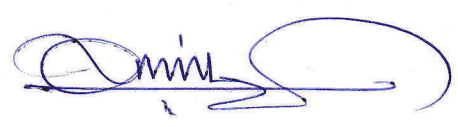

Principal 1/2/18

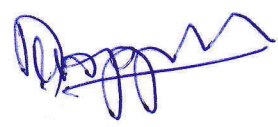
PRINCIPAL
SINDHI COLLEGE
#33/2B Kempapura, Hebbal,
Bengaluru-560 024.

12) Sujay

Members.

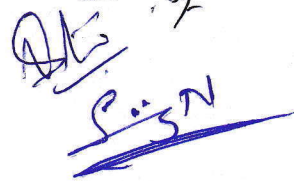
- 1) P. A. Vandyesh
- 2) Devasagn. S.
- 3) Jayashree Tambad.
- 4) Kanyanna. S.
- 5) Nandini. S.
- 6) Soimvas. N











Sindhi College

Bangalore

Anti Ragging and Discipline committee

Minutes of meeting

03/03/2018

11. a.m.

Board room

Minutes of members present:

Signature:

1) Dr. B. S. Srivanta. chairman

2) Dr. S. Anil Kumar

Prof. N. Asha.

Members

3) Prof. M. A. Vardiyesh

— u —

4) Prof. Jayashree Tambad

— u —

5) Devaraju. S.

— u —

6) Sudarshan. B.R.

— u —

7) Nandini. S.

— u —

8) Srivani. N

— u —

9) Dr. S. Kavyanna.

— u —

10) Lt. Shankar.

Convenor

Student members

1) Manav Bajaj

2) Anusha

Resolutions passed.

1) Agenda no 1: Review of attendance of students. All the attendance registers were scrutinized by the class teachers & subject teachers in the presence of vice principals.

Members expressed satisfaction on the attendance status of majority of students.

It was resolved to write letters to the parents in respect of students having attendance less than 75%. Besides, the

was reviewed.

Agenda-2. Review of attendance of students in test.


Members expressed satisfaction over the attendance in the internal test-I. (27-02-18 to 28/02/18). It was also resolved to give assignments to the students who were absent & to those students scoring low marks.


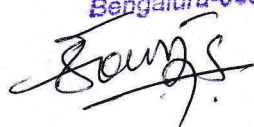
Under any other subjects, principal advised the teachers to counsel the students having relatively low attendance & also who are not attentive in the classroom. He also advised the teachers to be strict with students if any indiscipline behaviour is found.

Meeting ended with thanks to the chair.

Convenors :

1) Dr. S. Kanyanna.

2) Lt. Shankar. B.P. 


Dr. B.S. Sarwanta
Chairman
PRINCIPAL
SINDHI COLLEGE
#33/2B Kempapura, Hebbal
Bengaluru-560 084


Report for the Academic year 2017-18

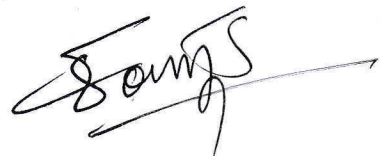
Anti-Ragging cell of the Sindhi College is functioning in accordance with norms. Ragging of any sort is completely prohibited in the college. When freshers' report to the college on the first day of the semester, Anti-Ragging cell members keep vigilance to avoid any kind of ragging by the seniors. Fortunately members have never come across any such incident in the college premises during freshers' day. Cresindo etc.

To avoid such unpleasant situations, the contact numbers of members of the cell are displayed on the notice board for students to contact in case of necessity. The committee meets twice in a semester to discuss about the measures that to be undertaken in maintaining discipline among the students. Anti-ragging cell members are always on their toes to keep a keen watch on the boys and girls of the college and in even class rooms with the help of other teachers.

No such incidents have been reported directly or by phone call either by the students of the college or by other faculty members to the cell.



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



Sindhi College

Anti-Ragging and Discipline Committee
Circular.

06/07/18

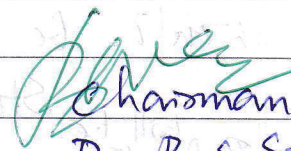
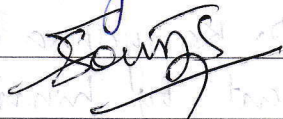
A meeting of the discipline committee and anti-ragging cell committee is convened on 9/07/18 at 3 pm in room No 1. Attendance is compulsory.

Agenda

1. To create awareness about ARE & DC among students.
2. To review on Dos and Don'ts for students.
3. To obtain information from the committee members, about incidents requiring action.
4. To orient the I year students of Bcom, BBA, BBA, B.Sc & BA,

Convenor

Dr. Kanyanna S.

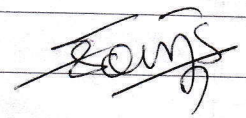



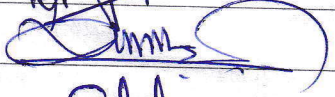


Dr. B. S. Sankanta.


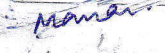

PRINCIPAL
SINDHI COLLEGE#33/2B Kempapura, Hebbal,
Bengaluru-560 024.

Minutes of Meeting

Chairman : Dr. B. S. Srikanta.

Convener : Dr. Kasiyanna S. 

Members : Sri. Devaraj. S. 
M.A. Vardiyesh 
Rt. B. P. Shanwar 
Smt. Nandini. S. 

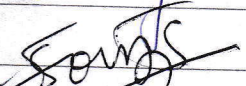
Student Members : Sri. Sojivan G.N. 
Manav Bajaj B.com. 
Anusha B.com. 

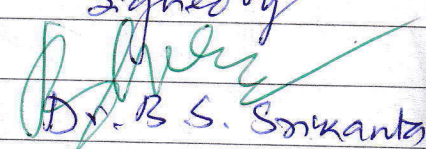
Dr. Kasiyanna welcome all the members of the committee and read the agenda.

All members of the committee resolved that :

- > Awareness among students will be created about Existence of ARC & DC.
- > Circular to be sent to all classes and committee information would be put up on the college notice board.
- > First year students of B.com, BBA, B.Sc, BCA and BA are per informed about 'Do's and Don't's.
- > Members of the committee reported that- no untoward incident reported that initiates action from the committee.

Prof Vardiyesh gave vote of thanks.

Prepared by

Dr. Kasiyanna S.
Convener

Signed by

Dr. B. S. Srikanta
Chairman.
PRINCIPAL
SINDHI COLLEGE

Circular

06/10/2018

~~etc~~ This is to inform all members of Anti-ragging Committee and Discipline committee that, the meeting is scheduled for 08-10-2018 at Room NO 2 time 12.1 pm.

Agenda:

Review of ATR & DC



Convenor

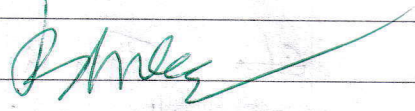
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Chairman.

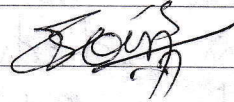
Minutes of meeting

08/10/2018.

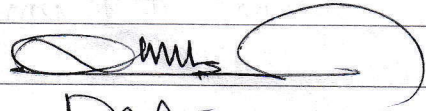
Chairman: Dr. B.S. Sorkanta.



Convenor: Dr. Kariyanna. S.



Members: M.A. Vandyesh



Devanagar. S.



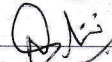
Saimran G.N.



H. Shankar B.P.



Dandini. S.



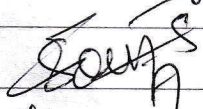
Dr. Kariyanna welcomed all the members of the committee.

Members were asked to report on any complaints received orally or written that draw attention of the committee.

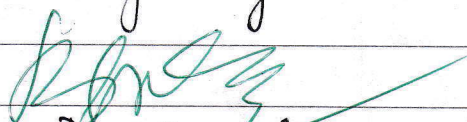
All members of the committee replied that no complaint was received that would initiate disciplinary action.

He also reiterated on how Do's and Don'ts for college students has helped in eliminating ragging in the college campus. Prof Vandyesh gave vote of thanks.

Prepared by:


Dr. Kariyanna. S.
Convenor.

Signed by:


Dr. B.S. Sorkanta
Chairman.

Circular

08/02/2019.

This is to inform all the members of discipline and anti-ragging committee that the meeting will be held on 11/2/2019 at 2 pm in room no 4.

Attendance is compulsory.

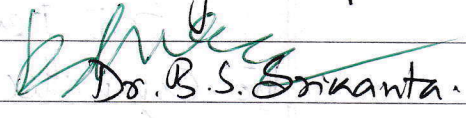
Agenda:

1. Review of students discipline \rightarrow Dnencode
2. Attendance & Regularity to classes \rightarrow Timing

Prepared by:

~~S. Kanyanna~~
Dr. S. Kanyanna.
Convenor.

