



KLE Society's

S. Nijalingappa College  
II<sup>nd</sup> Block, Rajajinagar, Bengaluru-560010  
Re-accredited by NAAC at 'A' grade with 3.53 CGPA  
College with potential for excellence phase II



**ANTI-SEXUAL HARASSMENT CELL**

**2018-19**

**NOTICE**

A Meeting is convened on 29-03-2019 in General staff room at 2.30pm. All members are requested to attend the meeting.

*Supraja.V*  
Convenor

((Miss.(Dr.) Supraja.V)  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560010

**Agenda of the meeting:**

- To discuss the minutes and action taken report of the previous meeting
- To restructure committee
- To review the functioning of the committee
- To discuss the proceedings of the CASH during 2019-20

Members	Phone no	Department	Signature
Miss.Supraja.V – <b>Convenor</b>	9886946445	Psychology	<i>Supraja.V</i>
Dr.B.L.Manjula	9945181890	Botany	<i>Manjula</i>
Smt.M.R.Chaya	9845015934	Chemistry	<i>Chaya</i>
SushmaMani.K	9448181984	Biology	<i>SushmaMani.K</i>

*Supraja.V*  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560010



*Principal*  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010

Minutes of the meeting:

Meeting was called at 2.30pm. All the members of the Committee were present.

It was resolved to:

- 1) Action taken report of the previous meeting were read and confirmed.
- 2) Restructure committee
- 3) Review the functioning of the committee

Members	Phone no	Department	Signature
Miss.Supraja.V – <b>Convenor</b>	9886946445	Psychology	<i>Supraja-V</i>
Dr.B.L.Manjula	9945181890	Botany	<i>manjula</i>
Smt.M.R.Chaya	9845015934	Chemistry	<i>chaya</i>
SushmaMani.K	9448181984	Biology	

*Supraja.V*  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

*Principal*  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010



# Action Taken Report

Of the meeting held on 29-03-2019

- 1) No Cases Were Reported during year 2017-18
- 2) Committee was Restructure for the year 18-19
- 3) Functioning of the committee was reviewed

*Supraja V*  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010





KLE Society's

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II<sup>nd</sup> Block, Rajajinagar, Bengaluru-560010  
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College with potential for excellence phase II



**ANTI-SEXUAL HARASSMENT CELL**

**2018-19**

**NOTICE**

A Meeting is convened on 28-06-2018 at 3 pm in General staff room to discuss CASH (Committee for Anti sexual harassment cell) activities for the year 2018-19. All members are requested to attend the meeting.

Convenor

*Supraja.V*  
(Miss. (Dr.) Supraja.V)  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa C  
Rajajinagar, Bengaluru-560

**Agenda of the meeting:**

1. To orient students regarding CASH
2. To inform the activities of CASH to both students and newly recruited staff
3. To organize gender sensitization awareness programme

Members	Phone no	Department	Signature
Miss.Supraja.V – <b>Convenor</b>	9886946445	Psychology	<i>Supraja.V</i>
Dr.B.L.Manjula	9945181890	Botany	<i>Manjula</i>
Smt.M.R.Chaya	9845015934	Chemistry	<i>Chaya</i>
SushmaMani.K	9448181984	Biology	<i>Sushma</i>



*[Signature]*  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010

Minutes of the meeting:

Meeting was called at 3 pm. All members were present

It was resolved to:

- 1) Sensitise the students regarding CASH in the General orientation programme.
- 2) Sensitise the newly recruited staff regarding CASH in the General meeting.
- 3) Organise one gender sensitization awareness programme for one semester

Members	Phone no	Department	Signature
Miss.Supraja.V – <b>Convenor</b>	9886946445	Psychology	<i>Supraja V</i>
Dr.B.L.Manjula	9945181890	Botany	<i>Manjula</i>
Smt.M.R.Chaya	9845015934	Chemistry	<i>Chaya</i>
SushmaMani.K	9448181984	Biology	<i>Sushma</i>



*[Signature]*  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010

## Action Taken Report

Of the meeting held on 28-06-2018

- 1) Three Orientation programs for science, commerce and arts students were organized on 16-07-2018, 17-07-18 and 18-07-18 in that program Smt. Chaya M. R. presented about CASH and to contact CASH whenever any students undergone such events.
- 2) During the general staff meeting at the beginning, explained about CASH
- 3) Organised gender sensitization awareness programme on International Women's Day

*Supraja V*  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010





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College with potential for excellence phase II



**ANTI-SEXUAL HARASSMENT CELL**

**2019-20**

**NOTICE**

A Meeting is convened on 06-05-2020 in General staff room at 2.30pm. All members are requested to attend the meeting.

Convenor Chaitanya  
(Chaitanya E C)

**Agenda of the meeting:**

**Agenda of the meeting:**

- To discuss the minutes and action taken report of the previous meeting
- To discuss the proceedings of the CASH during 2019-20
- To restructure committee
- To review the functioning of the committee

Members	Department	Signature
Smt Chaitanya E C - Convenor	English	<u>Chaitanya</u>
Dr Selvappa	Sanskrit	<u>Dr Selvappa</u>
Smt. Sharada	Computer Science	<u>Sharada</u>
Dr. Narayana Swamy. SY	Zoology	<u>Dr. Narayana Swamy</u>
Smt. Hepzina	BHM	<u>Hepzina</u>

Chaitanya  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa Coll  
Rajajinagar, Bengaluru-560 010



Principal  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010

Minutes of the meeting:

Meeting was called at 2.30pm. All the members of the Committee were present.

It was resolved to:

- 1) Restructure committee
- 2) Review the functioning of the committee

Members	Department	Signature
Smt Chaitanya E C - <b>Convenor</b>	English	<i>Chaitanya</i>
Dr Selvappa	Sanskrit	<i>Dr Selvappa</i>
Smt. Sharada	ComputerScience	<i>Sharada</i>
Dr. Narayana Swamy . <i>SY</i>	Zoology	<i>Dr Narayana Swamy</i>
Smt. Hepzina	BHM	<i>Hepzina</i>

*Chaitanya*  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 01

*Principal*  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010






## Action Taken Report

Of the meeting held on 06-05-2020

- 1) No Cases Were Reported during year 2019-20
- 2) Committee was Restructure for the year 2020-21
- 3) Functioning of the committee was reviewed

  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 011





**K.L.E. Society's  
S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560010**

03/02/2020

**Anti-sexual harassment squad  
2019-2020**

**Notice**

A meeting will be convened on 03/02/2020 in General Staff room at 2:30 pm. All members are requested to attend the meeting.

