



VISVESVARAYA TECHNOLOGICAL UNIVERSITY

(State University of Government of Karnataka Established as per the VTU Act,1994)

"Jnana Sangama", Belagavi-590018 Karnataka State, India

4. Timely redressal of the grievances through appropriate committees

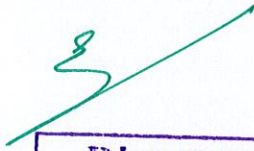
Sr.No	Complaint case	Date of complaint received	Action Taken by committee
1	Case 1	17 th Nov 2015	2 nd Jan 2016
2	Case 2	15 th April 2017	20 th Nov 2017
3	Case 3	24 th June 2017	7 th Dec 2017

Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**

Confidential Documents [Case-1] with Action-Taken
Report

Sl No.	Case details	
1.	Complainant	██████████
2.	Respondent	██████████
3.	Complaint received by Committee	17 th November 2015
4.	Proceedings of the Inquiry committee meeting dated-	2 nd January 2016
5.	Action Report based on Observation and Recommendations of the committee	2 nd January 2016



Director

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PROCEEDINGS OF ENQUIRY

Enquiry Committee proceedings - [REDACTED] dated 2.1.2016

Proceedings of the enquiry committee constituted to go into the truth or otherwise of the complaint filed by [REDACTED] against [REDACTED], held between 10am to 3.30pm on 21.12.2015 at the conference hall of regional office, Gulbarga; Visvesvaraya Technological University.

The meeting commenced with the chairman welcomed all the members and appraising them of the complaint filed by a student by name [REDACTED] against a faculty member by name [REDACTED] Associate Professor in the dept. of MBA at VTU PG center, Kalburgi alleging that [REDACTED] had kicked her during the class in front of the whole class. The chairman also informed the committee that she had approached various student/Dalit bodies, who in turn have visited Regional Office, Kalburgi, Regional Office, Bangalore and main Campus creating a scene. Media also had entered the campus creating a scene and had broadcast the incident on the TV channel. The matter was reported in a very bad taste in the TV media; bringing down the fair name of our university.

The Committee decided to call for explanation from the Special Officer, course coordinator, staff of the department, the concerned faculty and the aggravated student. The committee wished to have interaction with the students present in the class on the day of the incident, but were informed by [REDACTED] Special Officer (SO), [REDACTED]; that most of the students are away on internship and hence were not able to communicate to them about the meeting.

1. The Special Officer (SO), [REDACTED] appeared before the committee, and was queried by the chairman, to narrate what he knew about the incident, about the faculty & the concerned student. The SO gave his version about the incident, about the staff, and the student, the findings of the committee from his interaction is

- According to the SO, the staff member [REDACTED], is a knowledgeable, dedicated, hardworking staff member, but has the habit of going overboard with respect to instilling discipline among students in the department. He also participates and contributes to department extra activities. He is also highly a reserved person
- According to the SO, [REDACTED] used to be very strict with student community with respect to dress code, timing, being regular to class etc and used to engage two to three hours at a time without giving any break to the students, thereby irritating the student community.

2. The Course coordinator, [REDACTED], appeared before the committee, and was queried by the chairman, to narrate what he knew about the incident, about the faculty & the concerned student. The course coordinator gave his version about the incident, about the staff, and the student, His written statement is attached as Annexure 1. The findings of the committee from his interaction is

- [REDACTED] had approached the Course coordinator, [REDACTED] Associate Professor, Dept. of MBA, and narrated the incident to him. Instead of taking necessary action/counselling or otherwise, the course coordinator has sent the student back saying that the SO is not in station and he cannot do anything about it.

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- When queried as to why no effort was made by him to contain the issue, he stated that he felt the issue has to be dealt by SO and hence passed on the same when SO returned to office after two/three days.
- He stated that he had advised on an earlier occasion [REDACTED] to tone-down his approach towards strictness with respect to students and be more student friendly

3. Five staff members (two male & three lady staff members; [REDACTED] ; & [REDACTED] then appeared in front of the committee one by one. Their written statements are attached as Annexure 2.