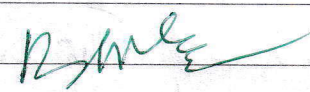
Signed by:

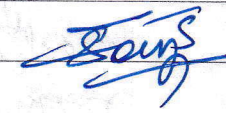

Dr. B. S. Srikanta.

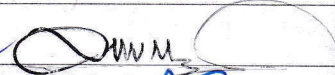




Principal

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

Minutes of Meeting held on 11/2/19

Chairman : Dr. B. S. Sankanta. 

Convener : Dr. S. Karayanna. 

Members : Prof. M. A. Vardiyesh 
Sri. Devanagn. S. 
Sri. Srinivas. G. N. 
Lt. Shankar. B. P. 
Prof. Nandini. S. 

Sri Devanagn welcomed all the members of the committee.

Srinivas furnished the details of ~~present~~ students adherence to dress code on Mondays & Thursdays. He also commented that the students turn out on these two days will be less due to insistence on formal attire. It was suggested to HODs to look into this matter.

Lt Shankar reported that the students are coming on time and the number of late comers has drastically reduced.

Prof Nandini suggested to take students declaration from being signed by students & countersigned by parents about 75% attendance requirement as per the University norms.

Prof vardiyesh suggested that extreme cases should be brought to the notice of the Principal. As this may have psychological impact on habitual late comers or absentee students.

119

passing the following resolution:

- a) Notice about absenteeism to parents.
- b) Obtaining students declaration.
- c) Monitoring the students attendance on Mondays and Thursdays.

Prepared by

~~Sang~~
 Dr. Kanyanna. S.
 Chairman

Signed by

~~Sang~~
 Dr. B. S. Sankanta
 Chairman/Principal
 SINDHI COLLEGE
 #33/2B Kempapura, Hebbal,
 Bengaluru - 560 024.

ATR

a) Parents have been informed about the irregularity of some students. Parents met the principal with their wards. Wards taking from both have been taken. As a result of this action, students are attending classes regularly.

~~Sang~~

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

Circular

02/08/19

This is to inform all the members of discipline committee that - the meeting is scheduled for 05/08/2019.

Attendance is compulsory.

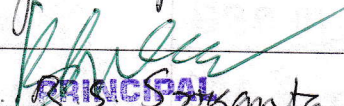
Agenda

1. To Define Vision & Mission
2. To Review Students discipline
3. To Review teachers' reporting to the class on time (punctuality).

Prepared by:

~~Dr. Kangana S.~~
Convenor

Signed by

Dr. 
PRINCIPAL
SINDHI COLLEGE
#33/2B Kempanura, Hebbal,
Bengaluru - 560 024.

Minutes of Meeting

05/08/2019.

Chairman : Dr. B. S. Srikanta

[Signature]

Convenor : Dr. Kanyanna S.

[Signature]

Members : Prof. M. A. Vandhyesh

[Signature]

Prof. Devaraju. S.

[Signature]

Soi Srinivas. N.

[Signature]

H. Col Shankam

[Signature]

Prof. Chitti Babu

[Signature]

Prof. Sathasi. V.

V. Sathasi

Dr. Padmarathy

[Signature]

Prof. Nandini

[Signature]

Student Member : 1. Shreetha. N

[Signature]

BBA III

2. Ruchitha. MR.

[Signature]

BBA III yr

Convenor Dr. Kanyanna welcomed all members to the meeting To confirm the proceedings of the previous meeting

- Read and confirmed -

After thorough discussion and deliberation on vision and Mission, the members of the Committee collectively agreed upon the following:

Agenda 1

Vision Statement : To achieve the goal of establishing a safe, motivating & learning environment by supporting the use of positive attitude and practices.

Mission Statement : To take measures for inappropriate behaviour including progressive

उद्देश

- Objectives :
- To Maintain discipline in the Campus
 - To Ensure punctuality of students
 - To Inculcate a sense of responsibility among students through SGC.
 - To Ensure students' discipline off the Campus whenever they are representing college.

कार्यक्रम

- Function :
- > Checking students punctuality
 - > Insisting on Uniform for scheduled days.
 - > Checking whether students follow and adhere to the instructions given by principal, VP, HODs & members of the faculty.
 - > To check that the students dress appropriately ~~while~~ during their stay in the college.
 - > To ensure safety of college property
 - > To impose punishment that include suspension, expulsion or even reporting to the police station (in extreme & ~~if~~ if the situation warrants) if there is a need.
 - > To ensure students follow ethical code of conduct that help them to evolve as socially responsible citizen.
 - > To ensure students attendances do not fall below 75% & to inform parents well in advance about the attendance status.

Pne
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Con

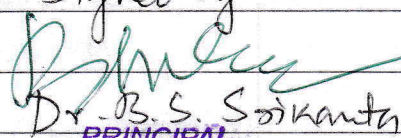
Kampus
Students
responsibility
SGC.
off the
representing

Students.

Agenda 2 chairman Dr. B.S. Srikanta - Informed
Faculty members are informed to report
to them respective classes on time.

ity
scheduled
follow and
given
(members

Prepared by
~~Soujya~~
Dr. Kanyanna. S.
Convenor

Signed by

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

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warrants)

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& to
advance
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Circular

Date: 18/01/20.

This is to inform all the members of the Committee that the 1st meeting for the academic year 19-20 Even Semester will be scheduled for 20/01/2020.

Attendance is Compulsory.

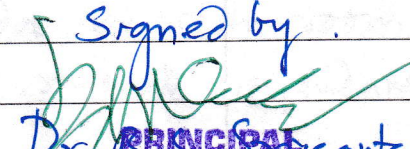
Agenda:

- 1) Students discipline
- 2) Students attendance
- 3) Uniform - dress code adherence.
- 4) Punctuality of students
- 5) Role of SGC for the above.
- 6) Any other discipline related issues.

Prepared by:

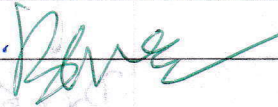
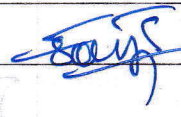
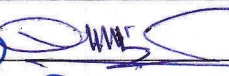
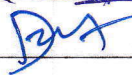


~~Soumya~~
Dr. S. Kariyanna.
Convener
Discipline Committee.

Signed by:


Dr. S. Kariyanna
PRINCIPAL
SINDHI COLLEGE
133/2B Kempapura, Hebbal,
Bengaluru, 560 024.
Chairman of
the Committee.

Minutes of the meeting

Date: 20/01/20.

- Chairman : Dr. B. S. Sankanta. 
- Convener : Dr. Kanyanna S. 
- Members : Prof M.A. Vaidyesh 
Sri Devarayan S. 
Sri Srinivas G.N.
Lt. Col. Shankar B.P. 
Prof Nandini S. 

SGC Members: 1)

Prof M.A. Vaidyesh welcomed the members and read agenda before the committee.

Convener asked for members observation to students' discipline and attendance.

Prof Nandini replied first and confirmed that discipline in the corridor or class-room is not an issue but the students' attendance is a matter of concern.

Srinivas urged the convener to deploy SGC members to set example for others by themselves being punctual and regular. He also appreciated the efforts of SGC members in the previous semester in terms of adherence to the responsibilities.

Lt. Shankar and Devarayan decided to check students at gate NO 1 & 2 for dress code compliance on Mondays & Thursdays.

Vote of thanks was proposed by Sri Devarayan

Prepared by :
~~Dr. Kasiyanna. S.~~
Dr. Kasiyanna. S.
Convenor
Discipline Committee.

Signed by :
~~Dr. B.S. Sekanta~~
Dr. B.S. Sekanta
Chairman
Discipline Committee.