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560

**Agenda of the meeting**

- To discuss the minutes of the previous meeting.
- To discuss the proceedings of the Anti- sexual harassment squad during 2019-2020

1	Smt. Chaithanaya E C	English	Asst. Professor	Convenor	
2	Dr. Selvappa	Sanskrit	Asst. Professor	Member	
3	Smt. Sharada	Computer Science	Asst. Professor	Member	
4	Dr. Narayanaswamy S Y	Zoology	Asst. Professor	Member	
5	Smt. Hepzina	BHM	Asst. Professor	Member	



Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010





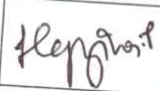
K.L.E. Society's  
S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560010


03/02/2020

Anti-sexual harassment squad  
2019-2020

Minutes of the meeting.

- Meeting was called to order at 2:30 pm all the committee members were present.
- Reviewed the functioning of the committee.

1	Smt. Chaithanaya E C	ENGLISH	Asst. Professor	Convenor	
2	Dr. Selvappa	SANSKRIT	Asst. Professor	Member	
3	Smt. Sharada	Computer Science	Asst. Professor	Member	
4	Dr. Narayanaswamy S Y	Zoology	Asst. Professor	Member	
5	Smt. Hepzina	BHM	Asst. Professor	Member	

  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH),  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 0

  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010





**K.L.E. Society's  
S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560010**

03/02/2020

**Anti-sexual harassment squad**

2019-2020

**Action Taken Report**

- The Meeting was held on 3<sup>rd</sup> Feb 2020
- No cases were reported during the academic year.
- Functioning of the committee was reviewed

*Chanthary*

Convenor  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560010



*[Signature]*

Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560010



**K.L.E. Society's  
S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560010**

05/08/19

**Anti-sexual harassment squad  
2019-2020**

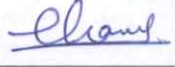


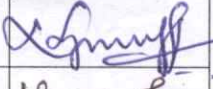
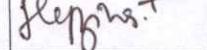
**Circular**

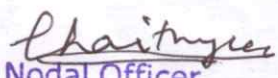
A meeting will be convened at 3pm on 5/08/2019 in General staff room to discuss and spread the awareness among the students by the Anti-sexual harassment squad throughout the campus.

  
Chaithanya E.C  
Convenor

**Agenda :**

1. To orient students regarding Anti-sexual harassment squad.
2. To instruct the activities of Anti- sexual harassment squad to both students and faculty members.
3. Awareness to be spread inside the campus through notice boards and circulars to all the departments.

1	Smt. Chaithanaya E C	English	Asst. Professor	<b>Convenor</b>	
2	Dr. Selvappa	Sanskrit	Asst. Professor	Member	
3	Smt. Sharada	Computer Science	Asst. Professor	Member	
4	Dr. Narayanaswamy S Y	Zoology	Asst. Professor	Member	
5	Smt. Hepzina	Bhm	Asst. Professor	Member	

  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010



  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010



K.L.E. Society's  
S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560010

05/08/19

**Anti-Sexual Harassment Squad**  
2019-2020

**NOTICE**

In keeping with the guidelines and the directives from the UGC and Supreme Court act in 1997, K.L.E .S Nijalingappa College has constituted a committee entitled **ANTI-SEXUAL HARASSMENT SQUAD** during the academic year 2019-20. Anti-Sexual harassment squad is formed to prevent sexual assault, use of abusive words, rape and other related crimes against students. The squad ensures to take strict action towards anyone who breaks the rule.

  
Convenor




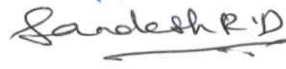




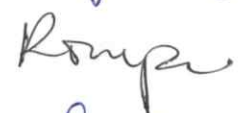


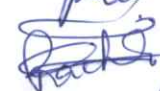
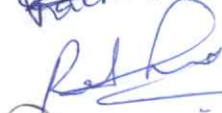



Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010



Sumudha	I B.Com	<u>Sw</u>
Ranjan	II BBA	<u>Pol</u>
Aditya	I BCA	<u>Ad</u>
Riha	II BCA	<u>RPS</u>
Pooja	II Pms	<u>Pooja</u>
Sanjana	I Pms	<u>Shu</u>
Preeti	II FAD	<u>PD</u>
Shailaja	3 <sup>rd</sup> Blom	<u>Sh</u>
Murali Mohan	II FAD	<u>mfd</u>
Abhinav	II CBBT	<u>Ab</u>
Sneha D.	II PCM	<u>Sny</u>
Lalima. A.L.	II JPE	<u>Ll</u>



Sl No	NAME OF THE TEACHER	CLASS	SIGNATURE
1	Dr. Momama	I (CZBT)	
2	MOHAN-M	I (Cbbt)	
3	ADITYA.M.L	II <sup>nds</sup> PMCS FAD	
4	Sandesh RD.	II <sup>nd</sup> Bcom	
5	Sueha Dayanand	I CB2	
6	SUPRAJA-V	I BA-JPE/P	
7	Sathwik K.J	II BA-JPE/P	
8	Narayananaswamy.S.y	III BSc CBX	
9	Roopa	III BCA	
10	Sushma.	II SEM PCM	
11	Pushpa	III PCM	
12	Rachana.	I HEP	
13	Rakhi	III HEP	
14	Roopa. K	II (CZBT)	
15	Thara. K.	I B.com	
	Anusha Kalburgikan	III BBA	



Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010





K.L.E. Society's  
S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560010

Anti-sexual Harassment squad  
2019-2020

As per the guidelines of UGC and Supreme Court an Anti sexual harassment squad has been established by the college to provide the healthy atmosphere for the students of the college.

**Committee Members:**

No.	Name of the faculty	Department	Designation	Role	Signature
1	Smt. Chaithanaya E C	English	Asst. Professor	<b>Convener</b>	
2	Dr. Selvappa	Sanskrit	Asst. Professor	Member	
3	Smt. Sharada	Computer Science	Asst. Professor	Member	
4	Dr. Narayanaswamy S Y	Zoology	Asst. Professor	Member	
5	Smt. Hepzina	Bhm	Asst. Professor	Member	

**Convener**

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560010



**Principal**

K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010



K.L.E. Society's

S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560010


05/08/19

**Anti-sexual harassment squad  
2019-2020**

**Minutes of Meeting**

1. Meeting was called to order at 3 pm.
2. Sensitize the students regarding anti-sexual harassment squad.
3. Circulate the Notice to all the departments.
4. Members are assigned to take the responsibilities in different blocks of the campus.

1	Smt. Chaithanaya E C	English	Asst. Professor	Convenor	'A' block
2	Dr. Selvappa	Sanskrit	Asst. Professor	Member	'B' block
3	Smt. Sharada	Computer Science	Asst. Professor	Member	'C' block
4	Dr. Narayanaswamy S Y	Zoology	Asst. Professor	Member	'D' block
5	Smt. Hepzina	Bhm	Asst. Professor	Member	'E' block

  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010



  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010



KLE Society's

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College with potential for excellence phase II



**ANTI-SEXUAL HARASSMENT CELL**

**2019-20**

**NOTICE**

A Meeting is convened on 19-06-2019 at 3 pm in General staff room to discuss CASH (Committee for Anti sexual harassment) activities for the year 2019-20. All members are requested to attend the meeting.

