

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.

22. Acts amounting to Sexual Harassment

23. Unwanted physical contact and advance. Standing too close/ogling/suggestive / seductive gestures.

24. A demand or request for sexual favors / unwelcome comments / sexual epithets.

25. Exposing the victim to pornographic material: audio or visual or BOTH or print

26. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

27. Medium of conducting Sexual Harassment

28. Sexual harassment may also include the following:

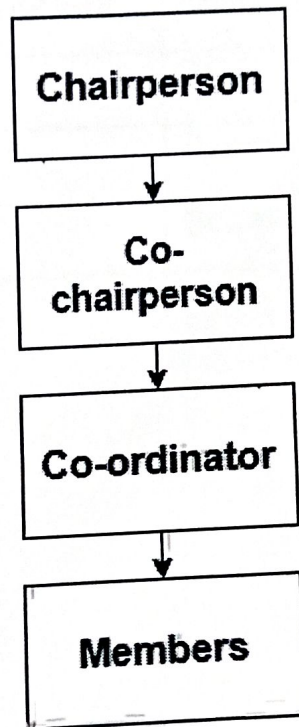
- Eve-teasing.
- Unsavory remarks.
- Jokes causing or likely to cause awkwardness or embarrassment.
- Innuendos and taunts.
- Gender based insults or sexist remarks.
- Sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like.
- Touching or brushing against any part 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

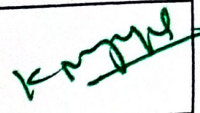
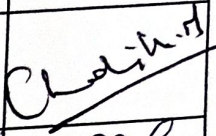
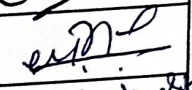
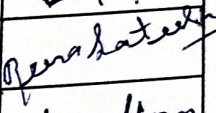
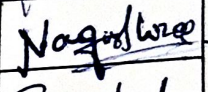
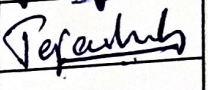
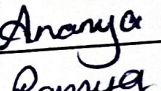
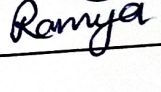
37. A complaint of sexual harassment may be lodged by the victim, in writing, addressed to the mentor/department head or Chairman or any member of the Committee.
38. The Committee shall meet as and when any complaint is received.
39. The Committee may direct the complainant to prepare and submit a detailed 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.
40. 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.
41. Each party shall be provided with a copy of the written statement(s) submitted by the other.
42. 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.
43. 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.
44. The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
45. 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.
46. Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
47. The Committee shall make all endeavors to complete its proceedings within a period of fifteen (15) days from the date of receipt of complaint.

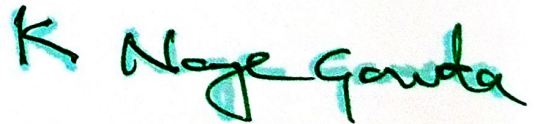
48. In case the Committee finds that the facts disclose the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report. If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is 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 2021-22:

SN	Name	Designation	Department	Position	Signature
1	Prof. K NageGowda	Principal	Commerce	Chairperson	
2	Dr. Chandrajith M	Vice-Principal	Computer Science	Co-Chairperson	
3	Usharani G	Asst. Professor	Kannada	Coordinator	
4	Mrs. Reena Satish	HoD of English	English	Member	
5	Nagashree M D	Asst. Professor	Commerce	Member	
6	Tejaswini	Student	BCA	Member	
7	Ananya	Student	Bcom	Member	
8	Ramya	Student	Bcom	Member	



Principal

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 # F-29/1, 3rd Stage, Industrial Suburb
 Fort Mohalla, Mysuru-570 008



Maharaja Education Trust ®
MIT First Grade College

(Affiliated to University of Mysore)
Industrial Suburb, Manandavadi Road, Mysuru -570008

08/03/2021

Smt. Ramya P

Lecturer, Dept.of English

Hari Vidyaalaya

Mysuru.

Dear Mam

Sub: Letter of Appreciation

I am sincerely grateful to you for accepting our invitation. We all are very pleased and honoured to have you as the Chief Guest for 'International Women's Day, held on 08/03/2121, organized by Anti-Sexual Harassment Cell. You have managed the situation well and all have appreciated your hard work, dedication, sincerity and depth of knowledge.