- Almost all of them were of the opinion that the staff member [REDACTED] is a knowledgeable, dedicated, hardworking staff-member, but has the habit of going overboard with respect to instilling discipline among students in the department. According to them, [REDACTED] participates and contributes to extra activities in the department. But, they said that [REDACTED] was also a highly reserved person as he does not socialise with any faculty.
- Very cleverly all of them have avoided writing about the incident.
- One staff member quoted that on one occasion [REDACTED] had entered her class and admonished the students with respect to dress code & discipline
- When specifically queried by the Chairman, "do you accept the fact that he has done the act, i.e. hitting the student with leg". Only one staff member gave an affirmative answer, all others were non-committal by saying that they heard about the incident.
- When queried does Dr. Harish show any Gender bias, all of them said no, except for the fact academically he assigns different assignments to boys and girls.
- All of them, namely the SO, Course coordinator coordinator, staff members stated that [REDACTED], is a very decent student without any complaints and goes about her studies seriously.

Ms. Rekha Patil, a staff member at PG centre-ROG, VTU; appeared before the committee and gave her statement. Her written statement is attached as Annexure 3. The findings of the committee from her interaction are:

- [REDACTED] had approached her on the day of the incident and she had advised her to meet the PG coordinator and file a complaint.
- There was an incident with another student by name [REDACTED], but to date no action has been taken against [REDACTED], even though Ms.Sudha Rani had given a complaint to PG coordinator and SO-ROG.
- She stated that one day [REDACTED] had locked up all 1st year students in the class room and she had to open the room with the help of an Attender using the spare key
- She quotes to have approached the SO/PG coordinator with respect to the behaviour and the language [REDACTED] uses while talking to students; but no action was taken by them.

4. The student [REDACTED] along with her father, appeared in front of the committee. The chairman asked her to give her statement regarding the incident; her written statement is attached as Annexure 4. The findings of the committee with her interaction is:

- She had no issue with [REDACTED] before this incident.
- While sitting in the class maybe her legs were extended beyond the bench; and [REDACTED] on his rounds in the class kicked her once, so that she would be properly seated. She said this was very insulting in front of whole class. She even stated that if he had asked me to sit properly, I, would have obeyed.

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- The next day while conducting the class, [redacted] hit her on the head with the book he was carrying.
- She stated that she was targeted by him, and generally looks down on girls.
- [redacted] is very harsh with students in all respects.
- If a student is absent for one day [redacted] would mark them absent for another one/two classes and all such students had to write an apology letter and get it signed by PG coordinator and submit to him only then he would allow them to attend his classes.
- [redacted] had behaved in a bad manner when one student by name [redacted] was found using mobile in his class.
- [redacted] had approached a lady faculty - [redacted] on the same day of the incident, who advised her to contact the course coordinator. When no action was taken by the PG coordinator she called up [redacted] & [redacted], who advised her to submit a written complaint. Even after submitting her complaint, apparently no action was being taken by SO. She was left with no alternative but to reach out to student organization, which in turn resulted in various bodies jumping on the issue.
- She and her father categorically denied that they have approached the media; and were not in the knowledge till the media came calling to the campus.
- Her father stated that if no action is taken and [redacted] returns to the campus, then he would withdraw his daughter from VTU, since he fears for the well being of his daughter with Dr. Harish around in the campus.

5. [redacted] appeared before the committee and gave his statement. It appeared that he had come well prepared to take on the committee with a no. of documents. His written statement is attached as annexure 5. The findings of the committee from his interaction are:

- Denies all allegation against him; both of he kicking Vijalakshmi Kambar or hitting her with a book the next day
- He then tried to prove that some students who have signed the petition are not MBA students; and on verification it was found that two M.Tech. students also have signed in the petition.
- Does not agree to have entered any other staff member's class for disciplining the students or other wise.
- Generally was trying to justify his action towards student discipline/studies quoting a number of irrelevant reasons. Also was trying to impress the committee about his scholarly qualities etc.
- Agrees to have assigned different assignments for girls and boys and for different set of students, and made maximum effort to impress the committee that he was doing that only for the benefit of students.
- Agrees to have taken apology letters from student/s for missing a class and he would allow them only after they have submitted the letter. This again he tried to impress the committee to the effect that he was doing the same to improve the communication skills of students. He produced number of such apology letters to the committee, and he seems to have been very proud about his act of collecting such letters. Sample apology letters were collected from him and have been attached as Annexure 6
- He then submitted a sample attendance sheet to the committee, which is attached as Annexure 7. The attendance sheets are a testimony to the fact (stated above) that if a

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student is absent for one day Dr. Harish would mark them absent for another one/two classes.