Convenor

*Chaitanya E C*  
(Chaitanya E C)

**Agenda of the meeting:**

1. To orient students regarding CASH
2. To inform the activities of CASH to both students and newly recruited staff
3. To organize gender sensitization awareness programme

Members	Department	Signature
Smt Chaitanya E C - Convenor	English	<i>Chaitanya E C</i>
Dr Selvappa	Sanskrit	<i>Dr Selvappa</i>
Smt. Sharada	Computer Science	<i>Sharada</i>
Dr. Narayana Swamy .S.Y	Zoology	<i>Dr Narayana Swamy</i>
Smt. Hepzina	BHM	<i>Hepzina</i>

*Chaitanya E C*  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

*V. H. H. H.*  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010



## Minutes of the meeting:

Meeting was called at 3 pm. All the members of the Committee were present.

It was resolved to:

- 1) Sensitise the students regarding CASH in the General orientation programme.
- 2) Sensitise the newly recruited staff regarding CASH in the General meeting.
- 3) Organise one gender sensitization awareness programme for one semester
- 4) \
- 5)

Members	Department	Signature
Smt Chaitanya E C - <b>Convenor</b>	English	<i>Chaitanya E C</i>
Dr Selvappa	Sanskrit	<i>Dr Selvappa</i>
Smt. Sharada	Computer Science	<i>Sharada C</i>
Dr. Narayana Swamy. <i>SY</i>	Zoology	<i>Dr Narayana Swamy</i>
Smt. Hepzina	BHM	<i>Hepzina</i>

*Chaitanya E C*  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

*R. N. N. N.*  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010



## Action Taken Report

Of the meeting held on 19-06-2019

- 1) Three Orientation programs for science, commerce and arts students were organized on 15-07-2019, 16-07-19 and 17-07-19 in that program Smt. Chaya M. R. presented about CASH and to contact CASH whenever any students undergone such events.
- 2) During the general staff meeting at the beginning, explained about CASH
- 3) Organised gender sensitization awareness programme on International Women's Day

*Chaitanya*  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010





KLE Society's

S. Nijalingappa College  
11<sup>th</sup> Block, Rajajinagar, Bengaluru-560010  
Re-accredited by NAAC at 'A' grade with 3.53 CGPA  
College with UGC STRIDE Component -I



**ANTI-SEXUAL HARASSMENT CELL**

**2020-21**

**NOTICE**

A Meeting is convened on 14-09-2020 at 11.00 am in General staff room to discuss CASH (Committee for Anti sexual harassment) activities for the year 2020-21. All members are requested to attend the meeting.

Convenor

(M. R. Chaya)

Nodal Officer

Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560010



**Agenda of the meeting:**

1. To discuss the minutes and action taken report of the previous meeting
2. To orient students regarding CASH
3. To inform the activities of CASH to both students and newly recruited staff
4. To organize gender sensitization awareness programme

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Co-ordinator	
2.	Smt. Anu Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	-
4.	Sri. Jagadeesh kalyani	HoD, MTTM	Member	
5.	Shri. Richard	HoD, BHM	Member	
6.	Smt. Archana T. A	HoD, BBA	Member	
7.	Dr. Parwati Angadi	HoD, BCA	Member	
8.	Milan Singh ( III PMCs)	Student representative	Member	
9.	Sarthak K M ( III BHM)	Student representative	Member	

## Minutes of the meeting:

Meeting was called at 11 am. All the members of the Committee were present.

It was resolved to:

- 1) Action taken report of the previous meeting read and confirmed
- 2) Sensitise the students regarding CASH in the General orientation programme.
- 3) Sensitise the newly recruited staff regarding CASH in the General meeting.
- 4) Organise one gender sensitization awareness programme for one semester

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associated Professor of Chemistry	Co-ordinator	
2.	Smt. Aruna Joyini	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Sri. Jagadeesh kalyani	HoD, MTTM	Member	
5.	Shri. Richard	HoD, BHM	Member	
6.	Smt. Archana . T. A	HoD, BBA	Member	
7.	Dr. Parwati Angadi	HoD, BCA	Member	
8.	Milan Singh ( III PMCs)	Student representative	Member	
9.	Sarthak K M ( III BHM)	Student representative	Member	

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010



Principal  
K.L.E. Society's S. Nijalingappa College  
II Block, Rajajinagar, Bengaluru-560 010

# Action Taken Report

Of the meeting held on 14-09-2020

- 1) No cases were reported during year 2019-20
- 2) Three Orientation programs for science, commerce and arts students were organized on 22-09-2020, 23-07-2020 and 24-09-2020 in that program Smt. Chaya M. R. presented about CASH and to contact CASH whenever any students undergone such events. The orientation programme was online using Cisco WebEx.
- 3) The newly recruited staff were sensitised regarding CASH in the General meeting.

*[Handwritten Signature]*  
(Convener)

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

*[Handwritten Signature]*  
Principal  
K.L.E. Society's S. Nijalingappa College  
H Block, Rajajinagar, Bengaluru-560 010





## Committee against sexual harassment at work place (CASH)

### **Anti – Sexual Harassment Cell**

“University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015”. This regulation describes the responsibilities of higher educational institutions in taking measures for prevention of sexual harassment at the workplace. UGC Regulations are statutory in nature, and hence all universities and colleges are bound by it.

1. Colleges have to set up an Internal Complaints Committee (ICC) as the redressal mechanism to deal with matters of sexual harassment. This consists of a presiding officer who is a woman and a senior faculty member, two faculty members, two non-teaching employees, three student representatives and one external member from an NGO or a person familiar with issues relating to sexual harassment such as a lawyer. Minimum 50 percent of the members should be women. Persons in senior administrative positions in the college such as Vice Chancellor, Pro Vice-chancellors, Rectors, Registrar, Deans, and heads of Departments should not be members of the ICC.

2. Every college or higher education institution has to inform its employees and students on the recourse available to them if they are victims of sexual harassment.

3. The management of the college must provide regular training programmes to the members of the Internal Complaints Committee, and sensitize the employees and the students at large on the zero intolerance towards this issue.

4. The educational institutions need to take measures to curb sexual harassment in all forms, and the various forms mentioned in the regulations are:

-Harassment from those in a dominant power such as teachers, principal, office staff etc, or in a hierarchical relationship with the higher educational institution, such as chief guest at an event, or a trustee who is associated with the institution etc.

-Sexual Harassment from peers – classmates and students of the college.

-Sexual Harassment from elements outside the geographical limits of the college premises, including visitors or anyone who is not directly associated with the college.