SINDHI COLLEGE

33/2B, KEMPAPURA HEBBAL BANGALORE-560024

Tel – 080- 23637543 / 44, 41178288

**Anti- Ragging Cell
And
Disciplinary Committee
2019-2020**

COMMITTEE MEMBERS

Dr.B.S Srikanta	Chairman	
Principal		
Prof. Asha N		
Vic - Principal		
Dr. Kariyanna.S	Coordinator	9900934937
Prof. Vaidyesh.M A	Faculty Member	9448783443
Sri. Devaraju S	Chief librarian	7760118007
Lt.Shankara B.P	Physical Education Director	9008901480
Dr.Padmavti	Faculty Member	8867463279
Prof. Nandini. S	Faculty Member	9845143187
Prof.Chittibabu	Faculty Member	8618737930
Prof. Srihari	Faculty Member	9945906770
Mr. Srinivas.S	Manager	9880244771

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



SINDHI COLLEGE

33/2B, KEMPAPURA HEBBAL BANGALORE-560024

Tel – 080- 23637543 / 44, 41178288

**Anti- Ragging Cell
And
Disciplinary Committee
2018-2019**

COMMITTEE MEMBERS

Dr.B.S Srikanta

Chairman

Principal

Prof. Asha N

Vic - Principal

Dr. Kariyanna.S

Coordinator

9900934937

Prof. Vaidyesh.M A

Faculty Member

9448783443

Dr.Padmavti

Faculty Member

8867463279

Prof. Nandini. S

Faculty Member

9845143187

Sri. Devaraju S

Faculty Member

7760118007

Lt.Shankara B.P

Physical Education Director

9008901480

Mr. Srinivas.S

Manager

9880244771

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



SINDHI COLLEGE

33/2B, KEMPAPURA HEBBAL BANGALORE-560024

Tel – 080- 23637543 / 44, 41178288

**Anti- Ragging Cell
And
Disciplinary Committee
2017-2018**

COMMITTEE MEMBERS

Dr.B.S Srikanta	Chairman	
Principal		
Prof. Asha N		
Vic - Principal		
Dr. Kariyanna.S	Coordinator	9900934937
Prof. Vaidyesh.M A	Faculty Member	9448783443
Dr.Padmavti	Faculty Member	8867463279
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Lt.Shankara B.P	Physical Education Director	9008901480
Mr. Srinivas.S	Manager	9880244771

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

SINDHI COLLEGE OF COMMERCE

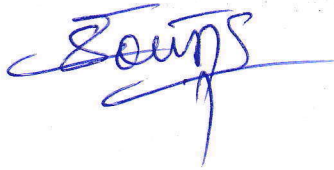
33/2B, Kempapura, Hebbal, Bangalore-24

Tel – 080- 23637543 / 44, 41178288

Anti- Ragging Cell And Disciplinary Committee 2016-2017

COMMITTEE MEMBERS

Dr.B.S.Srikanta Principal	Chairman	
Dr.Anil kumar Vic - Principal		
Prof. Kariyanna.S	Coordinator	9900934937
Prof. Jayashree Tambad	Faculty Member	9980812445
Prof. Vaidyesh.M.A	Faculty Member	9448783443
Sri. Devaraju S	Faculty Member	7760118007
Lt.Shankara B.P	Physical Education Director	9008901480
Mr. Srinivas.S	Manager	9880244771



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

Sindhi College

Anti-Sexual Harassment Cell

OBJECTIVES

1. To develop and implement a policy against sexual harassment
2. To evolve an effective mechanism for prevention, prohibition and redressal of cases related to Sexual harassment.
3. To promote an environment that will raise awareness about and deter acts of sexual harassment of students.
4. To generate awareness about the mechanism of redressal of sexual harassment related issues among students.
5. To empower girl students and generate an environment free from sexual harassment of any nature.
6. 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.
7. To conduct programmes and workshops that creates awareness towards sexual harassment related issues.
8. To communicate good values and uphold them in solving issues related to sexual harassment

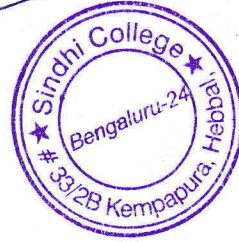
SINDHI COLLEGE

Anti -Sexual Harassment Cell

Risk, Impact of Risk and Action taken-Report

SL.No.	ANTICIPATED RISK	IMPACT OF RISK	ACTION TAKEN
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 Acts 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 a proper grievance handling mechanism or network towards handling cases	<ul style="list-style-type: none">Increased problems and lack of control	*Documenting cases *Effective grievance handling mechanism * Following a well -defined legal approach towards

	related to sexual harassment		dealing with cases related to sexual harassment
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Sindhi College

Anti-Sexual Harassment Cell

Details of the Members

Academic year 2018-19

Chairman: Dr.B.S.Srikanta

Principal

Sindhi College

Convenor:

Mrs.Shashikala.U

Shashikala.U

Department Of Management

Members:

1. Mrs.E.K.Radhika

(HOD, Dept of Computer Science)

2.Mrs.Jayashree Tambad

(HOD, Dept of Commerce)

3.Mrs.Kalaivani.Y.S


(Faculty, Dept Of Computer Science)

*Shashikala.U
Convenor*



Sindhi College
Anti-sexual harassment cell
2018-2019

Details of Student members

Name Of the Student	Class	Signatures
Haripriya. K	II BCom 'A'	Haripriya.K
Deeksha.M	II BCom 'A'	



Sindhi College
Anti-Sexual Harassment cell
Circular

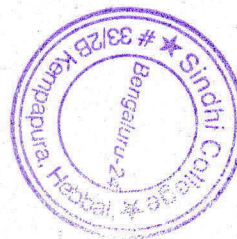
Date: 18/1/19

This is to inform the members that a meeting is scheduled in Room.No:002 at 1.00 pm. The members are requested to attend the same

Agenda

1. To convene a meeting in the even semester of the academic year 2018-19
2. To follow up the action plans framed in the previous semester

Members	Signatures
Mrs. Shashikala.D Mrs. Jayashree Tambad Mrs. Y. S. Kalavani Mrs. E.K. Radhika. Student members Haripriya.K Reeksha.M	Sashikala.D. Jayashree Tambad Y.S. Kalavani Radhika Haripriya.K Reeksha.M



Sashikala.D.
convener

Sindhi College

Anti-Sexual Harassment cell

Minutes of the meeting

18/3/19

1. It was decided to conduct self-defence classes on a regular basis to benefit the students and empower them.
2. Self defence programme was to be conducted by the same experts who were invited in the previous semester as the students and members felt that self-defence classes would be helpful and the experts had good skill imparting techniques of self defence.
3. Action regarding the same was to be taken by coordinating with the physical education department of the College.

Mrs. Shreshthala. D
Mrs. Jayashree Tambad
Mrs. Y. S. Kalavani
Mrs. E. K. Radhika

Student members

Haripriya. K
Reeksha. M.

Sashihala. J.

Y. Shalini

Redh

Haripriya. K
Redh

Sashihala. J.
Convener



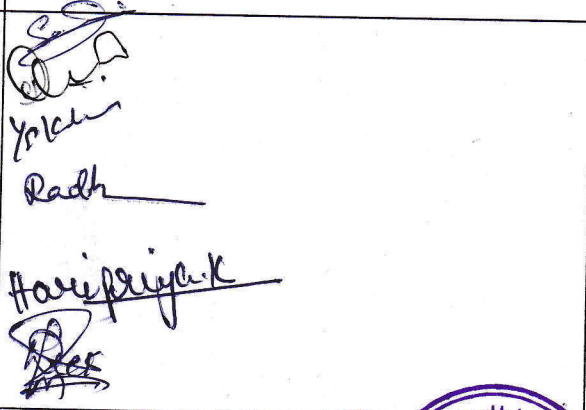
Sindhi College
Anti-Sexual Harassment cell
Circular

Date: 10/8/18

This is to inform the members that a meeting is convened in Room.No:106 at 1.00 pm. The members are requested to attend the same

Agenda

1. To chalk out the plan of action and arranging the needed resources and steps to execute the planned programmes
2. To welcome suggestions from members to plan and execute new and innovative measures to create awareness about sexual harassment.

Members	Signatures
Mrs. Shashinala J Mrs. Jayashree. J. Tambad. Mrs. Y. S. Kalairani Mrs. E. K. Radhika, student members Haripriya. K Reeksha. M.	



Sindhi College
Anti-Sexual Harassment cell

Minutes of the meeting

10/8/18

1. It was decided to conduct innovative programmes related to awareness towards sexual harassment
2. The members felt that experts could be invited for guest lecture to address the students to create awareness
3. Self defence programme was planned to be conducted by inviting experts certified in martial arts.
4. The members planned and suggested names of the persons who would be qualified or suitable to be invited for the activities mentioned above.
5. Two programmes were planned for the current semester of 2018-2019


(convenor)


Sindhi College Of Commerce

Report on the Anti-sexual harassment cell(2018-19)

The Committee conducted one meeting in the odd semester of the academic year 2018-19. Two programmes were conducted by the cell in the odd semester of 2018-19. A self-defence programme for UG and PG students was organised in the indoor stadium on 20/11/18, the resource persons being Ms. Jositta Francis and Mr. Navin ravishankar and a guest lecture on awareness of legal remedies for sexual harassment by Ms. Mahima and Ms. Jhanvi, III year LLB, Christ University on 26/12/18 for PG (M.Com and MFA) students. No cases related to harassment were witnessed in the odd semester of the academic year 2018-19.



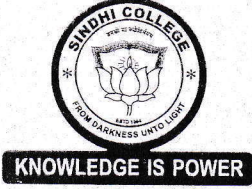
Sindhi College

Anti-sexual harassment Cell

Action taken report for the academic year 2018-19

S.No	Resolution passed	Action taken	Remarks
1	Organising a Self-defence programme for the girl students	The programme was conducted on 20/11/18 .The resource persons were Ms.Jositta Francis and Mr.Navin ravishankar,certified martial arts experts	Conducted as per the resolution of the meeting held on 10/8/18
2	Organising a Guest lecture	A guest lecture was organised on 26/12/18 for the PG students. The resource persons were Ms.Mahima and Ms.Jhanvi	Conducted as planned





NAAC Accredited

ಸಿಂಧಿ ಮಹಾವಿದ್ಯಾಲಯ
SINDHI COLLEGE

Permanently Affiliated to Bangalore University

Ref: SC/HRN/560/2018-19

Date:

To

26.12.2018

Ms.Janhavi.K.M
IIlyr LLB,
Christ University

Subject: Letter of Appreciation

Thank you very much for your delivering an Informative and thought provoking lecture as Guest Speaker on "**Awareness on legal remedies for sexual harassment**" held on 26th December,2018 at Sindhi college.