- Denies to having approached any organizations / bodies / Sanghas directly for help, but stated that it's possible that the various organizations / bodies / Sanghas may be indirectly tracking his well being, he being a Dalit (as stated in his letter)
- Agrees to the fact that he is a very reserved person and does not socialize with his colleagues.
- Agrees to the fact he was very strict/harsh on students when it comes to discipline attendance etc and he may have overdone it, but tries to justify the same. Also stated that he would try and change his attitude towards students.
- He regretted the fact that course Coordinator did not appraise him on the developments that there has been a complaint against him, if he had known he would have made an attempt to solve it at the dept level itself.
- He is not handling 1st year MBA classes.

The committee then deliberated and examined on all information that was presented to them both orally and in written form, and arrives at this conclusion:

- It could be true that [REDACTED] has indeed misbehaved with the girl student as alleged by Ms. [REDACTED] (could not be corroborated by any eye witness to the effect, since no student, present in the class at the time of the incident, was made available to the committee by SO-ROG).
- It is an established fact that [REDACTED] is very harsh on students under the pretext of maintaining discipline – even by his own admission.
- It is an established fact [REDACTED] has not endeared himself to his peers in the department nor PG Centre, there by alienating himself from the general staff and students at the PG centre though everything looks smooth superficially.
- It is an established fact that he is in the habit of marking one or more day absent for a student who misses one class – a fact which becomes very clear by the attendance register submitted by him to the committee, wherein it can be noted absent marked in sequence of two's and three's etc for students.
- It is an established fact that he assigns different assignments to boys and girls.
- A complaint from students against [REDACTED] has been received by the university earlier on 6.11.2014, with regard to his rude behaviour towards students, enclosed as Annexure 8
- Through the oral and written statements issued by all concerned it can be noted that no one is ready to take on the responsibility of the centre/University. Neither the SO, PG coordinator, or co-staff in the department have made any attempts to quench the issue and have let it spiral out of control, with various bodies taking undue advantage of the incident to defame our great University.
- Even though a complaint was received by the course coordinator & Special Officer, no action has been taken at the regional centre level and the same has been simply passed on to the Registrar, VTU, .

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Director

HRD
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Internal Quality Assurance Cell
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Action Report. (Case-1)

Observations and Recommendations of the committee:

1. Even though the Course coordinator, [REDACTED], received the complaint from the student, he has failed to communicate the same to [REDACTED] with whom he was working as DCS of examination, where by precious time was lost in arriving at a solution at the departmental level itself.
2. The special officer also has not made any attempt to attend to the complaint
3. Under the pretext of disciplining the students, [REDACTED] has been very rude to them.
4. There seems to be a complete paralysis of administration and proper governance at PG-Centre, [REDACTED].
5. The committee, purely on humanitarian grounds, recommends that suspension on [REDACTED] be revoked for now.
6. Dr. Harish may be transferred to another PG centre of VTU for a minimum period of two years so that the present batch of [REDACTED] would be completing their studies.
7. One annual increment may not be given to Dr. Harish as a mark of punishment for bringing the fair name of the University down,
8. Dr. Harish may be advised to have professional counselling, and an official reprimand may be issued to [REDACTED] to mend his ways so that he maintains the decency and decorum of a teacher. He has to be advised in writing to follow university norms in conduct of classes, assignment/tests as well as code of conduct

1. Dr. D. H. Rao	Chairman  2-1-16
2. Dr. Chaitanya Kumar M.V	Member  2/1
3. Dr. M.S. Indira	Member  2/1/16
4. Mrs. Priya (Vandana) Puranik	Member  2/1/16
5. Dr. Pralhad P. Rathod	Member Convenor  2-1-16


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CONFIDENTIAL DOCUMENTS - [CASE-2] WITH
ACTION TAKEN REPORT

Sl No.	Case details	
1.	Complainant	[REDACTED]
2.	Respondent	[REDACTED]
3.	Complaint received by Committee	15 th April 2017
4.	Notice issued to Respondent	22 nd April 2017
5.	1 st Hearing	27 th April 2017
6.	2 nd Hearing	9 th May 2017
7.	Action taken by the committee 1577, dated: 20 th NOV 2017	The Respondent transferred to VTU's Constituent College, [REDACTED] Engineering college, [REDACTED].