1. Colleges/educational institutions must treat sexual harassment as misconduct in their service rules and initiate action for such misconduct.
2. Colleges/higher educational institutions must possess guidelines for "ethics for research supervision" as students of research and doctoral studies are more vulnerable to sexual harassment.
3. Colleges must do a half yearly review of the efficacy and the implementation of their anti-sexual harassment policy.
4. In case of non-compliance to regulations, the UGC is obligated to
  - Withdraw the declaration of fitness to receive any grants from the University Grants Commission.
  - Remove the name of the university or college from the list maintained by the commission, under the University Grants Commission Act 1956.
  - The UGC can withhold any grants that have been granted to the institution.
  - The institution can be declared ineligible for consideration for any assistance under any general or special assistance programmes of the commission.
  - The UGC shall publicise in the newspaper or on its official website that the college/institute does not provide zero-tolerance policy against sexual harassment.
  - In cases of colleges, the UGC shall recommend to the affiliating universities to withdraw the affiliation.
  - Recommend the appropriate state or central government to withdraw the status of the university.

The college can implement different methods to make sure that students are aware of the redressal system, and the authorized persons to contact and report such issues. The reporting of incidents of sexual harassment can be done through different means like placing circulars on notice boards, setting up complaint boxes in accessible locations in the college, publishing circulars pertaining to anti-sexual harassment policies on the college website, and emailing students and employees.

With all the above provisions available under the law, it is really alarming to see the frequency of complaints that are raised against colleges and educational institutions regarding sexual harassment, which makes it evident that the managements of colleges and higher educational institutions have not understood the seriousness of this misconduct, and its acrimonious effects on a female staff or a student. It is disheartening to see that our government and regulatory bodies do not have a system to monitor and check if colleges are adhering to the laws, and as a result, students have to take to protests to get their basic rights and protection. As citizens of this country, it is our responsibility to give our support to these initiatives and spread awareness for the greater good.



### Anti-Sexual Harassment Cell

As per the guidelines of UGC and the Supreme Court an Anti-Sexual Harassment Committee has been established by the college to provide a healthy atmosphere to the girl students & Women Employees of the College.

Anti-Sexual Harassment Committee deals with issues relating to sexual harassment. The committee is formed to prevent redressal of Sexual Harassment of Women Employees and Students

**Goal:**

Prevention of sexual harassment to ensure safe environment for girl students & Women Employees of the College

**Objectives:**

- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized

No.	Name of the faculty	Designation	Role	Signature

**On receipt of complaint**

The committee shall, on receipt of a written complaint, promptly initiate inquiry proceedings as per the directions under the “University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015”.

Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication

- Physical contact and advances; or
- A demand or request for sexual favors; or
- Any unwelcome physical, verbal or non-verbal conduct of sexual nature





**Anti-Sexual Harassment Cell** assures all the complaints of the students, teaching and non-teaching women staffs are treated with dignity and respect and the complaints should be maintained confidential.

**False Reporting:** Intentionally making a false report or providing false information is grounds for indiscipline.



20-21

12/9/2020



KLE Society's S. Nijalingappa College  
II<sup>nd</sup> Block, Rajajinagar, Bengaluru-560010  
Re-accredited by NAAC at 'A' grade with 3.53 CGPA  
College with UGC STRIDE Component -I

**Committee Against Sexual Harassment (CASH)**

2020-21

- As per the guidelines of UGC and the Supreme Court an Anti-Sexual Harassment Committee has been established by the college to provide a healthy atmosphere to the girl students & Women Employees of the College.
- Anti-Sexual Harassment Committee deals with issues relating to sexual harassment. The committee is formed to prevent redressal of Sexual Harassment of Women Employees and Students

The Internal Complaints Committee for prevention of sexual harassment of women at KLE Society's S. Nijalingappa College campus, as per 'The Sexual Harassment at Campus Act, 2013' and "University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015".

**The Objective of the Cell:**

- To create a secure physical and social campus which will deter acts of sexual harassment
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms and academic system
- To facilitate a safe environment that is free of sexual harassment
- To provide an environment free of gender-based discrimination
- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To organize gender sensitization awareness programme
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized
- Creation and delivery of customized awareness training sessions to the management, internal complaints committee and employees, on a need basis



**Execution of rules and regulations:**

On receipt of complaint

- The committee shall, on receipt of a written complaint, promptly initiate inquiry proceedings as per the directions under the UGC and state Government directions
- Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication
- Physical contact and advances; or
- A demand or request for sexual favors; or Making sexual colored remarks; or iv. Showing pornography; or Any unwelcome physical, verbal or non-verbal conduct of sexual nature

**Roles and responsibilities:**

- The committee has to ensure enough steps are taken to create awareness on the topic.
- If in case any person approaches any of the committee members, the member is immediately required to inform others.
- A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counselling and conciliation as soon as possible.
- In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint.
- The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students.

Following are the Guidelines to be strictly followed

- The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell
- The counsellor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint
- The members of the Cell will discuss the complaint
- If the case falls outside the purview of the Cell, the complainant will be informed to Principal/management/Legal cell of the college and UGC
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by Principal
- If any legal action is required with the help of advocate member of the cell complaint is forwarded to police

No	Name	Designation	Role/Position
1	Smt. Chaya M. R.	Associated Professor of Chemistry	Co-ordinator
2		NGO	Adviser
3		Lawyer	Adviser
4	Sri. Jagadeesh kalyani	HoD, MTTM	Member
5	Shri. Richard	HoD, BHM	Member
6	Smt. Archana	HoD, BBA	Member
7	Dr. Parwati Angadi	HoD, BCA	Member
8	Milan Singh ( III PMCs)	Student representative	Member
9	Sarthak K M ( III BHM)	Student representative	Member

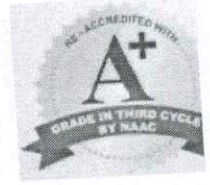


20-21

KLE Society's



**S. Nijalingappa College**  
 II<sup>nd</sup> Block, Rajajinagar, Bengaluru-560010  
 Re-accredited by NAAC at 'A' grade with 3.53 CGPA  
 College with UGC STRIDE Component -I



### ANTI-SEXUAL HARASSMENT CELL

The Internal Complaints Committee for prevention of sexual harassment of women at KLE Society's S. Nijalingappa College campus, as per 'The Sexual Harassment at Campus Act, 2013' and "University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015". This is the **Constitution of College Internal Complaint Committee (CICC)** w.r.t. Prevention, Prohibition and Redressal of Sexual Harassment to deal with the sexual harassment complaints of women at the Campus for the academic year 2020-21. (wef. 01.11.2020 due to transfer and superannuation of faculty and students pass out from the college)