The success and achievement you had received is highly appreciable by us. Hope to expect the same cooperation from you in the future. I sincerely wish all the very best for a successful future.

Yours faithfully

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Industrial Suburb, Manandavadi Road, Mysuru -570008

Date:08-03-2021

Report 'International Women's day'

1. Event Details

Date of Event : 08-03-2021

a. Details of Resource Person : Smt.Ramya P (Lecture Department of English,
Hari vidhyalaya , Mysore.)

b. No. of participants : 60

c. Venue : Function Hall, MIT FGC

2. Objective:

- Women Higher Education

3. Outcome of the session:

- Higher educational achievement of women can have rich effects with in the family and across generations.
- Higher education is one of the important means of empowering women with knowledge skills and self confidence.

4. Summary

Delivered a special lecture on **International Women's day** to our students, Addressing the issue related to Women empowerment, Women opportunities, Women higher education and provide the Knowledge about means of empowering women with knowledge, skills and self confidence.



Plate 1: Geo Tagged Photo of the session on ‘International Women’s day’

Event Coordinator

K. Srinivas
Principal
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F-29/1, 3rd Stage, Industrial Area
Fort Mohalla, Mysuru-570 002

Enclosures:

1. Invitation Letter
2. Student Circular
3. Thanking Letter
4. Feedback report
5. Participants list
6. Photos of the session

MIT FIRST GRADE COLLEGE

Manadavadi Road, Mysuru-570008


Date:08-03-2021

Talk on - "Women Higher Education"

Student details

Sl No	Name	Degree	Signature
1	Prakruthi .R	I st BBA	Prakruthi
2	Abinaya .D	2 st BBA	Abinaya .D.
3	Arushi Gupta	2 st BBA	Arushi Gupta
4	Swathi . M.S.	2 st BBA.	Swathi .m.s
5	Chandana .P	2 st BBA.	Chandana .P
6	AMRUTHA .N	2 st BBA	Amrutha .N
7	Ashwini J.P	2 st BBA	Ashwini .J.P
8	DIVYASHREE .R	2 st BBA	Divyashree .R
9	Varshini .M	2 st BBA	Varshini .M
10	Prajna .S.B	V Bcom 'B'	Prajna .S.B
11	Ramya .G	V Bcom 'B'	Ramya .G
12	Sonal Singh .Y	V Bcom 'B'	Sonal
13	Yashaswini .M	V Bcom 'B'	Yashaswini .M
14	Lavanya .D.Urs	V Bcom 'B'	Lavanya .D.Urs
15	Bhavani . M.V	V th Bcom .B	Bhavani .M.V
16	Chayadevi .S	V th Bcom .B	Chayadevi .S
17	Pavani .V. Babu	V B.com B	Pavani .V. Babu
18	Bi Bi Hajera	V B.com B	Hajera
19	Nagachithra .R	V B.COM .B	Nagachithra .R
20	Bhoomika .B.M	V B.com 'B'	Bhoomika
21	Namrata .R.	V B.COM 'B'	Namrata
22	Shishira .H	V Bcom 'B'	Shishira .H
23	Keerthana .J.	III BCA .	Keerthana .J.
24	Sonal Singh .Y	V Bcom 'B'	Sonal
25	Sowmya .S	V B.com 'B'	Sowmya
26	Mamatha .S	III BCA	Mamatha .S
27	Vikasini .M	V B.com 'B'	Vikasini .M
28	Prilakshmi .S	V B.com 'B'	Prilakshmi .S
29	Mary Jennifer .J	III BCA	Mary Jennifer .J
30	Chandana .S	V BBA	Chandana
31	Madhusree .P.V	III BCA	Madhusree
32	SNEHA H S	V B.Com	Sneha

