

Women Sexual Harassment Prevention Cell

Guidelines, Objectives and Prevention

As per the guidelines of the UGC and Supreme Court on Anti-Sexual harassment, SAC College of Arts and Commerce formed, the Prevention of Sexual Harassment Cell in the year 2012-2013. The Cell aims at, providing a safe studying environment for the students by organizing awareness programmes, on sexual harassment to provide necessary facilities, to overcome the harassment and assist the students on lodging a complaint and conducting an enquiry, if any of them have been a victim of sexual harassment.

Objectives

- To prevent all forms of women sexual harassment.
- To create awareness of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- To encourage the early reporting of any allegations of sexual harassment.
- To ensure that the complaints will be dealt, with in a sensitive, equitable, timely and confidential manner.

As per the guidelines of UGC and Supreme Court, our college has formed the prevention of sexual harassment cell, to provide a healthy atmosphere, to the students of the college. The cell aims at, providing a safe studying environment for the students by organizing awareness programmes, on sexual harassment. This committee deals with issues relating to sexual harassment.

Objectives of the committee:

- To create a secure physical and social environment this will deter acts of sexual harassment.
- To develop guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in any form.

Prevention of sexual harassment committee procedures :


- The victim student (complainant) has to give complaint to the committee.
- The Committee may direct the complainant, to prepare and submit a detailed statement, of incidents if the written complaint, lacks exactness and required particulars, within a period of two days, from such direction or such other time period, that the Committee may decide.


PRINCIPAL

- The Committee shall direct the accused student(s) to prepare and submit a written response to the complaint / allegations within a period of four (4) days from such direction or such other time period as the Committee may decide.
- Each party shall be provided, with a copy of the written statement(s) submitted by the other.
- The Committee shall allow both parties to produce relevant documents and witnesses to support their case. Documents produced by either party shall be affixed with that party's signature to certify the document as original / true copy.
- The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
- The Committee shall sit on a day-to-day basis to record and consider the evidence produced by both parties.
- As far as practicable, all proceedings of the Committee shall take place in the presence of both parties.
- Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
- The Committee shall make all endeavor to complete its proceedings within a specified period of time.
- The Committee shall record its findings in writing supported with reasons and shall forward the same, with its recommendations, to the Principal, within a period of five (5) days from completion of the proceedings before it.
- In case the Committee, finds that the facts disclose, the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report.

Warnings:

- Written apology.
- Bond of good behavior.
- Adverse remarks in the confidential report.
- Debarring from college.
- Denial of membership of statutory bodies.
- Denial of re – admission.
- Denying admission ticket and held up exams, internal assessments.
- Suspension, Dismissal.


 PRINCIPAL
 Sri Adichunchanagiri College
 of Arts and Commerce
 Nagamangaia-571 432, Mandya Dist

Sri Adichunchanagiri College of Arts and Commerce
Nagamangala, Mandya District-571432

2017-18

Women Sexual Harassment Prevention Cell
Awareness Programme

Date: 11-7-2018

Women Sexual Harassment Prevention cell conducted an awareness programme for the students on 11-07-2018 in the Auditorium. The speaker were **Smt. Manjula , Advocate, Nagamangala Court and Alumni Member of Anti sexual harassment cell, Smt. Rohini Advocate, Nagamangala Court.** She spoke about how to prevent sexual harassment and recommended the redressal and punitive action against the guilty to the management. **Smt. Manjula** explained the student about the internal complaints committee and how to lodge a complaint in case of need. They created awareness about how to prevent sexual harassment and how to face the during harassment situation. Students got the awareness about Women Sexual harassment prevention committee and the internal complaints committee. They also have understood as to how to react in certain situations and take care of themselves. **Rohini Advocate** also explain what are the action and warnings to be taken for the victim and also they mentioned some warnings they are Written apology, debarring from college, denial of membership of statutory bodies, denial of re – admission Dismissal. Students & the staff members of the college have got awareness about anti sexual harassment cell of the college. They also express intentionally making a false report or providing false information is indiscipline.


PRINCIPAL
Sri Adichunchanagiri College
of Arts and Commerce
Nagamangala-571 432, Mandya Dist

2018-19

Women Sexual Harassment Prevention Cell

Awareness Programme

Date: 25-08-2018

Women sexual harassment Prevention cell organized an awareness program for the students on 25-8-2018 at prayer hall .The speaker was **Mamathadevi .A.B** Professor in Chemistry and Convener of Women Harassment Prevention cell Govt College for Women Mandya. She spoke about ways to deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized, prevention & termination of harassment. She also recommended appropriate redressal action against the guilty to the management. Students can understand about appropriate redressal action against sexual harassment and to provide support services to the victimized. Students have understood as to

1. How to react at times when they face Sexual Harassment.
2. They also got the awareness about the precautionary measures to be taken to avoid certain situations.
3. Students can express and share their experiences.