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associated Professor of Chemistry	Co-ordinator	
2.	Smt. Aruna Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Sri. Jagadeeshkalyani	HoD, MTTM	Member	
5.	Shri. Richard	HoD, BHM	Member	
6.	Smt. Archana	HoD, BBA	Member	
7.	Dr. Parwati Angadi	HoD, BCA	Member	
8.	Milan Singh ( III PMCs)	Student representative	Member	
9.	Sarthak K M ( III BHM)	Student representative	Member	



### **The Objective of the Cell:**

- To create a secure physical and social campus which will deter acts of sexual harassment
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms and academic system
- To facilitate a safe environment that is free of sexual harassment
- To provide an environment free of gender-based discrimination
- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To organize gender sensitization awareness programme
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized
- Creation and delivery of customized awareness training sessions to the management, internal complaints committee and employees, on a need basis

### **Execution of rules and regulations:**

#### On receipt of complaint

- The committee shall, on receipt of a written complaint, promptly initiate inquiry proceedings as per the directions under the UGC and state Government directions
- Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication
- Physical contact and advances; or
- A demand or request for sexual favor's; or Making sexual colored remarks; or iv. Showing pornography; or Any unwelcome physical, verbal or non-verbal conduct of sexual nature





## Roles and responsibilities:

- The committee has to ensure enough steps are taken to create awareness on the topic. If in case any person approaches any of the committee members, the member is immediately required to inform others. A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counselling and conciliation as soon as possible. In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint. The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students. Following are the Guidelines to be strictly followed
- The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell
- The counselor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint
- The members of the Cell will discuss the complaint
- If the case falls outside the purview of the Cell, the complainant will be informed to Principal/management/Legal cell of the college and UGC
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by Principal
- If any legal action is required with the help of advocate member of the cell complaint is forwarded to police

  
Smt. Chaya M. R. Dr. (Smt) Mahananda Chittawadagi  
Coordinator  
CASH  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College,  
Rajajinagar, Bengaluru-560 010

  
Dr. A. B. Sonappanavar  
Coordinator  
IQAC  
Co-ordinator  
Internal Quality Assurance Cell  
KLE Society's S. Nijalingappa College,  
Bengaluru-10

  
Dr. A. B. Sonappanavar  
PRINCIPAL  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010





KLE Society's

S. Nijalingappa College  
II<sup>nd</sup> Block, Rajajinagar, Bengaluru-560010  
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College with UGC STRIDE Component -I



**ANTI-SEXUAL HARASSMENT CELL**

**2021-22**

**NOTICE**

A Meeting is convened on 24-11-2021 at 11.00am in General staff room to discuss CASH (Committee for Anti sexual harassment) activities for the year 2021-22. All members are requested to attend the meeting.



Convenor

(M. R. Chaya)

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa Co'  
Rajajinagar, Bengaluru-560

**Agenda of the meeting:**

1. To orient students regarding CASH
2. To inform the activities of CASH to both students and newly recruited staff
3. To organize gender sensitization awareness programme

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convenor	
2.	Smt. Aruna Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	-
4.	Dr. Parwati Angadi	HoD, BCA	Member	
5.	Smt. Archana T.A	HoD, BBA	Member	
6.	Smt. Meghana H.A	Assistant Professor Dept. of Physics	Member	
7.	Ms. Deepushree	Assistant Professor Dept. of Chemistry	Member	
8.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	
9.	Ms. Sushma II M.SC (Chemistry)	9731493204 Student representative	Member	
10.	Mr. Rakesha II M.Com	Student representative	Member	

## Minutes of the meeting:

Meeting was called at 11am. All the members of the Committee were present.

It was resolved to:

- 1) Sensitise the students regarding CASH in the General orientation programme.
- 2) Sensitise the newly recruited staff regarding CASH in the General meeting.
- 3) Organise one gender sensitization awareness programme for one semester

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener	
2.	Smt. Aruna Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Dr.Parwati Angadi	HoD, BCA	Member	
5.	Smt. Archana T.A	HoD, BBA	Member	
6.	Smt.Meghana H.A	Assistant Professor Dept. of Physics	Member	
7.	Ms.Deepushree	Assistant Professor Dept. of Chemistry	Member	
8.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	
9.	Ms. Sushma II M.SC (Chemistry)	Student representative	Member	
10.	Mr. Rakesha II M.Com	Student representative	Member	



Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010

# Action Taken Report

Of the meeting held on 24-11-2021

1. No cases were reported during the year 2020-21
2. Committee was restructured for the year 21-22
3. Three Orientation programs for science, commerce and arts students were organized on 22-09-2021, 23-07-2021 and 24-09-2021 in that program
4. Smt. Chaya M. R. presented about CASH and to contact CASH whenever any students undergone such events. The orientation programme was done in Sharada Sabhagana.
5. Awareness to be spread inside the campus for students through notice boards and circulars to all the departments
6. Newly recruited staff was sensitised regarding CASH in the general meeting
7. Squad members are assigned to take responsibilities in different blocks of the campus.



*Meharaj*  
(convenor)  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 01

*[Signature]*  
Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010



KLE Society's

S. Nijalingappa College  
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College with UGC STRIDE Component -I



**ANTI-SEXUAL HARASSMENT CELL**

**2021-22**

**NOTICE**

A Meeting is convened on 24-11-2021 at 11.00am in General staff room to discuss CASH (Committee for Anti sexual harassment) activities for the year 2021-22

All members are requested to attend the meeting.

*M. R. Chaya*  
Convenor  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560

**Agenda of the meeting:**

1. To orient students regarding CASH
2. To inform the activities of CASH to both students and newly recruited staff
3. To organize gender sensitization awareness programme

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convenor	<i>M. R. Chaya</i>
2.	Smt. Aruna Jyothi	NGO	Adviser	<i>Aruna Jyothi</i>
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Dr. Parwati Angadi	HoD, BCA	Member	<i>Parwati Angadi</i>
5.	Smt. Archana T.A	HoD, BBA	Member	<i>Archana T.A</i>
6.	Smt. Meghana H.A	Assistant Professor Dept. of Physics	Member	<i>Meghana</i>
7.	Ms. Deepushree	Assistant Professor Dept. of Chemistry	Member	<i>Deepushree</i>
8.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	<i>Banani Mishra</i>
9.	Ms. Sushma II M.SC (Chemistry)	Student representative	Member	<i>Sushma</i>
10.	Mr. Rakesha H II M.Com	Student representative	Member	<i>Rakesha H</i>



## Minutes of the meeting:

Meeting was called at 11 am. All the members of the Committee were present.