33	Sanjana.M.G	V Bcom 'B'	Ranjana.M.G
34	Sanjana.Raghu	V B COM 'B'	
35	Sangeetha.S	V B COM 'B'	Jeehadab.
36	Usha.M	IV B COM 'B'	Jana
37	Thejapriya.S	V B.COM 'B'	
38	Swathi.S	V B.COM 'B'	Suresh
39	Samskruithi.M.L	V B.COM 'B'	
40	Shruthi.P	V B.COM 'B'	Shruthi.P
41	Ankitha.T	IV Bcom 'B'	Akshitha
42	Ashwini Srivatsa.M	V B.COM 'A'	ABhinavi Gindats
43	Aishwarya.M.N	V B.COM A	Aishwarya.
44	Bhoomika.G	V B.COM 'A'	Bhoomika
45	Deepa Stonee.S	IV Sem B.COM 'D'	Deepa Stonee.S
46	Nisargaa.K	III Sem B.COM A	Nisargaa
47	Mamatha.B.S	III Sem B.COM 'A'	Mamatha.B.S.
48	Sonu.S	IV SEM B.COM A.	Sonu.S.
49	Ranya M	III Sem B.COM A	Ranya M
50	Ranjitha.S	III Sem B.COM	Ranjitha
51	Reema mebraj	III Sem B.COM	Reema
52	Monisha P	IV Sem B.COM	Monisha
53	Kavana.K	V Sem B.COM	Kavana
54	Sahana.M	III Sem 'B' COM	Sahana.M
55	Prakruthi.A	III Sem 'B' COM	Prakruthi
56	Preethu kashyap.C	III Sem B.COM	Preethu
57	Priyanka.G	IV Sem B.COM	Priyanka
58	Bhadana Mirle	III Sem B.COM	Bhadana
59	Kumuda.k	III Sem B.COM	Kumuda.k
60	Kesuma.M.S	III Sem 'B' COM	Kesuma.M.S


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Maharaja Education Trust[R], Mysore

MET
REVOLUTION IN
EDUCATION

MIT FIRST GRADE COLLEGE

Manandavadi Road, Mysuru-08
Affiliated to University of Mysore
College code:1093

WOMEN EMPOWERMENT OPPORTUNITIES AND CHALLENGES

Resource Person


Dr. Kumudini Acchi

HoD, MSW PG Department
JSS College, Ooty road, Mysore

Organized By: IQAC , Anti-Ragging Committee and Women Cell

Date: 10/02/2021

Venue: Auditorium, MIT FGC


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Industrial Suburb, Manandavadi Road, Mysuru -570008

Date:10/02/2021

Dr. Kumudini Acchi
HOD, MSW, PG Department
JSS College ,Ooty Road,
Mysuru

Dear Sir/Mam

Sub:Letter of Appreciation

I am sincerely grateful to you for accepting our invitation. We all are very pleased and honoured to have you as the resource person for 'Women Empowerment Opportunities and Challenges', held on 10/2/2121, organized by Anti-Sexual Harassment Cell in association with IQAC.. You have managed the situation well and all have appreciated your hard work, dedication, sincerity and depth of knowledge.

The success and achievement you had received is highly appreciable by us. Hope to expect the same cooperation from you in the future. I sincerely wish all the very best for a successful future.

Your's faithfully

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Fort Mohalla, Mysuru-570 008



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Industrial Suburb, Manandavadi Road, Mysuru -570008

Date:10-02-2021

Special lecture on “Women empowerment-Opportunities, and challenges.”

1.Event Details

Date of Event : 10-02-2021

a. Details of Resource Person : Dr. Kumudini Acchi(HOD, MSW PG
Department, JSS College, Ooty road, Mysore.

b. No. of participants : 53

c. Venue : Function Hall, MIT FGC

2.Objective:

- Strengthen women through capacity building and leadership development to ensure good governace and services.

3.Outcome of the session:

- It brings reduction in education and helps in improving women status within the family.

4.Summary

Our society decided that men were considered to be the leading member in the family where women were responsible for doing household work and upbringing the children. But Kumudini madam beautifully gave the example of the great epic Ramayana and Mahabharata characters such as sita and Draupadi that alreedy these was a women empowerment, that they took their decision without any fear.



Plate 1: Geo Tagged Photo of the session on Women empowerment-Opportunities, and challenges.