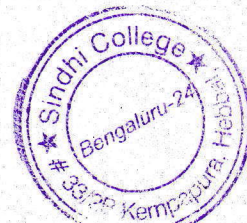
It was really a splendid presentation which exposed students to various legal aspects of sexual harassment & issues related to women empowerment.

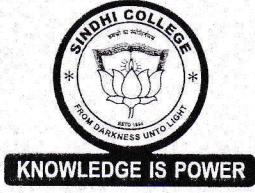
All the students appreciated the presentation & highly benefited.

Looking forward to greater co-operation in the days to come.

With Best Wishes

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





NAAC Accredited

ಸಿಂಧಿ ಮಹಾವಿದ್ಯಾಲಯ
SINDHI COLLEGE

Permanently Affiliated to Bangalore University

Ref: SC/GEN/559/2018-19

Date:

To

Ms.Mahima S
Illyr LLB,
Christ University

Subject: Letter of Appreciation

Thank you very much for your delivering an Informative and thought provoking lecture as Guest Speaker on "Awareness on legal remedies for sexual harassment" held on 26th December,2018 at Sindhi college.

It was really a splendid presentation which exposed students to various legal aspects of sexual harassment & issues related to women empowerment.

All the students appreciated the presentation & highly benefited.

Looking forward to greater co-operation in the days to come.

With Best Wishes

PRINCIPAL
SINDHI COLLEGE
113/29 Kompapura, Hebbal,
Bangalore-560 024.



26/12/18
I M. com

Feedback on session conducted on
"Sexual Harassment and Punishments
under IPC."

This session was conducted by
Miss. Mahima and Miss. Tanva,
students of LLB.

This program was conducted by
the college's 'Anti-Sexual
Harassment Committee' and
brought the resource persons to
conduct the session. The resource
persons gave a lot of information
about what is exactly the sexual
harassment, in real terms, what
actually have to be done in
such situation legally. &

What are the various punishments
for the ~~victims~~^{offenders} who had done
such crimes under IPC section,
they also explained about the
POCSO act.

They encouraged all the
students ^{on} how to take further
actions in such situations, not only
for the women, but also for
men, how to take further actions



Sindhi College

Anti-Sexual Harassment Cell

Details of the Members

Academic year 2017-18

Chairman: Dr.B.S.Srikanta

Principal

Sindhi College of Commerce

Convenor:

Mrs.Shashikala.U

Shashikala.U.

Department Of Management

Members:

1. Mrs.E.K.Radhika

(Department of Computer Science)

2.Mrs.Jayashree Tambad

(Department of Commerce)

3.Mrs.Kalaivani.Y.S

(Department Of Computer Science)



Sindhi College
Anti-sexual harassment cell
2017-2018

Details of Student members

Name Of the Student	Class	Signature
Romilla Khanna	III BBA	<i>Romilla</i>
Chitra Acharya	III B.Com A Section	<i>Chitra</i>

Ch
Convenor
Shashikala



Sindhi College of Commerce
Anti-Sexual Harassment cell
Circular

Date: 11/7/17

The members are informed that a meeting is scheduled in Room.No:001 to discuss the course of action for the current academic year.

Agenda

1. To plan the awareness programmes that can be conducted for the current academic year
2. To ensure commitment to the initiatives declared in the meeting.
3. Increasing student involvement towards the same
4. To start the first meeting of the year

The members are requested to attend the same without fail.

Signature of the members:-

1.  (Shashikala V)
2.  (Jayashree S Jambad)
3.  (Y. S. Kalavani)
4.  (Radhika P)



Sindhi College Of Commerce
Anti-Sexual Harassment cell

Minutes of the meeting

11/7/17

1. The Convenor of the cell decided to conduct an awareness programme in the form of a PPT presentation and followed by discussion
2. The members also felt that student involvement in such activities should be increased through skits/plays organised by them.
3. Prevention and redressal of cases related to harassment should be of prime focus and the members felt that more such awareness programmes can be organised

SO



Sindhi College
Anti-Sexual Harassment cell
Circular


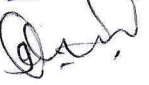
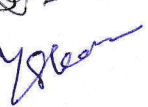
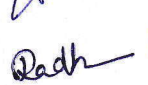
Date: 12/2/18

This is to inform the members of Anti-sexual harassment cell that a meeting will be conducted in room.no:B1 at 1:30 PM .The members are requested to attend the same without fail.



Agenda of the meeting:

1. To deliberate about the activities of the Cell.
2. To discuss about the follow up of the action plan discussed in the previous meeting.
3. To conduct new programmes to create awareness

Signature of the members:-

1.  (Shashikala. S)
2.  (Jayashree. J. Tambad)
3.  (Y. S. Kelavani)
4.  (Radhika. E. K.)

Student members

 (Chitra Acharya)
 (Romilla Khan)



Sindhi College
Anti-Sexual Harassment cell

Minutes of the meeting

12/2/18

1. A skit on eve-teasing was decided to be conducted.
2. International women's day was planned to be conducted and messages related to awareness was decided to be communicated in the programme
3. One case of Sexual harassment was recorded. The members discussed about the case

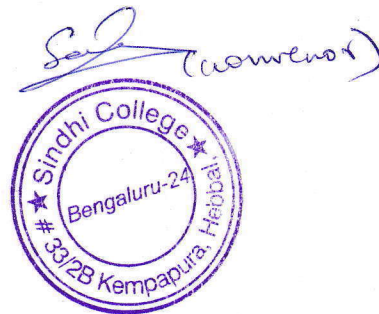

Shashikala
(convenor)



Sindhi College

Report on the Anti-sexual harassment cell(2017-18)

The Committee conducted two meetings in the academic year 2017-18 .Two programmes were conducted by the cell. A power-point presentation and discussion by the Convenor of the Cell and a Skit on Eve-Teasing on International women's day in association with the women empowerment committee.The following case was handled by the committee wherein a girl from I B.Com complained that a boy from the same class was uploading her private photos and blackmailing her that he will send the same photos to her parents. After enquiry by the members it came to light that the girl had actually lied about the issue because of her personal grudge against the concerned boy. She herself had uploaded the photos and had blamed the boy. She was counselled by the respective class teacher and the committee members. The above mentioned case was dealt with by the committee in the academic year 2017-18.



Sindhi College

Anti-sexual harassment Cell

Action taken report for the academic year 2017-2018

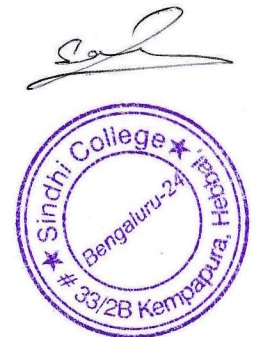
S.No	Resolution passed	Action taken	Remarks
1	Organising a PPT presentation followed by discussion	The programme was organised on 11/8/17	Conducted as per the resolution of the meeting held on 11/7/17
2	Organising a skit /play on issues related to harassment	A skit on Eve-teasing was organised in association with the women empowerment committee on International Women's day- 8/3/18	Conducted as planned



Sexual Harassment - Is It or Isn't It?

Presentation on Sexual harassment at
workplace

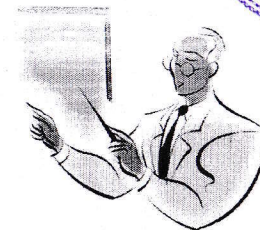
By Prof. Shashikala.U
Department Of Management



Objectives

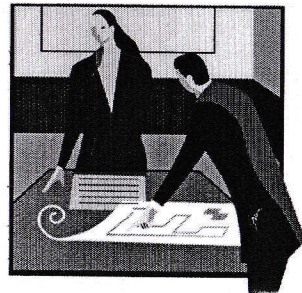
- Define Sexual Harassment and offensive behaviors that can be considered harassment.
- Explain the statutory regulations and legal background of Sexual Harassment.
- Identify the effects that sexual harassment has on people.
- Recognize that sexual harassment of any type is a form of discrimination and will not be tolerated.
- Implement ways of handling claims of sexual harassment.
- Explain your role as a supervisor.

2/19



Types of Sexual Harassment

- ▶ Quid Pro Quo
- ▶ Hostile Work Environment



3/19

Beshihala



DEFINITION–QUID PRO QUO

Quid Pro Quo sexual harassment occurs when:

Employment decisions or expectations–hiring decisions, promotions, salary increases, work assignments or performance evaluations are based on an employee's willingness to grant or deny sexual favors.