It was resolved to:

- 1) Action taken report of the previous meeting read and confirmed.
- 2) Restructured committees
- 3) Review the functioning of the committees
- 4) Sensitise the students regarding CASH in the General orientation programme.
- 5) Sensitise the newly recruited staff regarding CASH in the General meeting.
- 6) Organise one gender sensitization awareness programme for one semester

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener	
2.	Smt. Aruna Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	—
4.	Dr. Parwati Angadi	HoD, BCA	Member	—
5.	Smt. Archana T.A	HoD, BBA	Member	
6.	Smt. Meghana H.A	Assistant Professor Dept. of Physics	Member	
7.	Ms. Deepushree	Assistant Professor Dept. of Chemistry	Member	
8.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	
9.	Ms. Sushma II M.SC (Chemistry)	Student representative	Member	
10.	Mr. Rakesha H II M.Com	Student representative	Member	

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa Co"  
Rajajinagar, Bengaluru-560



# Action Taken Report

Of the meeting held on 24-11-2021

1. No cases were reported during the year 2020-21
2. Committee was restructured for the year 21-22
3. Three Orientation programs for science, commerce and arts students were organized on 22-09-2021, 23-07-2021 and 24-09-2021 in that program
4. Smt. Chaya M. R. presented about CASH and to contact CASH whenever any students undergone such events. The orientation programme was done in Sharada Sabhagana.
5. Awareness to be spread inside the campus for students through notice boards and circulars to all the departments
6. Newly recruited staff was sensitised regarding CASH in the general meeting
7. Squad members are assigned to take responsibilities in different blocks of the campus.



Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010



Principal  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010





KLE Society's

**S. Nijalingappa College**  
II<sup>nd</sup> Block, Rajajinagar, Bengaluru-560010  
Re-accredited by NAAC at 'A' grade with 3.53 CGPA  
College with UGC STRIDE Component -I



**COMMITTEE AGAINST SEXUAL HARASSMENT (CASH) SQUAD**  
2021-22

As per guidelines of UGC and Supreme Court an anti sexual harassment squad has been established by the College to provide the healthy atmosphere for the students of the College.

No	Name of the Faculty	Department	Designation	Role	Signature
1.	M.R.Chaya	Chemistry	Associate Professor	convener	
2.	Dr. Selvappa	Sanskrit	Asst. Professor	Member	
3.	Smt. Sharada	Computer Science	Asst. Professor	Member	
4.	Dr. Narayanaswamy S.Y	Zoology	Asst. Professor	Member	
5.	Smt. Hepzina	BHM	Asst. Professor	Member	

Convener

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

Principal

Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010







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College with UGC STRIDE Component -I



**COMMITTEE AGAINST SEXUAL HARASSMENT (CASH)**  
2021-22

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener	
2.	Smt. Aruna Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Dr. Parwati Angadi	HoD, BCA	Member	
5.	Smt. Archana T.A	HoD, BBA	Member	
6.	Smt. Meghana H.N	Assistant Professor Dept. of Physics	Member	
7.	Ms. Deepushree	Assistant Professor Dept. of Chemistry	Member	
8.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	
9.	Ms. Sushma II M.SC (Chemistry)	Student representative	Member	
10.	Mr. Rakesha H II M.Com	Student representative	Member	

(Convener)  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010





KLE Society's

**S. Nijalingappa College**  
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College with UGC STRIDE Component -I

2021-22



**ANTI-SEXUAL HARSSMENT CELL**

The Internal Complaints Committee for prevention of sexual harassment of women at KLE Society's S. Nijalingappa College campus, as per 'The Sexual Harassment at Campus Act, 2013' and "University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015". This is the **Constitution of College Internal Complaint Committee (CICC)** w.r.t. Prevention, Prohibition and Redressal of Sexual Harassment to deal with the sexual harassment complaints of women at the Campus for the academic year **2021-22.**

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener	
2.	Smt. Aruna Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Dr. Parwati Angadi	HoD, BCA	Member	
5.	Smt. Archana T.A	HoD, BBA	Member	
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9.	Ms. Sushma II M.SC (Chemistry)	Student representative	Member	
10.	Mr. Rakesha H II M.Com	Student representative	Member	



### **The Objective of the Cell:**

- To create a secure physical and social campus which will deter acts of sexual harassment
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms and academic system
- To facilitate a safe environment that is free of sexual harassment
- To provide an environment free of gender-based discrimination
- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To organize gender sensitization awareness programme
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized
- Creation and delivery of customized awareness training sessions to the management, internal complaints committee and employees, on a need basis

### **Execution of rules and regulations:**

On receipt of complaint

- The committee shall, on receipt of a written complaint, promptly initiate inquiry proceedings as per the directions under the UGC and state Government directions
- Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication
- Physical contact and advances; or
- A demand or request for sexual favor's; or Making sexual colored remarks; or iv. Showing pornography; or Any unwelcome physical, verbal or non-verbal conduct of sexual nature



## Roles and responsibilities:

- The committee has to ensure enough steps are taken to create awareness on the topic. If in case any person approaches any of the committee members, the member is immediately required to inform others. A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counselling and conciliation as soon as possible. In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint. The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students. Following are the Guidelines to be strictly followed
- The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell
- The counselor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint
- The members of the Cell will discuss the complaint
- If the case falls outside the purview of the Cell, the complainant will be informed to Principal/management/Legal cell of the college and UGC
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by Principal
- If any legal action is required with the help of advocate member of the cell complaint is forwarded to police



**Smt. Chaya M. R.**  
Coordinator  
CASH

Nodal Officer

Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 0



**Dr. (Smt) Mahananda Chittawadagi**  
Coordinator  
IQAC

Co-ordinator

Internal Quality Assurance Cell  
S. Nijalingappa College, Bengaluru-10



**Dr. A. B. Sonappanavar**  
PRINCIPAL

K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bengaluru-560 010





KLE Society's

S. Nijalingappa College  
II<sup>nd</sup> Block, Rajajinagar, Bengaluru-560010  
Re-accredited by NAAC at 'A' grade with 3.53 CGPA  
College with UGC STRIDE Component - I



24.12.21

COMMITTEE AGAINST SEXUAL HARASSMENT (CASH) SQUAD  
2021-22

Notice

As per the guidelines of UGC and the Supreme Court Committee Against Sexual Harassment (CASH) has been established by the college to provide a healthy atmosphere to the girl students & women employees of the college. CASH deals with issues relating to sexual harassment.

To ensure safety of the girl students the Squad is formed for the year 2021-22. Squad is formed to prevent sexual assault, use of abusive words and other related issues. Squad works and ensures to take strict action towards anyone who breaks the rule.