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ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ

“ಜ್ಞಾನ ಸಂಗಮ”, ಬೆಳಗಾವಿ 590 018, ಕರ್ನಾಟಕ ರಾಜ್ಯ

ಡಾ|| ಎಚ್. ಎನ್. ಜಗನ್ನಾಥ ರೆಡ್ಡಿ B.E., M.E., Ph.D.
ಕುಲಸಚಿವರು

ದೂರವಾಣಿ ಸಂ: (0831) - 2405468

ಫ್ಯಾಕ್ಸ್ ಸಂ: (0831) - 2405467

ಸಂ. : ವಿತಾವಿ/ಬಿಜಿಎಮ್/ಡಿಪಿಎಆರ್ /ಸಿಆರ್(3)/173/2016-17/69

ದಿನಾಂಕ: 15 APR 2017

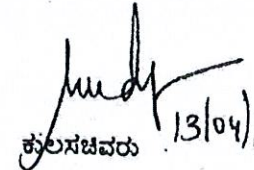
ಅಧಿಕೃತ ಜ್ಞಾಪನ: [Official Reminder]

ವಿಷಯ: [Redacted], [Redacted] ಇವರು ಅದೇ ವಿಭಾಗದಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ [Redacted] ಇವರಿಗೆ ಕಿರುಕುಳ ನೀಡುತ್ತಿರುವುದರ ಕುರಿತು.

ಉಲ್ಲೇಖ: [Redacted], ವಿತಾವಿ ಕ್ರೀಡಾ ವಿಭಾಗ ಇವರು ಸಲ್ಲಿಸಿರುವ ದೂರು ಪತ್ರ ದಿನಾಂಕ:13-04-2017.

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಕ್ರೀಡಾ ವಿಭಾಗದಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ [Redacted] ಇವರು ದಿನಾಂಕ:13-04-2017ರಂದು ಸಲ್ಲಿಸಿರುವ ಪತ್ರವನ್ನು ತಮ್ಮ ಗಮನಕ್ಕೆ ಸಲ್ಲಿಸಲಾಗಿದೆ (ಪ್ರತಿಯನ್ನು ಲಗತ್ತಿಸಲಾಗಿದೆ). ಸದರಿ ಪತ್ರದಲ್ಲಿ ತಿಳಿಸಿರುವುದೆಂದರೆ [Redacted] ಕಿರಿಯ ಸಹಾಯರಾಗಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ [Redacted] ಇವರು ಕಿರುಕುಳ ನೀಡುತ್ತಿದ್ದು, ಮೈಮೇಲಿ ಬರುವುದು ಮತ್ತು ಏಕ ವಚನದಿಂದ ಮಾತಾಡುವುದು, ಕೆಲಸದ ಸಮಯದಲ್ಲಿ ಸದರಿಯವರಿಗೆ ಗೊತ್ತಾಗದ ಹಾಗೆ ಪೋಟೋ ತೆಗೆಯುವುದು ಮಾಡುತ್ತಿದ್ದರೆಂದು ತಮ್ಮ ದೂರು ಪತ್ರದಲ್ಲಿ ತಿಳಿಸಿ ಸೂಕ್ತ ಕ್ರಮ ಕೈಗೊಳ್ಳಲು ಕೇಳಿಕೊಂಡಿರುತ್ತಾರೆ.

ಆದ್ದರಿಂದ, ಸದರಿಯವರ ದೂರು ಅರ್ಜಿಯನ್ನು ಪರಿಶೀಲನೆ ಮಾಡಿ ಮತ್ತು ಸಂಬಂಧಿಸಿದ ಸಿಬ್ಬಂದಿಗಳನ್ನು ವಿಚಾರಣೆ ಮಾಡಿ ವಿವರವಾದ ವರದಿಯನ್ನು ಈ ಕಚೇರಿಗೆ ಸಲ್ಲಿಸಲು ಈ ಮೂಲಕ ತಿಳಿಸಲಾಗಿದೆ.