4/19

Sashibala.g.



Hostile Work Environment

Hostile Work Environment occurs when verbal or non-verbal behavior in the workplace:

- ▶ Focuses on the sexuality of another person or occurs because of the person's gender.
- ▶ Is unwanted or unwelcomed.
- ▶ Is severe or pervasive enough to affect the person's work environment.

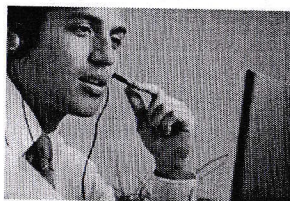


5/19

Sashikala



Four Groups of Sexual Harassment



Verbal



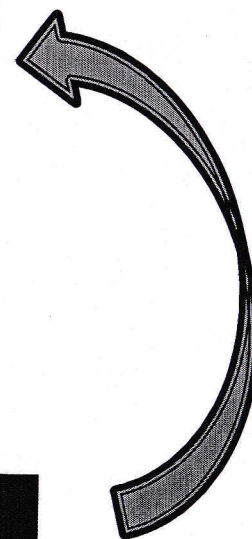
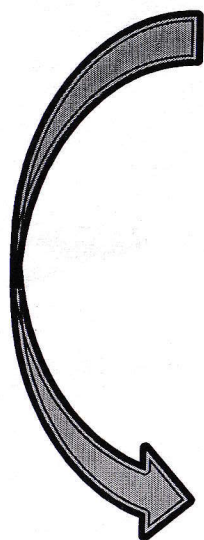
Visual



Written



Physical



People harass others to:

- ▶ Express dominance or power;
- ▶ Organizationally or socially control someone;
- ▶ Attempt to seek peer approval;
- ▶ Use as a bullying tactic.

7/19



Sachinlal Singh



Who Are Harassers?

Anyone can harass, just as anyone can be the target of harassment regardless of sex, sexual preference, age, or professional position.

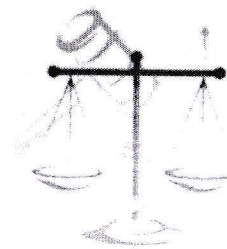
8/19

Esther...



Submission to sexual activity by the employee citing harassment is not a defense an employer can use to avoid liability in a sexual harassment suit.

9/19



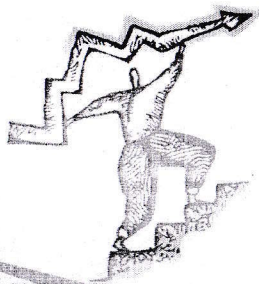
Seshihala, V.



Sexual Attraction v. Sexual Harassment

Sexual Harassment is a form of discrimination and has nothing to do with one person's physical attraction.

It is an misuse of POWER!!!



10/19

Sashihala. V.





Cost to the Organization

- ▶ The need for employees to be “off the job”.
- ▶ Investigation of the sexual harassment complaint.
- ▶ Depositions.
- ▶ Trial.
- ▶ Low productivity due to diversion of focus.
- ▶ Negative impact on other managers, employees, and witnesses.
- ▶ Adverse publicity about the organization.

11/19

Seshikumar J.



Basic Steps for Handling Complaints

1. Take the complaint
2. Interview the alleged harasser
3. Initiate the investigation
4. Take the appropriate action, if necessary

12/19



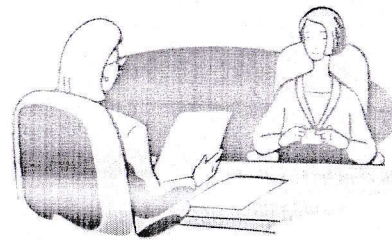
Seshikala V.



Questions to ask the Recipient

- ▶ Where did the behavior occur?
- ▶ Who was involved?
- ▶ Were there any witnesses?
- ▶ Did you talk to anybody else about what happened?
- ▶ Has this happened before?
- ▶ How long has this been going on?
- ▶ Was the person told that the behavior was unwelcome?

13/19



Saadhana J.



Questions NOT to ask the recipient

- ▶ Avoid “why” questions such as, “Why didn’t you do something about this before?”
- ▶ Don’t ask leading questions such as, “Would you want to continue working here if the behavior continues?”
- ▶ Avoid asking multiple choice questions such as, “Did he touch you on your arm, the shoulder, or the face?” Instead ask, “Where did he touch you?”

14
19



Sashidhar W.



Points to Keep In Mind when talking to the alleged harasser

- ▶ Describe the circumstances surrounding the complaint.
- ▶ Be serious and to the point.
- ▶ Be unbiased.
- ▶ Stay on the topic.
- ▶ Ask the person to respond to each allegation separately.
- ▶ Tell the alleged harasser that the behavior must stop.
- ▶ Document the meeting.
- ▶ Take appropriate action based on your findings.
- ▶ Follow up with the person who filed the complaint.

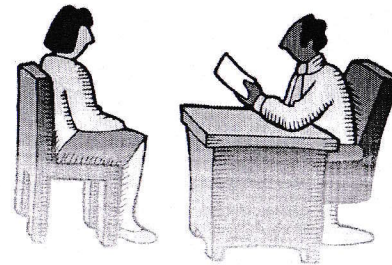
15/19



When talking to witnesses

- ▶ Do not initially identify the alleged recipient or alleged harasser.
- ▶ Describe the situation and circumstances of the alleged harassment.
- ▶ Focus of the witnesses observations.
- ▶ Talk in private.

16
19



Chahinaba. V.



An Organization Plan for Eliminating Sexual Harassment

- ▶ Review your behavior and that of others for evidence of illegal or impermissible conduct.
- ▶ When such behavior is identified ask these questions:
 1. Is the appropriate conduct or behavior in the workplace?
 2. Is it legal (in accordance with the law)?
 3. Is it permissible (in line with regulations)?
 4. Is it proper (defensible by general standards)/
 5. Could the behavior in any way be seen as discriminatory?
 6. Could the behavior have a disruptive effect upon an employee or organizational unit?

17/19

Sashibala J.



What Can You do to Prevent Sexual Harassment?

If you become aware of the questionable behavior and even if there is no complaint you:

- ▶ Must take immediate and corrective action
- ▶ Inform higher level supervisor and/or Service Chief
- ▶ Communicate with Human Resources, EEO and/or top management.
- ▶ Document action taken.
- ▶ Communicate action taken to the affected employee, explain what he or she should do if the problem should occur.
- ▶ Advise employees of their rights to use the EEO complaint process.

18/19

Saslihalav



???? QUESTIONS ?????



19
19

Sachinlal. S.P.



Sindhi College of Commerce



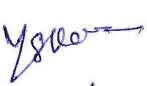

Anti-Sexual Harassment cell

Circular

Date: 26/9/16

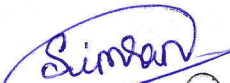


The members are informed that a meeting is scheduled in Room.No:05 to discuss the action plan of the Cell for the current academic year 2016-17. The members are requested to attend the same without fail.

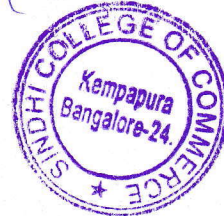
Signature of the members:-

1.  (Shashikala.J)
2.  (Jayashree Tambad)
3.  (Y.S. Kalavani)
4.  (E.K. Radhika)

Student members

1. Simranjeet Kaur
2. Shalini R



 (Convenor)



Anti-Sexual Harassment cell
Sindhi College of Commerce

Minutes of the meeting

26/9/16

1. The members felt that an awareness programme should be organised among the students in the form of PPT presentations by the students themselves.
2. Strong commitment to the policies and redressal mechanism to be followed in all the circumstances
3. The members also felt that the girl students should be encouraged to know about harassment and share their problems without hesitation. An environment conducive for the same should be provided
4. The members also suggested that an International or National level Seminar about gender issues can be organised.

Said
convenor


Sindhi College of Commerce
Anti-Sexual Harassment cell
Circular





Date: 16/2/17

This is to inform the members of Anti-sexual harassment cell that a meeting will be conducted in room.no:5 at 1:30 PM in the first floor. The members are requested to attend the same without fail.

Agenda of the meeting:


1. To discuss the recent issues and cases of sexual harassment and come up with effective remedies for prevention and redressal.
2. To discuss about planning new programmes related to sexual harassment and the follow up of the action plan discussed in the previous meeting.

Signature of the members:-

1.  (Shashikala)
2.  (Jayashree Tambad)
3.  (Y.S. Kalaitani)
4.  (E.K. Radhika)

Student members

1. Simranjeet Kaur
2. Shalini R


Shalini R



Sindhi College of Commerce
Anti-Sexual Harassment cell

Minutes of the meeting

16/2/17

1. Students of II BBA, presented a PPT on Sexual harassment and the members felt that the programme was successful in creating awareness.