Sri Adichunchanagiri College of Arts and Commerce
Nagamangala, Mandya District-571432


2019-20

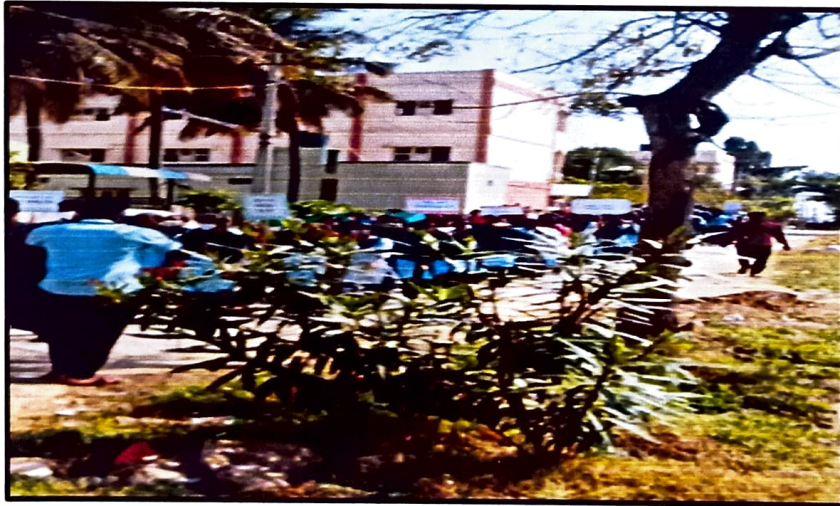
Women Sexual Harassment Prevention Cell
Rally against Sexual Harassment

Date: 27-11-2019

Women Sexual harassment Prevention committee has organized a Rally against sexual harassment on 27th November 2019 at 10.45 p.m. A rally was conducted by the committee members from the College premises to T.B.Circle. Students of B.A, B.Com, B.Sc. and BBA have participated actively in this Rally. They have expressed their views about sexual harassment, not only at work place but everywhere, where ever they happen to go to public. Some of them could even gather the courage to speak, about their bitter experiences, and how they could face such situations and handle them in a bold way. Their experiences stood as an example for the others, to take necessary precautionary measures, if they come across such situations. Outcome of this Rally was:

1. Students have understood, as to how, to react, at times when they face Sexual Harassment.
2. They also got the awareness about the precautionary measures, to be taken, to avoid certain situations.
3. Students expressed and shared their experiences.
4. Students got the exposure to the activities of the committee.


PRINCIPAL
Sri Adichunchanagiri College
of Arts and Commerce
Nagamangala-571432, Mandya Dist



Rally against Sexual Harassment, Date: 27-11-2019


PRINCIPAL

Sri Ardichunchanagiri College
of Arts and Commerce
Nagamahgaia-571 432, Mandya Dist

Sri Adichunchanagiri College of Arts and Commerce
Nagamangala, Mandya District-571432

2020-21

Women Sexual Harassment Prevention Cell

Awareness Programme

Date: 13-01-2021

As per the guidelines of the UGC and Supreme Court on Anti-Sexual harassment, SAC College of Arts and Commerce formed, the Prevention of Sexual Harassment Cell in the year 2012-2013. The Cell aims at, providing a safe studying environment for the students by organizing awareness programmes, on sexual harassment to provide necessary facilities, to overcome the harassment and assist the students on lodging a complaint and conducting an enquiry, if any of them have been a victim of sexual harassment.

Objectives of the committee:

- To create a secure physical and social environment this will deter acts of sexual harassment.
- To develop guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To organize gender sensitization awareness programme.

To deal with cases of discrimination and sexual harassment in any form.

Anti sexual harassment cell has conducted awareness programme to the staff & students on 12-1-2021 in the auditorium. The speaker was **B.T.Lalitha Nayak** Former Minister of Children and Women Welfare. She spoke about how to prevent sexual harassment & to promote gender amity among staff, students & other employees. She also explained that a complaint of sexual harassment may be lodged by the victim, in writing, addressed to the coordinator or any member of the committee. Students & the staff members of the college have got awareness about anti sexual harassment cell of the college. Students got the exposure to the activities of the committee.