Convenor  
Nodal Officer, sec.  
Committee for Anti Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010



Principal

Principal  
K.L.E. Society's S. Nijalingappa College  
2nd Block, Rajajinagar, Bangalore-560 010

- III PCM
- III C2SE
- II C2SE
- B-02 24/12/2021
- II PCM
- III CB2
- B-12 dante
- B-12 Rul
- B-21 Pallavi
- B-21 Shreethi
- B-26 Manoj
- B-22 Anjali 24/12/21
- B-25 24/12/2022

- A-02
- A-03
- BA V sem Rajinighi 24/12/21
- D-11
- III PCM & III CBBT
- B-Com I sem A 24/12/2021
- D-12
- III CBBT & II BA JPP 24/12/21
- D-13 -> II BA & III CBBT 24/12/21
- III - B section
- D-21
- I year i
- D-41
- BHM1 - Report
- BHM2 - RP
- BHM3 - RP
- 24/12/2021

- D-24 Blom III A
- Bto 28/12/2021
- D-14
- II JPP/JPE & III BA HEP
- 24/12/2021
- D-14 - I<sup>th</sup> D B Com
- 28/12/2021
- D: 13 - V<sup>th</sup> sem BCOM
- Bto 28/12/2021
- D: 12 I<sup>th</sup> sem - A'se
- 28/12/2021
- D: 32 Manu 28/12/21



KLE Society's

S. Nijalingappa College  
II<sup>nd</sup> Block, Rajajinagar, Bengaluru-560010  
Re-accredited by NAAC at 'A' grade with 3.53 CGPA  
College with potential for excellence phase II



**ANTI-SEXUAL HARASSMENT CELL**

**2022-23**

**NOTICE**

A Meeting is convened on 09-03-2023 in General staff room at 2.30pm. All members are requested to attend the meeting.

**Convener**  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560010

**Agenda of the meeting:**

- To discuss the minutes and action taken report of the previous meeting
- To restructure committee
- To review the functioning of the committee

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener	
2.	Smt. Aruna Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Smt. Roopa <i>H.R.</i>	Assistant Professor Dept. of Computer Science	Member	
5.	Smt. RaniPrajwal	Assistant Professor Dept. of BHM	Member	
6.	Smt. Anusha K	Assistant Professor Dept. of BBA	Member	
7.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	
8.	Dr. Sushasini K	Assistant Professor Dept. of Zoology	Member	
9.	Milan Singh ( V PMCs)	Student representative	Member	
10.	Sarthak K M ( V BHM)	Student representative	Member	



Minutes of the meeting:

Meeting was called at 2.30pm. All the members of the Committee were present.

It was resolved to:

- 1) Action taken report of the previous meeting read and confirmed
- 2) Restructure committee
- 3) Review the functioning of the committee

Sl. No	Name	Designation	Role/Position	Signature
11.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener	
12.	Smt. Aruna Jyothi	NGO	Adviser	
13.	P. Rajeshwar	Lawyer	Adviser	
14.	Smt. Roopa	Assistant Professor Dept. of Computer Science	Member	
15.	Smt. RaniPrajwal	Assistant Professor Dept. of BHM	Member	
16.	Smt. Anusha K	Assistant Professor Dept. of BBA	Member	
17.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	
18.	Dr. Sushasini K	Assistant Professor Dept. of Zoology	Member	
19.	Milan Singh ( V PMCs)	Student representative	Member	
20.	Sarthak K M ( V BHM)	Student representative	Member	

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa Coll  
Rajajinagar, Bengaluru-560 (


Principal  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010



## Action Taken Report

Of the meeting held on 09-03-2023

- 1) No Cases Were Reported during year 2022-23
- 2) Committee was Restructure for the year 22-23
- 3) Functioning of the committee was reviewed

  
Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

  
Principal  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010







KLE Society's

S. Nijalingappa College  
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College with UGC STRIDE Component -I



**ANTI-SEXUAL HARASSMENT CELL**

**2022-23**

**NOTICE**

A Meeting is convened on 14-09-2022 at 11.00am in General staff room to discuss CASH (Committee for Anti sexual harassment) activities for the year 2022-23  
All members are requested to attend the meeting.

Convenor

(M. R. Chaya)

Nodal Officer

Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa Coll-  
Rajajinagar, Bengaluru-560

**Agenda of the meeting:**

1. To discuss the minutes and action taken report of the previous meeting
2. To orient students regarding CASH
3. To inform the activities of CASH to both students and newly recruited staff
4. To organize gender sensitization awareness programme



Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener	
2.	Smt. ArunaJyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Smt. Roopa	Assistant Professor Dept. of Computer Science	Member	
5.	Smt. Prajwal	Assistant Professor Dept. of BHA	Member	
6.	Smt. Anusha K	Assistant Professor Dept. of BBA	Member	
7.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	
8.	Dr. Sushasini K	Assistant Professor Dept. of Zoology	Member	
9.	Milan Singh ( V PMCs)	Student representative	Member	
10.	Sarthak K M ( V BHM)	Student representative	Member	

## Minutes of the meeting:

Meeting was called at 11am. All the members of the Committee were present.

It was resolved to:

- 1) Action taken report of the previous meeting read and confirmed
- 2) Sensitise the students regarding CASH in the General orientation programme.
- 3) Sensitise the newly recruited staff regarding CASH in the General meeting.
- 4) Organise one gender sensitization awareness programme for one semester

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor Dept. of Chemistry	Convener	
2.	Smt. ArunaJyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Smt. Roopa R.	Assistant Professor Dept. of Computer Science	Member	
5.	Smt. Prajwal	Assistant Professor Dept. of BHA	Member	
6.	Smt. Anusha K	Assistant Professor Dept. of BBA	Member	
7.	Dr. Banani Mishra	Assistant Professor Dept. of Botany	Member	
8.	Dr. Sushasini K	Assistant Professor Dept. of Zoology	Member	
9.	Milan Singh ( V PMCs)	Student representative	Member	
10.	Sarthak K M ( V BHM)	Student representative	Member	

Smt. Chaya M. R.  
Coordinator  
CASH

Dr. (Smt) Mahananda Chittawadagi  
Coordinator  
Co-ordinator  
IQAC  
Internal Quality Assurance Cell  
S, Nijalingappa College, Bengaluru-10

Dr. A. B. Sonappanavar  
PRINCIPAL

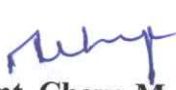
Principal  
K.L.E. Society's S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560 010




# Action Taken Report

Of the meeting held on 14-09-2022

- 1) No cases were reported during year 2022-23
- 2) Two Orientation programs for commerce, science, and arts students  
Orientation for first year B.Com students on 10-09-22  
Orientation for first year B.SC&B.A students on 07-11-22 were organized  
In that program Smt. Chaya M. R. presented about CASH and to contact CASH whenever any students undergone such events.
- 3) The newly recruited staff were sensitised regarding CASH in the General meeting.
- 4) Awareness to be spread inside the campus for students through notice boards and circulars to all the classrooms
- 5) Squad members are assigned to take responsibilities in different blocks of the campus.