Event Coordinator


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F-29/1, 3rd Stage, Industrial Suburb
Fort Mohalla, Mysuru-570 008

Enclosures:

1. Invitation Letter
2. Student Circular
3. Thanking Letter
4. Feedback report
5. Participants list
6. Photos of the session

MIT FIRST GRADE COLLEGE

Manadavadi Road, Mysuru-570008

Date:10-02-2021

Talk on - "Women Empowerment"

Student details

Sl No	Name	Degree	Signature
1	Ankitha	3-BCOM	Ankitha
2	Deepa Shree S	III rd sem B.com	Deepa Shree S
3	Nipargan. K	III rd sem. B.com	Nipargan. K
4	Dhanusha.P	III Sem BCA	Dhanusha.P
5	Chaitra Seshadri	III Sem BCA	Chaitra Seshadri
6	Mahalakshmi S	III sem BCA	Mahalakshmi S
7	Bhoomika.S	III rd BCA	Bhoomika.S
8	Bhoomika.CS	III rd BCA	Bhoomika.CS
9	Bhoomika.C.P	III BCA	Bhoomika.C.P
10	Harshitha.B	III BCA	Harshitha.B
11	Harshitha.K	III BCA	Harshitha.K
12	Bhuvana.M.S.	V BCA	Bhuvana.M.S.
13	Bruntha.K	V BCA	Bruntha.K
14	Keerthana.S	V BCA	Keerthana.S
15	Bhavana.S	V BCA	Bhavana.S
16	Keerthi.R	III sem BCA	Keerthi.R.
17	Yashaswini.K	III Sem BCA	Yashaswini
18	Janisha.J	III Sem BCA	Janisha.J
19	Divya Bharathi G	III sem BCA	Divya Bharathi G
20	Ashwanya.N.	III Sem BCA	Ashwanya.N.
21	Shwetha.K	V Sem BCA	Shwetha.K
22	Chaitanya.K	V Sem BCA	Chaitanya.K
23	Rifa taskeen.	V Sem BCA	Rifa taskeen.
24	Traneshwari	V Sem BCA	Traneshwari
25	Yogitha.S	V sem BCA	Yogitha.S
26	Chandana.	V sem B.C.A	Chandana.
27	Sahana.Uss	V sem BCA	Sahana
28	Sahana.A.	V Sem BCA	Sahana.
29	Sumithra M.D	V Sem BCA	Sumithra M.D
30	Rudhika.K.	V sem BCA	Rudhika.K.
31	Neethushree H.K	V sem BCA	Neethushree H.K
32	Sushmita.M.R.	V Sem BCA	Sushmita

33	Vaishitha.M	V Sem BCA	Vaishitha.M
34	Meghana.S.Raj	III Sem BCA	Meghana.S.Raj
35	Deepthi Rai	V Sem BBA	Deepthi Rai
36	Kavyashree.u	V Sem BBA	Kavyashree.u
37	Tonika.J	III sem BCA	Monika.J
38	Monisha.k	III sem BCA	Mank
39	Lavanya.v.c	V Sem BBA	Lavanya.v.c
40	Meghana.R	V sem BBA	Meghana.
41	Nidhi.R.UVA	III sem BCA	Nidhi.R.UVA
42	Usha.S.	V Sem BBA	Usha.S.
43	Shreya.J	V sem BBA	Shreya.J
44	Ummekulsum	III sem BCA	Ummekulsum
45	Shushitha.R	III Sem BCA	Shushitha.R
46	Premika.S.D	V SEM BBA	Premika.S.D
47	Parani.v.Babu	V SEM B.COM	Parani.v.Babu.
48	Archana.S	V Sem BCOM	Archana.S
49	Neha.G	B.COM	Neha.G.
50	KAVYA.R	B.COM	Kavya
51	Amulya.M.L	B.COM	Amulya
52	Rakshitha.N	V B.com	Rakshitha.N
53	Lavanya.D.UVA	V B.Com	Lavanya.D.UVA.
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 Fort Mohalla, Mysuru-570 008

Date - 29/01/2021

Anti-Sexual Harassment

Minutes of Meeting

Proceedings of the meeting of the Anti-Sexual Harassment Held on 29/01/2021

1. It is decided that mentors should create awareness to the students about the legal consequences of sexual harassment. It is decided that mentors should give strict warning to the students that their admission may be cancelled or the students may be suspended from attending the classes if found guilty in any form of sexual harassment in the college campus.

2. The committee members discussed the controversial "gagrape" incident on a girl student at Mysore. The members of the committee decided to spread awareness on the movement of girls late evening at lonely place after giving backlash.