2. It was decided to organise a National Conference on Women Empowerment in the month of March in association with Women empowerment Committee where gender issues can be addressed, since both the cells work on parallel terms because of common members in both the cells.

3. Two cases of Sexual harassment were recorded. More interactions with the students was suggested to keep any such issues under control

4. International women's day was to be celebrated in association with Women Empowerment Committee.



Sindhi College Of Commerce

Report on the Anti-sexual harassment cell(2016-17)

The Committee conducted two meetings in the academic year 2016-17 .Three programmes were conducted by the cell. A PPT presentation by the students of II BBA , a National conference in association with the women empowerment committee and the celebration of International women's day .Various suggestions were given by the members to improve the functioning of the committee. The following cases were handled by the committee wherein a boy from second BBA was behaving in an inappropriate manner with the girls of the same class. The issue was handled by giving strict warning of expulsion and counselling was given to the concerned boy to deal with the issue. The next case was a situation where a girl was abused with bad words from a boy of the same class in a fit of anger, which were intimidating and undermined her modesty .This issue was resolved by counselling and warning the concerned boy and making him apologise to the concerned girl for his action and warning him of grave consequences. The above mentioned cases were dealt with by the committee in the academic year 2016-17. International women's day was celebrated where many issues related to harassment was discussed


Shashikala J
convenor



Sindhi College Of Commerce

Anti-sexual harassment Cell

Action taken report for the academic year 2016-2017

S.No	Resolution passed	Action taken	Remarks
1	Organising a PPT presentation by the students towards sexual harassment	The programme was conducted on 4/2/17.	Conducted as per the resolution of the meeting held on 26/9/16
2	Organising an National Conference	National conference on women empowerment was organised in association with the women empowerment committee on 9/2/17	Conducted as planned
3	Celebration of International Women's day(8/3/17)	The programme was conducted on 8/3/17 to create awareness about gender issues. Ms.Shashikala and Ms.Padmavathi presented a PPT on gender issues	Conducted as planned

Convenor



Sindhi College Of
Commerce
Anti-sexual harassment
cell

Name Of The Members:

Academic Year 2015-16

Convenor: Mrs.Shashikala.U

Shashikala.U

Department Of Management

Members

- 1. Dr.Ranjana Pillai (Dept Of Hindi language)**
- 2.Mrs.Hemalatha(Dept of Computer Science)**

Sa
Convenor

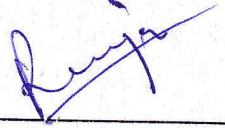



Sindhi College Of Commerce

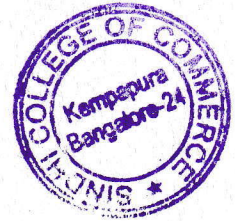
Anti-sexual harassment cell

2015-2016

Details of Student members

Name Of the Student	Class	Signature
Reeja Reji	II B.Com B Section	
Varshini.N	II BBM	


(convener)



Sindhi College Of Commerce

Circular



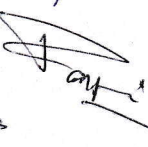
Date: 2/8/15

This is to inform the members of Anti-sexual harassment cell that a meeting will be conducted in Room no:2 at 1:00 PM in the ground floor. The members are requested to attend the same without fail.

Agenda of the meeting:


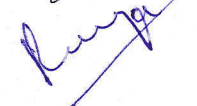
1. To conduct awareness programmes about sexual harassment.
2. To keep issues of sexual harassment under control and discuss action plans towards the same

Signatures of the Committee Members:

1.  (Shashikala)
2.  (Hemalatha.R)
3.  (Rangana Pillai)

Student members

1. Varshini
2. Reja Reji



Convenor



Minutes of the meeting

2/8/15

1. It was suggested that chart presentation programme about sexual harassment should be organised to create awareness among students.
2. Sufficient measures to be taken to keep such cases in control.
3. Zero tolerance approach to be adopted while handling any such cases.
4. Students to be encouraged to come up and complain about such issues if they happen without hesitation.
5. Members decided to communicate to the class teachers because they interact with the students on a regular basis.


Shashikala U
convenor



Sindhi College Of Commerce

Circular

Date: 22/2/16




This is to inform the members of Anti-sexual harassment cell that a meeting will be conducted in Room no:1 at 1:30 PM in the ground floor. The members are requested to attend the same without fail.

Agenda of the meeting:

To discuss the follow up of action plans suggested by the members

To plan upcoming programmes

Signatures of the Committee Members:

1.  (Shashikala W)
2.  (Hemalatha R)
3.  (Rajana Pillai)

Student members

1. Vashini N
2. Reeya Peji



Convenor



Minutes of the meeting

22/2/16

1. Chart presentation programme was conducted successfully on 3/2/16. Participation of the students was good
2. Suggestions were taken from members about upcoming programmes that could be planned.
3. The members also discussed about one such case which happened in the academic year 2015-2016. They decided to keep such cases under control .The members also discussed the case in detail and the situations behind the case.



Shashikala O.
(Convenor)



Sindhi College Of Commerce
Report on the Anti-sexual harassment cell for the
academic year 2015-2016

The Committee conducted two meetings in the academic year 2015-16 .Chart presentation programme was organised about sexual harassment .The students presented various charts about sexual harassment and displayed it in Room.no:01 and explained it to other students and teachers who visited the venue.

The following case was handled by the committee wherein a girl from III B.Com was receiving lewd messages due to the enmity with another girl of the same class. She shared the girl's mobile number with the concerned boys. The issue was resolved by warning the girl and the other boys behind this of severe action and expulsion. The above mentioned case was dealt with by the committee in the academic year 2015-16


Shashikala
(convenor)

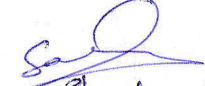


Sindhi College Of Commerce

Anti-sexual harassment cell

Action taken report for the academic year 2015-2016

S.No	Resolution passed	Action taken	Remarks
1	Conducting an awareness programme towards sexual harassment	Chart presentation programme was organised on 3/2/16.	Conducted as per the resolution of the meeting held on 2/8/15
2	Handling any cases related to harassment and keeping the issue under control	Implemented	The following case was handled by the committee wherein a girl from III B.Com was receiving lewd messages due to the enmity with another girl of the same class. Counselling and warning was given


Shashibala
convenor



Sindhi College Of
Commerce
Anti-Sexual harassment
cell

Name Of The Members:

Academic Year 2014-15

Convenor: Mrs.Shashikala.U

Shashikala.U

Department Of Management

Members

- 1. Dr.Ranjana Pillai (Dept Of Hindi language)**
- 2. Mrs.Hemalatha (Dept of Computer Science)**

Shashikala.U
Shashikala.U
CONVENOR

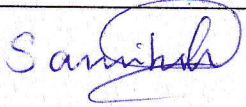
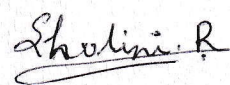


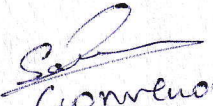
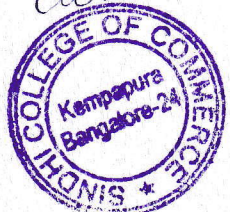
Sindhi College Of Commerce

Anti-sexual harassment cell

2014-2015

Details of Student members

Name Of the Student	Class	Signature
Samiksha	II BBM	
Shalini.R	I BBM	


(Convener) Shashikala


Sindhi College Of Commerce

Anti-sexual harassment cell

Circular


Date: 24/7/14

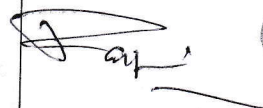
This is to inform the members of Anti-sexual harassment cell that a meeting will be conducted in room .no:1 at 1:00 PM in the ground floor. The members are requested to attend the same without fail.


Agenda of the meeting:

1. To frame the forthcoming plan of action.
2. To discuss related issues.
3. To offer suggestions for improvement.
4. To start the first meeting of the year and ensure commitment to the initiatives declared in the meeting

Signature of the Committee members

 (Shashwika)

 (Ranjana Pillai)

 (Hemalatha.R)

Student members





Anti-sexual harassment cell

Minutes of the meeting

24/7/14

1. The plan of action of the committee was discussed.
2. Suggestions were given by the members related to the improvement of the measures.
3. It was suggested that programmes about sexual harassment should be conducted.
4. Any such related cases to be brought to the notice of the committee and measures were to be taken to keep such cases in control.
5. The members decided to be available to the students in case of any problem and the duties of each member were discussed.
7. It was discussed that awareness was to be created among the recently joined first year students also
8. The members and non-members both should be sensitive towards such issues and be vigilant and prevent any such incidents


Shashikala
convenor

Sindhi College of Commerce

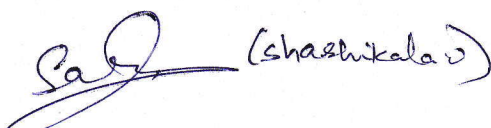
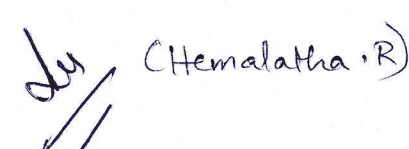

Circular

Date: 18/2/15

This is to inform the members of Anti-sexual harassment cell that a meeting will be conducted in Room no:03 at 1:30 PM in the ground floor. The members are requested to attend the same without fail.

