

## **Anti-Sexual Harassment Cell**

***Our lives begin to end the day we become silent about the things that matter.***

***-Martin Luther King Jr.***

### **About the College**

MIT First Grade College previously Gopaldaswamy College of Professional Studies established in the year 2009 by Maharaja Education Trust with the aim to provide quality education, culturally and academically for enthusiastic and upcoming youth. MIT First Grade College is focused to offer high quality career oriented learning environment with its excellent and dedicated management and staff. Our college has earned its strong academic reputation since its inception. Every year, a good number of students secure rank and distinction in university examination. Most of our students have become entrepreneur, joined reputed organisation, and opted for higher education.

### **Overview of Anti Sexual Harassment Cell**

In pursuance of guidelines issued by Supreme Court, UGC and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, Anti-Sexual Harassment Cell (Internal Complaints Committee) is reconstituted to provide for the effective enforcement of the basic human rights of gender equality and guarantee against sexual harassment and abuse, and to provide conducive atmosphere in the campus, to all the staff members, employees and students.

### **Objectives:**

- To prevent sexual harassment by promoting gender amity among staff, students and other employees.
- To deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized, prevention and termination of the harassment.

- Recommend appropriate redressal and punitive action against the guilty to the Management.

### **Behaviours that may constitute harassment are:**

Sexual harassment is gender-based verbal or physical conduct (male/female, female/male, or same-sex) that has the purpose or effect of either unreasonably interfering with an individual's work or academic performance or creates an intimidating, hostile, or offensive working or educational environment.

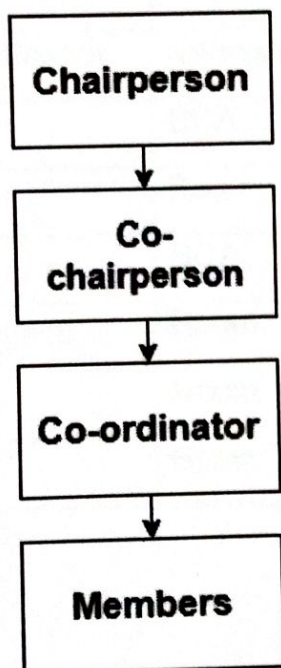
8. Acts amounting to Sexual Harassment
9. Unwanted physical contact and advance. Standing too close/ogling/suggestive / seductive gestures.
10. A demand or request for sexual favors / unwelcome comments / sexual epithets.
11. Exposing the victim to pornographic material: audio or visual or BOTH or print
12. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
13. Medium of conducting Sexual Harassment
14. Sexual harassment may also include the following:
  - Eve-teasing.
  - Unsavory remarks.
  - Jokes causing or likely to cause awkwardness or embarrassment.
  - Innuendos and taunts.
  - Gender based insults or sexist remarks.
  - Sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like.
  - Touching or brushing against any part of the body and the like.
  - Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
  - Forcible physical touch or molestation.
  - Physical confinement against one's will and any other act likely to violate one's privacy.

## **Standard Operating Procedure**

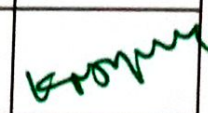
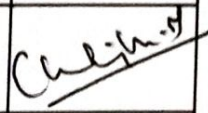
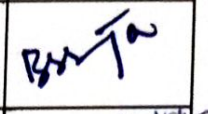
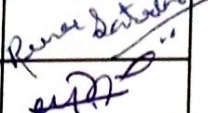
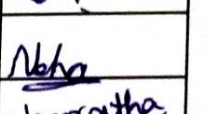
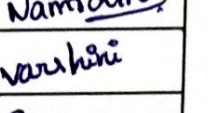
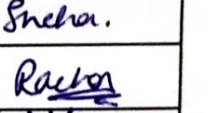
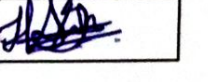


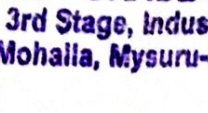
13. A complaint of sexual harassment may be lodged by the victim, in writing, addressed to the mentor/department head or Chairman or any member of the Committee.
14. The Committee shall meet as and when any complaint is received.
15. The Committee may direct the complainant to prepare and submit a detailed statement of incident, if the written complaint lacks exactness and required particulars, within a period of five (5) days from such direction or such other time period that the Committee may decide.
16. The Committee shall direct the accused student/employee(s) to prepare and submit a written response to the complaint / allegations within a period of five (5) days from such direction or such other time period as the Committee may decide.
17. Each party shall be provided with a copy of the written statement(s) submitted by the other.
18. The Committee shall conduct the proceedings in accordance with the principles of natural justice. It shall allow both parties reasonable opportunity of presenting their case. However, should the accused choose not to participate in the proceedings, the Committee shall continue *ex parte*.
19. 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.
20. The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
21. 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.
22. Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
23. The Committee shall make all endeavors to complete its proceedings within a period of fifteen (15) days from the date of receipt of complaint.

24. 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. If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is made out against the accused employee(s)/student and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, appropriate disciplinary action will be initiated.

**Hierarchy of Positions:**



**15. Staff Advisory members of Anti Sexual Harassment Cell for the Academic Year 2019-20:**

SN	Name	Designation	Department	Position	Signature
1	Prof. K Nage Gowda	Principal	Commerce	Chairperson	
2	Dr. Chandrajith M	Vice-Principal	Computer Science	Co-Chairperson	
3	Mrs. B S Shylaja	HoD of Commerce	Commerce	Coordinator	
4	Mrs. Reena Satish	HoD of English	English	Member	
5	Ms. G. Usha Rani	Asst. Professor	Kannada	Member	
6	Neha	Student	BCA	Member	
7	Namratha	Student	Bcom	Member	
8	Varshini	Student	BCA	Member	
6	Sneha B K	Student	Bcom	Member	
7	Rachna	Student	Bcom	Member	
8	Sneha S	Student	Bcom	Member	

  
Principal

**PRINCIPAL**

**M.I.T. FIRST GRADE COLLEGE**  
# F-29/1, 3rd Stage, Industrial Area, Fort Mohalla, Mysuru-570 000



# MIT First Grade College

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Ref. No. : MITFGC/


Date: 16-04-2020

## DECLARATION

We hereby certify that, no cases of sexual harassment have been reported from students or employees during the academic year 2019-20.

  
(Coordinator)

Anti Sexual Harassment Cell

  
Principal  
M.I.T. FIRST GRADE COLLEGE  
# F-29/1, 3rd Stage, Industrial Suburb  
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