Principal
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Fort Mohalla, Mysuru-570 008

Reeng Sathulka

M.I.T. FIRST GRADE COLLEGE
F-29/1, 3rd Stage, Industrial
Fort Mohalla, Mysuru-570 008

Circular

A Meeting of the Members of Anti-Sexual Harassment Cell will be held on 27/08/2021 at 3.15. P.M. in principal chamber to discuss the following agenda.

- 1. To create awareness about Anti-Sexual Harassment.
- 2. Any other matters.

All the members are here by inform to attend the meeting without fail.

K. S. Srinivas

PRINCIPAL
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Fort Mohalla, Mysuru-570 008

P. S. Srinivas

[Signature]

DATE 26/08/2021

Circular

A Meeting of the Members of Anti-Sexual Harassment Cell will be held on 27/08/2021 at 3.15. PM in principal chamber to discuss the following agenda.

1. To create awareness about Anti-Sexual Harassment.
2. Any other Matter.

All the members are here by inform to attend the meeting without fail.

Krupa

PRINCIPAL

M.I.T. FIRST GRADE COLLEGE
#F-29/1, 3rd Stage, Industrial Suburb
Fort Mohalla, Mysuru-570 018

Praveen Kumar

Anti-Sexual Harassment Cell Minutes of meeting.

Proceedings of the meeting of the
Anti-sexual Harassment Held
on 07/08/2021.

1. It is decided that mentors should create awareness to the students about the legal consequences of sexual harassment. It is decided that mentors should give strict warning to the students that their admission may be cancelled or the students may be suspended from attending the classes if found guilty in any form of sexual harassment in the college campus.

2. A meeting was held to spread awareness on personal hygiene among students as most infectious diseases result from a lack of knowledge and poor personal hygiene.

The aim of the Committee was to determine college students' knowledge and awareness of personal hygiene.

K. Srinivas
PRINCIPAL

M.I.T. FIRST GRADE COLLEGE
F-29/1, 3rd Stage, Industrial Area
Fort Mohalla, Mysuru-570 004

Renuka Sathurtha

M.I.T. FIRST GRADE COLLEGE
F-29/1, 3rd Stage, Industrial Area
Fort Mohalla, Mysuru-570 004

Circular

A meeting of the members of Anti-Sexual Harassment cell will be held on 03/12/2021 at 3.15 P.m. in Principal Chamber to discuss the following agenda.

1. To create awareness about Anti-sexual Harassment.
2. Any other matters.

All the members are hereby informed to attend the meeting without fail.

Principal

PRINCIPAL
M.I.T. FIRST GRADE COLLEGE
F-29/1, 3rd Stage, Industrial Suburb
Fort Mohalla, Mysuru-570 048

[Signature]
Principal

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DATE 03/12/2021 PAGE

Anti-sexual Harassment Cell Minutes of meeting.

Proceedings of the meeting of the
Anti-sexual Harassment Cell held
on 03/12/2021.

1. It is decided that mentors should create awareness to the students about the legal consequences of sexual harassment. It is decided that mentors should give strict warning to the students that their admission may be cancelled or the students may be suspended from attending the classes if found guilty in any form of sexual harassment in the college campus.

2. A meeting was held to spread awareness and to promote female students on "Personal safety" and "Self defence". To defend themselves during the time of need.

[Signature]
PRINCIPAL

M.I.T. FIRST GRADE COLLEGE
F-29/1, 3rd Stage, Industrial
Fort Mohalla, Mysuru-570 002

[Signature]

Reena Sathulha

[Signature]



MIT First Grade College

Affiliated to University of Mysore

169/1, New No.29/1, 3rd Stage, Industrial Suburb, Fort Mohalla, Mysuru-570 008

Ph : 0821-2331722 e-mail: mitfgcmysore@gmail.com, www.mitfgc.in

Ref. No. : MITFGC/

Date: 03-09-2022

DECLARATION

We hereby certify that, no cases of sexual harassment have been reported from students or employees during the academic year 2021-22.

(Coordinator)

Anti Sexual Harassment Cell

PRINCIPAL

M.I.T. FIRST GRADE COLLEGE
F-29/1, 3rd Stage, Industrial Suburb
Fort Mohalla, Mysuru-570 008