Agenda of the meeting:

1. To follow up the plan of action framed in the 1st meeting
2. To discuss the recent issues and cases of sexual harassment and come up with effective remedies for prevention and redressal of such issues

Signature of the Committee members	 (Shashikala)  (Hemalatha)  (Ranjana Pillai)
------------------------------------	--

Student members

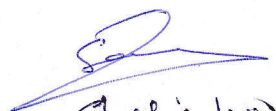
Shashikala R. Shashikala R.



Minutes of the meeting

18/2/15

1. The members discussed ways of resolving issues and cases.
2. National girl child day was successfully conducted as planned and the committee members felt that awareness about harassment was communicated effectively through the programme.
3. Suggestions were taken from members about upcoming programmes that could be planned.
4. The members also discussed about two such cases which happened in the academic year 2014-2015. One case was about a girl from I BBM who was stalked by a boy of the same class and the case was handled by giving severe warning of expulsion and telling him the legal repercussions of the same action. The other case recently occurred, where few senior boys were whistling and calling names of a girl from II B.Com. Prompt Action was taken to handle the case.
5. The members were requested to maintain utmost confidentiality and integrity in dealing with any such cases or issues.
6. The members were requested to encourage girl students in sharing their problems and promote a congenial environment for the same.


Shobhika D
Convener

Sindhi College Of Commerce

**Report on the Anti-sexual harassment cell for the academic year
2014-2015**

The Committee conducted two meetings in the academic year 2014-15. National girl child day was celebrated along with the women empowerment committee wherein a play was organised about sexual harassment. The students enacted a play wherein a girl child is harassed by a man. They also demonstrated how to take help from elders in this regard.

The following cases were handled by the committee wherein a girl from I BBM was receiving lewd messages from a boy of the same class and she was also stalked by that boy. The issue was resolved by warning the concerned boy of severe action and expulsion. A girl student was harassed by her seniors by whistling and calling her name in public. The concerned boys were warned of suspension which made them stop their behaviour. The above mentioned cases were dealt with by the committee in the academic year 2014-15

Saeed
Shahidul Alam
Convener




Sindhi College Of Commerce

Anti-sexual harassment cell

Action taken report for the academic year 2014-2015

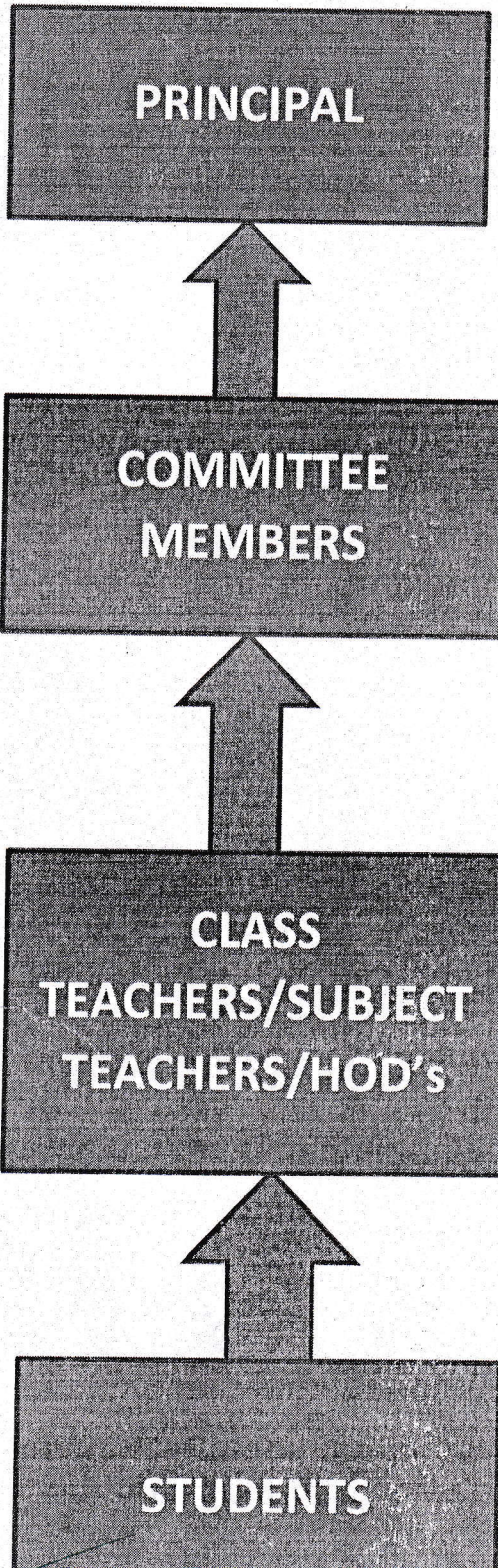
S.No	Resolution passed	Action taken	Remarks
1	Conducting an awareness programme	National girl child day was celebrated on 30/1/15	Conducted as per the resolution of the meeting held on 24/7/14
2	Prompt handling of cases related to sexual harassment	Implemented	One case was about a girl from I BBM who was stalked by a boy of the same class and the case was handled by giving severe warning of expulsion and telling him the legal repercussions of the same action. The other case was about a few senior boys who were whistling and calling names of a girl from II B.Com. Prompt Action was taken to handle the case.


Shashikala W

SINDHI COLLEGE

Anti-Sexual Harassment Cell

Procedure for handling sexual harassment related cases



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*Shashikala J
comentor.
Sindh
College*

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 for sexual 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 limited 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

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Sindh College

- 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

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 the 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 ensue 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.

Sadhika J.



- 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/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 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/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.



Sashikumar

- 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.



Seethalakshmi

Sindhi College

Anti-Sexual Harassment Cell

Details of the Members

Academic year 2019-20

Chairman: Dr.B.S.Srikanta

Principal

Sindhi College

Convenor:

Mrs. Shashikala.U

Associate Professor

Department Of Management

Members:

1. Mrs.E.K.Radhika

(HOD, Dept of Computer Science)

2.Mrs.Jayashree Tambad

(HOD, Dept of Commerce)

3.Mrs.Kalaivani.Y.S

(Faculty, Dept Of Computer Science)



Sindhi College

Anti-sexual harassment cell

2019-2020

Details of Student members

Name Of the Student	Class	Signatures
Shravani Rao	I BBA	<i>Shravani Rao</i>
Priyanka Paul.J	III BBA	<i>Priyanka Paul</i>

Sadhikala J.
Convener



Sindhi College
Anti-Sexual Harassment cell
Circular

Date: 7/8/19

This is to inform the members that the first meeting of the current academic year is scheduled in Room.No:102 at 2.00 pm. The members are informed to attend the same

Agenda

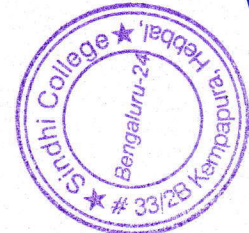
1. To convene the first meeting of the academic year 2019-20
2. To determine the activities that can be conducted in the current semester

Members	Signatures
Ms. Shashikala Mrs. Jayashree Tambad Mrs. Y. S. Kalairani Mrs. G. K. Radhika	Sashikala V. Jayashree Y. S. Kalairani Radhika
Student members	

Shrawan Rao
Priyanka Paul J

Shrawan Rao
Priyanka Paul

Sashikala V.
Convenor



Sindhi College
Anti-Sexual Harassment cell

Minutes of the meeting

7/8/19

1. Student members of the cell to be identified for the current academic year for better awareness and coordination
2. Interaction regarding harassment of different nature/types to be conducted among the first year students
3. The members discussed about the awareness activities that can be conducted in the current academic year
4. Legal experts to be invited to address the students regarding harassment related issues

Ms. Sushinala V. Sanyal
Mrs. Jayashree Tamhad
Mrs. Y. S. Kalavani
Mrs. E. K. Radhika

Sushinala V.
Convener



Student members

Shrawani Rao - Shrawani Rao

Sindhi College

Anti-Sexual Harassment cell

Action taken report for the odd semester of the Academic year 19-20

S.No	Resolution passed	Action Taken	Remarks
1	Student members to be identified	Ms. Shravani of I Sem BBA and Ms Priyanka Paul of V Sem BBA were identified as student members of the cell	Student members identified as per the resolution passed on 7/8/19
2	Awareness related activities	Orientation of Suraksha App was conducted on 16/12/19 in association with Department of Police, Bengaluru	Conducted as planned on 7/8/19
3	Legal experts to be invited to address the students	To be planned in the Even semester of 2019-2020	To be planned in the Even semester of 2019-2020

Sashikala Vj.