  
Smt. Chaya M. R.  
Coordinator  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

  
Dr. (Smt) Mahananda Chittawadagi  
Coordinator  
IQAC  
Co-ordinator  
Internal Quality Assurance Cell  
S. Nijalingappa College, Bengaluru-10

  
Dr. A. B. Sonappanavar  
PRINCIPAL

Principal  
K.L.E. Society's S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560 010





KLE Society's

**S. Nijalingappa College**  
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College with UGC STRIDE Component -I



24.12.21

**COMMITTEE AGAINST SEXUAL HARASSMENT (CASH) SQUAD**  
2022-23

## Notice

As per the guidelines of UGC and the Supreme Court Committee Against Sexual Harassment (CASH) has been established by the college to provide a healthy atmosphere to the girl students & women employees of the college. CASH deals with issues relating to sexual harassment.

To ensure safety of the girl students the Squad is formed for the year 2022-23. Squad is formed to prevent sexual assault, use of abusive words and other related issues. Squad works and ensures to take strict action towards anyone who breaks the rule.

Convenor

**Nodal Officer**  
**Committee for Anti-Sexual Harassment (CASH)**  
**KLE Society's S. Nijalingappa College**  
Rajajinagar, Bengaluru-560010

Principal  
Principal

**K.L.E. Society's S. Nijalingappa College**  
II Block, Rajajinagar, Bangalore-560010





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**COMMITTEE AGAINST SEXUAL HARASSMENT (CASH) SQUAD**  
2022-23

As per guidelines of UGC and Supreme Court an anti sexual harassment squad has been established by the College to provide the healthy atmosphere for the students of the College.

No	Name of the Faculty	Department	Designation	Role	Signature
1.	M.R.Chaya	Chemistry	Associate Professor	convener	
2.	Dr. Selvappa	Sanskrit	Asst. Professor	Member	
3.	Smt. Sharada	Computer Science	Asst. Professor	Member	
4.	Dr. Narayanaswamy S.Y	Zoology	Asst. Professor	Member	
5.	Smt. Hepzina	BHM	Asst. Professor	Member	

Convenor

Nodal Officer

Committee for Anti-Sexual Harassment (CASH)

KLE Society's S. Nijalingappa College

Rajajinagar, Bengaluru-560 010

Principal

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K.L.E. Society's S. Nijalingappa College  
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### ANTI-SEXUAL HARSSMENT CELL

The Internal Complaints Committee for prevention of sexual harassment of women at KLE Society's S. Nijalingappa College campus, as per 'The Sexual Harassment at Campus Act, 2013' and "University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015". This is the **Constitution of College Internal Complaint Committee (CICC)** w.r.t. Prevention, Prohibition and Redressal of Sexual Harassment to deal with the sexual harassment complaints of women at the Campus for the academic year **2022-23**.

Sl. No	Name	Designation	Role/Position	Signature
1.	Smt. Chaya M. R.	Associate Professor of Chemistry	Co-ordinator	
2.	Smt. Aruna Jyothi	NGO	Adviser	
3.	P. Rajeshwar	Lawyer	Adviser	
4.	Smt. Roopa H.R.	Assistant Professor Dept. of Computer Science	Member	
5.	Smt. Prajwal	Assistant Professor Dept. of BHM	Member	
6.	Smt. Anusha K	Assistant Professor Dept. of BBA	Member	
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8.	Dr. Sushasini K	Assistant Professor Dept. of Zoology	Member	
9.	Milan Singh ( III PMCs)	Student representative	Member	
10.	Sarthak K M ( III BHM)	Student representative	Member	



### **The Objective of the Cell:**

- To create a secure physical and social campus which will deter acts of sexual harassment
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms and academic system
- To facilitate a safe environment that is free of sexual harassment
- To provide an environment free of gender-based discrimination
- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To organize gender sensitization awareness programme
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized
- Creation and delivery of customized awareness training sessions to the management, internal complaints committee and employees, on a need basis

### **Execution of rules and regulations:**

#### **On receipt of complaint**

- The committee shall, on receipt of a written complaint, promptly initiate inquiry proceedings as per the directions under the UGC and state Government directions
- Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication
- Physical contact and advances; or
- A demand or request for sexual favor's; or Making sexual colored remarks; or iv. Showing pornography; or Any unwelcome physical, verbal or non-verbal conduct of sexual nature




### Roles and responsibilities:

- The committee has to ensure enough steps are taken to create awareness on the topic. If in case any person approaches any of the committee members, the member is immediately required to inform others. A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counselling and conciliation as soon as possible. In case the matter is not sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint. The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students.

Following are the Guidelines to be strictly followed

- The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell
- The counsellor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint
- The members of the Cell will discuss the complaint
- If the case falls outside the purview of the Cell, the complainant will be informed to Principal/management/Legal cell of the college and UGC
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by Principal
- If any legal action is required with the help of advocate member of the cell complaint is forwarded to police

  
Smt. Chaya M. R.  
Coordinator  
CASH

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College,  
Rajajinagar, Bengaluru-560 010

  
Dr. (Smt) Mahananda Chittawadagi  
Coordinator  
IQAC  
Co-ordinator  
Internal Quality Assurance Cell  
S. Nijalingappa College, Bengaluru-10

  
Dr. A. B. Sonappanavar  
PRINCIPAL

Principal  
K.L.E. Society's S. Nijalingappa College  
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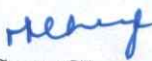


### Roles and responsibilities:

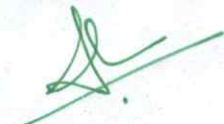
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Smt. Chaya M. R.  
Coordinator  
CASH  
Nodal Officer

  
Dr. (Smt) Mahananda Chittawadagi  
Coordinator  
IQAC  
Co-ordinator

  
Dr. A. B. Sonappanavar  
PRINCIPAL  
Principal



Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560 010

Internal Quality Assurance Cell  
Nijalingappa College, Bengaluru-10

K.L.E. Society's S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560 010



KLE Society's

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- The members of the Cell will discuss the complaint
- If the case falls outside the purview of the Cell, the complainant will be informed to Principal/management/Legal cell of the college and UGC
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by Principal
- If any legal action is required with the help of advocate member of the cell complaint is forwarded to police

  
Smt. Chaya M. R.  
Coordinator  
CASH

Nodal Officer  
Committee for Anti-Sexual Harassment (CASH)  
KLE Society's S. Nijalingappa College  
Rajajinagar, Bengaluru-560

  
Dr. (Smt) Mahananda Chittawadagi  
Coordinator  
IQAC  
Co-ordinator  
Internal Quality Assurance Cell  
S. Nijalingappa College, Bengaluru-10

  
Dr. A. B. Sonappanavar  
PRINCIPAL

Principal  
K.L.E. Society's S. Nijalingappa College  
II Block, Rajajinagar, Bangalore-560 010