ಕುಲಸಚಿವರು 13/04/17
ವಿತಾವಿ, ಬೆಳಗಾವಿ

ಇವರಿಗೆ,
ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ
ಲೈಂಗಿಕ ಕಿರುಕುಳ ವಿರೋಧಿ ಸಮಿತಿ, ಘಟಕ
ವಿತಾವಿ ಬೆಳಗಾವಿ.

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ

“ಜ್ಞಾನ ಸಂಗಮ”, ಬೆಳಗಾವಿ 590 018, ಕರ್ನಾಟಕ ರಾಜ

ಅಧ್ಯಕ್ಷರು

ದೂರವಾಣಿ ಸಂ: (0831) - 2405468

ವಿತಾವಿ ಲೈಂಗಿಕ ಕಿರುಕುಳ ವಿರೋಧಿ ಸಮಿತಿ

ಫ್ಯಾಕ್ಸ್ ಸಂ : (0831) - 2405467

ಸಂ. : ವಿತಾವಿ/ಬಿಜಿಎಮ್/ಲೈಕಿವಿಸ/2017-18/೨೫

ದಿನಾಂಕ: 22 APR 2017

:ಕಾರಣ ಕೇಳುವ ನೋಟೀಸು:

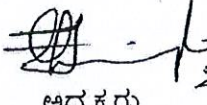
ವಿಷಯ: [Redacted], [Redacted], [Redacted] ಇವರು ಆದೇ ವಿಭಾಗದಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ [Redacted] ಇವರಿಗೆ ಕಿರುಕುಳ ನೀಡುತ್ತಿರುವುದರ ಕುರಿತು.

- ಉಲ್ಲೇಖ:1) [Redacted], [Redacted] ಇವರು ಸಲ್ಲಿಸಿರುವ ದೂರು ಪತ್ರ ದಿನಾಂಕ:13-04-2017.
- 2) [Redacted] ವಿತಾವಿ [Redacted] ಇವರು ಸಲ್ಲಿಸಿರುವ ದೂರು ಪತ್ರ ದಿನಾಂಕ:22-04-2017.

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯದ [Redacted] ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ [Redacted] ಇವರು ದಿನಾಂಕ:13-04-2017ರಂದು ಮತ್ತು 22-04-2017ರಂದು ನಿಮ್ಮ ಮೇಲೆ ದೂರನ್ನು ಸಲ್ಲಿಸಿರುತ್ತಾರೆ. ಸದರಿ ಪತ್ರದಲ್ಲಿ ನಮೂದಿಸಿರುವುದೇನೆಂದರೆ ಕ್ರೀಡಾ ವಿಭಾಗದಲ್ಲಿ [Redacted] ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ನೀವು ಮೇಲ್ಕಂಡ ಸಿಬ್ಬಂದಿಯವರಿಗೆ ದಿನ ನಿತ್ಯ ಕಿರುಕುಳ ನೀಡುತ್ತಿದ್ದು, ಮೈಮೇಲೆ ಬರುವುದು ಮತ್ತು ಏಕೆ ವಚನದಿಂದ ಮಾತಾಡುವುದು, ಕೆಲಸದ ಸಮಯದಲ್ಲಿ ಸದರಿಯವರಿಗೆ ಗೊತ್ತಾಗದ ಹಾಗೆ ಫೋಟೋ ತೆಗೆಯುವುದು ಮಾಡುತ್ತಿದ್ದೀರೆಂದು ನಿಮ್ಮ ವಿರುದ್ಧ ದೂರು ಸಲ್ಲಿಸಿರುತ್ತಾರೆ.