Sindhi College

Anti-sexual harassment cell

5/2/20

Circular

All the members of the Anti-sexual harassment cell are hereby informed to join a meeting that is scheduled in room no 003 at 1.00 PM to discuss the activities to be conducted in the Even semester of 2019-20

Agenda of the Meeting

- To take suggestions from members about implementing the activities planned by the Anti-sexual harassment cell
- To follow upon the status of the activities planned in the previous semester.

Signature of the Committee members	Sushala J. (Shashikala, V) E. K. Radhika - Radh Jayashree - Jash Y-S. KALAWATI (Y-S Kalawati)
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Sindhi College

Anti-sexual harassment cell

Minutes of the meeting

5/2/20

- Suggestions were taken from the members about the various legal experts/lawyers who could be invited for interacting with the students.
- Enabling better awareness through various such programmes that are relevant and suitable to the current scenario was envisaged upon.
- Prof.Radhika.E.K, Member, Anti-sexual harassment cell suggested that a guest lecture on Cybercrime/cyber assault and related issues could be organised

Signature of the Committee members

Seshihala V/. (Seshihala V/.)

E.K. Radhika - Radh

Jayashree - Jayashree

Y.S. Kalavati (Y.S. Kalavati)



Sindhi College

Anti-sexual harassment cell

Action taken report for the even semester of the Academic year 19-20

S. No	Resolution passed	Action Taken	Remarks
1	Interaction of legal experts/lawyers with students	Due to Covid-19 situation and the subsequent lockdown imposed by the Government the planned activity could not be conducted .	Due to Covid-19 situation and the subsequent lockdown imposed by the Government the planned activity could not be conducted
2	Guest Lecture on cyber crime	Due to Covid-19 situation and the subsequent lockdown imposed by the Government the guest lecture could not be conducted as planned (Resolution dated 5/2/20)	Due to Covid-19 situation and the subsequent lockdown imposed by the Government the guest lecture could not be conducted.

Sachinala V J.



Sindhi College

GRIEVANCE REDRESSEL CELL

Sl. No.	File Name	File No.
1	Objectives Details of members	SC/GR/01
2	Hierarchy followed in the institution for Redressal of Grievances	SC/GR/02
3	Record of Grievances - General	SC/GR/03
4	Record of Grievances - Examination	SC/GR/04
5	Minutes & Circular Book	SC/GR/05
6	Students Complent Record Book	SC/GR/06

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Conv:ner

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

Sindhi College

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Conv:ner

[Signature]
Principal
PRINCIPAL
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#33/2B Kompapura, Hebbal,
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Sindhi College

Grievance Redressal Cell

Risk, Impact of Risk and Action taken

SL.NO	Risk	Impact of Risk	Action Plan
1.	Lack of Direction and purpose	Improper functioning of the cell	The objectives of the cell drafted
2.	Ill-defined responsibilities in solving grievances	Lack of Channelizing the methodology of solving grievances	Hierarchical method of solving grievances followed in the Institution
3.	Lack of Accountability in achieving the objectives of the cell	Failure to accomplish the desired result	Records of grievances redressed

Subrahmayar





SINDHI COLLEGE
33/2B, KEMPAPURA HEBBAL BANGALORE-560024

Grievance Redressal cell

Objectives

1. To enable the students to air their grievance.
2. To clarify the nature of the grievance.
3. To investigate the reasons for dissatisfaction.
4. To obtain, where possible, a speedy resolution to the Problem.
5. To take appropriate actions and ensure that promises are kept.
6. 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.

Subrahmanya R

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SINDHI COLLEGE
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Grievance Redressal cell

CHAIRMAN

Dr. B. S. SRIKANTA
PRINCIPAL

EXECUTIVE MEMBER

PROF. N. ASHA
VICE PRINCIPAL

CO-ORDINATOR

PROF.SUBRAHMANYA N R

MEMBERS

PROF. R.HEMALATHA
PROF. Y.S.KALAIVANI
PROF.R.AKILANDESWARI
PROF. SRIHARI
PROF.PRATHIMA

Subrahmanya

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

Report on Guest Lecture organized by Grievance Redressal Cell

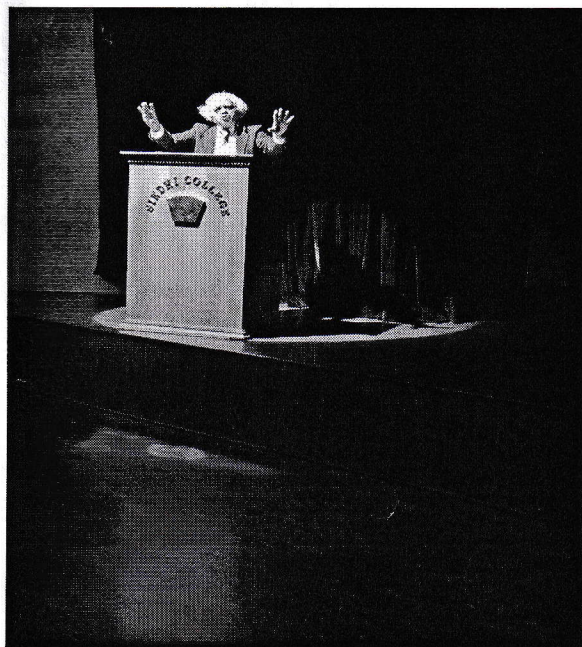
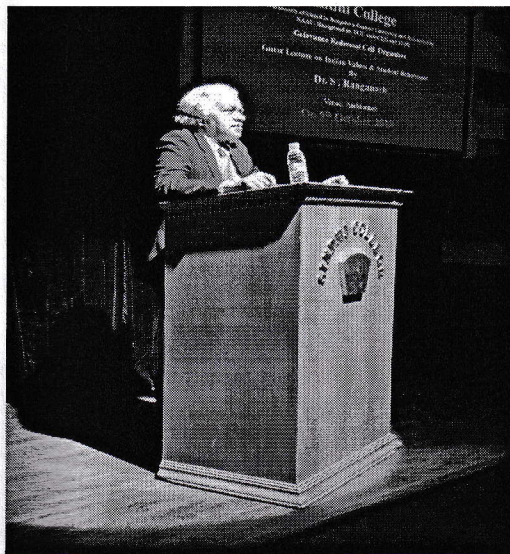
Sindhi College, Grievance Redressal cell organized a Guest Lecture on “Indian values and Student Behaviour” on 9th October 2018 from 11:30 AM to 01:00 PM in Auditorium. The guest lecture was Dr S Ranganath, Professor and Head, Department of Sanskrit, NMKRV College for women and Director, R V Institute of Sanskrit studies. He has been awarded Doctorate in Literature, from Himachal Pradesh University, Shimla in the year 2005 for his Post – Doctoral Publications on Post-Independences a Sanskrit Literature. His Ph.D., dissertation was contribution of **Vacaspati Misra** to Indian Philosophy and holds a Vidwan degree from Sri Chamarajendra Sanskrit College.

He is conferred with several prestigious titles & awards, and to name a few:

- Awarded as “**Vacaspati**” from Rashtriya Sanskrit Vidyapeetha, Tirupati,
- “**Adhyathma Vidyalankara**” at Shankar Krupa,
- “**Eminent Vedic Scholar**” from Shankara Shastri Trust
- “**Vagyoga Samman**” by Vagyoga Chethana Peetham, Kashi.
- “**Mahamahopadhyaya**” from Akhila Bharathiya Vidwat Parishat, Kashi,
- “**Vidhya Sudharnava**” by Shri Gangadharendra Saraswathi Swamiji, Shri Swaranavalli Mutt, Sirsi.
- **VEDABHOOSHANA** by Veda Dharma Paripalana Sabha.
- **VEDASHRI** from World Association of Vedic Studies, USA
- **Man of the Year** in 1996 by American Biographical Institute, USA.
- Secured Gold Medal from Hebbar Srivaishnava Sabha
- His Kannada translation of Prof. Satya Vrat Shastri’s (**First Jnanapeeth Awardee in Sanskrit**) Ramakirti Mahakavyam was published in Bangkok
- He was honoured at the House of Commons – Parliment Of London by Lord Billimoria.
- He was honoured by the former Chief Minister of Karnataka Shri. Siddaramaiah for the book entitled “**Gandhi in Sanskrit Literature**”.

The lecture was attended by all the students of B.Com, BBA, BCA and B.Sc. and all the faculty members. The guest speaker addressed about the Indian values and behavior of students. It also helped the students to build a positive attitude and motivated them to achieve high success in life. The lecture was enlightening experience as it helped to rediscover oneself as a human being. He explained each

and every value with a proper Vedas in Sanskrit. He advised students to follow certain values in life.



Subrahmanyan

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