PRINCIPAL

Sri Adichunchanagiri College
of Arts and Commerce
Nagamangala-571 432, Mandya Dist

|| Jai Sri Gurudev ||

Sri Adichunchanagiri College of Arts and Commerce
Nagamangala, Mandya District-571432

Women Sexual Harassment Prevention Cell

Awareness Programme

Date: 03-03-2021

Anti Sexual harassment cell organized an awareness programme for the students on 3 march 2021 in the Prayer hall at 10.45 a.m. The resource person was **Mamatha**, Women Entrepreneur. She has addressed the gathering and explained about the sexual harassment and the precautionary measures to be taken by the students at the time of need. She also explained the students about how to approach the committee and discuss their problems. She has created awareness about how to prevent sexual harassment. Students got the awareness about Anti Sexual harassment committee and the internal complaints committee. They also have understood as to how to react in certain situations and take care of themselves and how to approach the committee in case of need..




PRINCIPAL
Sri Adichunchanagiri College
of Arts and Commerce
Nagamangala-571 432, Mandya Dist.

|| Jai Sri Gurudev ||

**Sri Adichunchanagiri College of Arts and Commerce
Nagamangala, Mandya District-571432**

**Women Sexual Harassment Prevention Cell
Awareness Programme**

Date: 12-01-2021

As per the guidelines of the UGC and Supreme Court on Anti-Sexual harassment, SAC College of Arts and Commerce formed, the Prevention of Sexual Harassment Cell in the year 2012-2013. The Cell aims at, providing a safe studying environment for the students by organizing awareness programmes, on sexual harassment to provide necessary facilities, to overcome the harassment and assist the students on lodging a complaint and conducting an enquiry, if any of them have been a victim of sexual harassment.

Objectives of the committee:

- To create a secure physical and social environment this will deter acts of sexual harassment.
- To develop guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To organize gender sensitization awareness programme.

To deal with cases of discrimination and sexual harassment in any form.

Anti sexual harassment cell has conducted awareness programme to the staff & students on 12-1-2021 in the auditorium. The speaker was **B.T.Lalitha Nayak, Former Minister of Children and Women Welfare, Govt. of Karnataka**. She spoke about how to prevent sexual harassment & to promote gender amity among staff, students & other employees. She also explained that a complaint of sexual harassment may be lodged by the victim, in writing, addressed to the coordinator or any member of the committee. Students & the staff members of the college have got awareness about anti sexual harassment cell of the college. Students got the exposure to the activities of the committee.


PRINCIPAL

Sri Adichunchanagiri College
of Arts and Commerce
Nagamangala-571 432, Mandya Dist.

Women Sexual Harassment Prevention Cell Awareness Programme

Date: 12-01-2021




PRINCIPAL
Sri Adichunchanagiri College
of Arts and Commerce
Mangamangala-571 432, Mandya, KA

Sri Adichunchanagiri College of Arts and Commerce
Nagamangala, Mandya District-571432

2021-22

Women Sexual Harassment Prevention Cell

Date: 24-11-2021

Women sexual harassment, prevention cell, has organized awareness program to the staffs and students on 24-11-2021 at 10.30 a.m. The speaker was Smt. Sudhamani (CA, USA) alumni of our college. She spoke about, how to prevent sexual harassment & to promote gender amity, among staff, students & other employees. She also explained that a complaint of sexual harassment may be lodged by the victim, in writing, addressed, to the coordinator or any member of the committee. She spoke about, the ways to deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized, prevention & termination of harassment. She also recommended appropriate Redressal action against the guilty to the management.

Students have understood as to how to react, at times, when they face Sexual Harassment. They also got the awareness, about the precautionary measures to be taken to avoid certain situations. Students can express and share their views.


PRINCIPAL
Sri Adichunchanagiri College
of Arts and Commerce
Nagamangala-571 432, Mandya Dist




PRINCIPAL
Sri Adichunchanagiri College
of Arts and Commerce
Nagamangala-571 432, Mandya Dist

2021-22

Women Sexual Harassment Prevention Cell

Awareness Programme

Date: 08-01-2022

SAC college Women Sexual Harassment Prevention Cell and Women Cell arranged awareness programme on 08-01-2022 to deliver Prevention Of Sexual Harassment (POSH) and to create an awareness among the students on how to deal, and what they have to do when they come across such situation in their life. And also about POSH – (Prevention Of Sexual Harassment) compliant companies. This was well received by the students, where students came forward and shared their experiences and also expressed their gratitude towards the college for organizing an event which gave them courage to deal with such situations. Students can apply their knowledge of Prevention Of Sexual Harassment (POSH). All committee members were present in the programme.



PRINCIPAL

**Sri Adichunchanagiri College
of Arts and Commerce**

Nagamangala-571 432, Mandya Dist

Women Sexual Harassment Prevention Cell

Awareness Programme

Date: 08-01-2022




PRINCIPAL

Sri Anichunchanagiri College
of Arts and Commerce
Nagamangaia-571 432, Mandya Dist