ಆದ್ದರಿಂದ, ನಿಮ್ಮ ವಿರುದ್ಧ ವಿತಾವಿ ಪರಿನಿಯಮಾವಳಿ ಸೇವೆಗಳು (ನಡತೆ) ಶಾಸನ ನಿಯಮ 2001ರ ನಿಯಮ 3 (i)(ii)(iii) ಮತ್ತು ವಿತಾವಿ ನೌಕರರ (ಸಿಸಿಎ) ಶಾಸನ ನಿಯಮ 2000ರ ಪ್ರಕಾರ ಇಲಾಖಾ ವಿಚಾರಣೆಯನ್ನು ನಡೆಸಲು ಉದ್ದೇಶಿಸಲಾಗಿದೆ. ಸದರಿ ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ತಮ್ಮ ಲಿಖಿತ ಹೇಳಿಕೆಯನ್ನು ದಿನಾಂಕ:24-04-2017ರ 5.30ರ ಘಂಟೆಯ ಒಳಗಾಗಿ ಈ ಕಚೇರಿಗೆ ಸಲ್ಲಿಸಲು ಸೂಚಿಸಲಾಗಿದೆ. ತಪ್ಪಿದ್ದಲ್ಲಿ ವಿತಾವಿ ಪರಿನಿಯಮಾವಳಿ ಸೇವೆಗಳು (ನಡತೆ) ಶಾಸನ ನಿಯಮ 2001 ಮತ್ತು ವಿತಾವಿ ನೌಕರರ (ಸಿಸಿಎ) ಶಾಸನ ನಿಯಮ 2000ರ ಪ್ರಕಾರ ನಿಮ್ಮ ಮೇಲೆ ಸೂಕ್ತ ಕ್ರಮ ಜರುಗಿಸಲಾಗುವುದು.

ಮುಂದುವರೆದು, ಈ ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ನೀವು ದೂರುದಾರರನ್ನಾಗಲೀ, ಅವರ ಸಂಬಂಧಿಗಳನ್ನಾಗಲೀ ಅಥವಾ ವಿತಾವಿ ಲೈಂಗಿಕ ಕಿರುಕುಳ ವಿರೋಧಿ ಸಮಿತಿ, ಘಟಕದ ಸದಸ್ಯರುಗಳನ್ನಾಗಲೀ ಸಂಪರ್ಕಿಸುವಂತಿಲ್ಲ.


ಅಧ್ಯಕ್ಷರು 22/04/2017

ಲೈಂಗಿಕ ಕಿರುಕುಳ ವಿರೋಧಿ ಸಮಿತಿ, ಘಟಕ
ವಿತಾವಿ ಬೆಳಗಾವಿ.

ಇವರಿಗೆ,

[Redacted]
[Redacted]
[Redacted]
[Redacted]

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

MEETING NOTICE
(1st HEARING)



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Chairperson
VTU Anti Sexual Harassment Committee

Phone : (0831) 2498100
Fax : (0831) 2405467

Ref: VTU/BGM/ASHC/2017-18/ 556

Date : 26 APR 2017

MEETING NOTICE

To,

- | | | |
|---|---|-----------------|
| 1 | Dr. H N Jagannatha Reddy
Registrar, VTU, Belagavi | Member |
| 2 | Dr. (Mrs) Sujata. Jaali
KLE Hospital, Belagavi | Member |
| 3 | Shri. Anand Shetty
Advocate, Risaldargalli
Belagavi | Member |
| 4 | Smt. Vanishree Raghuvver
Office Suptd, Academic Section, VTU, Belagavi | Member Convenor |

Sir,

Sub: **Inquiry on Sexual Harassment Complaint given**
by **[REDACTED]** reg..

With reference to the above, the meeting of the above committee is convened at 3.P.M. on 27th April, 2017 at Registrar's Conference Room, VTU, Belagavi to inquiry about the Complaint given by **[REDACTED]** ; **[REDACTED]** .

The copies of the following are enclosed herewith for your kind reference.

1. Complaint filed ! **[REDACTED]**
2. Reply given the respondent **[REDACTED]**

I request your kindness to attend the meeting.

Thanking you,

Encl: As above

Yours faithfully,

(T C Thanuja)
Chairperson, VTU ASHC

Copy to:

1. The Finance Officer, VTU, Belagavi
2. The Secretary to VC, VTU, Belagavi
3. The Personal Secretary to Registrar, VTU, Belagavi

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

10 27



Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Chairperson

VTU Anti Sexual Harassment Committee

Ref: VTU/BGM/ASHC/2017-18/ 557(a)

Phone : (0831) 2498100

Fax : (0831) 2405467

Date : 26 APR 2017

Madam,

Sub: Inquiry Committee Meeting – reg..

Ref: Your complaint dated 21-4-2017

With reference to the above, the Inquiry Committee meeting is convened at 3.P.M. on 27th April, 2017 at Registrar's Conference Room, VTU, Belagavi.

You are requested to appear before the committee without fail along with the documents to support the claims.

Yours faithfully,

(T C Thanuja)

Chairperson, VTU ASHC

To,

~~XXXXXXXXXX~~
~~XXXXXXXXXX~~
~~XXXXXXXXXX~~

Received

Preeti M M

26/4/17


Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**



Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Chairperson
VTU Anti Sexual Harassment Committee

Phone : (0831) 2498100
Fax : (0831) 2405467

Ref: VTU/BGM/ASHC/2017-18/ 557

Date : 26 APR 2017

Sir,

Sub: Inquiry Committee Meeting – reg.

Ref: Complaint of Ms. [REDACTED]

With reference to the above, the Inquiry Committee meeting convened at 3.P.M. on 27th April, 2017 at Registrar's Conference Room, VTU, Belagavi.

You are requested to appear before the committee without fail along with documents to support your innocence and defense.

Yours faithfully,

(T C Thanuja)
Chairperson, VTU ASHC

OK

To,

[REDACTED]
[REDACTED]
[REDACTED]


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

Recd. AR
26/4/17



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Phone : (0831) 2498100

Fax : (0831) 2405467

Attendance of VTU Anti Sexual Harassment Committee

Date: 27th April, 2017

Time: 3 PM

Venue: Registrar's Conference Room, VTU, Belagavi

- 1 Dr. (Mrs.) Thanuja T C
Professor, Dpet. of VLSI Design & Embedded System,
VTU PG Centre, Belagvi
- 2 Dr. H N Jagannatha Reddy
Registrar, VTU, Belagavi
- 3 Dr. (Mrs) Sujata. Jaali
KLE Hospital, Belagavi
- 4 Shri. Anand Shetty
Advocate, Risaldargalli
Belagavi
- 5 Smt. Vanishree Raghuv eer
Office Suptd, Academic Section, VTU, Belagavi

Handwritten notes:
Sujata
27/04/17
- leave.
Shetty

Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Phone : (0831) 2498100

Fax : (0831) 2405467

Attendance of Complainant & Respondent

w.r.t.

VTU Anti Sexual Harassment Committee

Date: 27th April, 2017

Time: 3 PM


Venue: Registrar's Conference Room, VTU, Belagavi

Ms. [Redacted] Complainant

[Redacted Signature]
27/4/17

[Redacted] Respondent

[Redacted Signature]


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

MEETING NOTICE
(2nd HEARING)

Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Chairperson
VTU Anti Sexual Harassment Committee

Phone : (0831) 2498100
Fax : (0831) 2405467

Ref: VTU/BGM/ASHC/2017-18/ 757

Date : 6 MAY 2017

MEETING NOTICE

To,

- | | | |
|---|---|-----------------|
| 1 | Dr. H N Jagannatha Reddy
Registrar, VTU, Belagavi | Member |
| 2 | Dr. (Mrs) Sujata. Jaali
KLE Hospital, Belagavi | Member |
| 3 | Shri. Anand Shetty
Advocate, Risaldargalli
Belagavi | Member |
| 4 | Smt. Vanishree Raghuvver
Office Suptd, Academic Section, VTU, Belagavi | Member Convenor |

Sir,

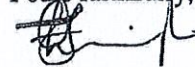
**Sub: Inquiry on Sexual Harassment Complaint given
by [REDACTED] - reg..**

With reference to the above, the 2nd meeting of the above committee is convened at 3.P.M. on 9th May, 2017 at Registrar's Conference Room, VTU, Belagavi to inquiry about the Complaint given by [REDACTED] on [REDACTED].

I request your kindness to attend the meeting.

Thanking you,

Yours faithfully,



(T C Thanuja)
Chairperson, VTU ASHC

Copy to:

1. The Finance Officer, VTU, Belagavi
2. The Secretary to VC, VTU, Belagavi
3. The Personal Secretary to Registrar, VTU, Belagavi

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

MEETING NOTICE
(2nd HEARING)



Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Chairperson
VTU Anti Sexual Harassment Committee

Phone : (0831) 2498100
Fax : (0831) 2405467

Ref: VTU/BGM/ASHC/2017-18/753

Date : 6 MAY 2017

Sir,

Sub: Inquiry Committee Meeting - reg..

Ref: Complaint of. Ms. [REDACTED]

With reference to the above, the Inquiry Committee meeting convened at 3.P.M. on
9th May, 2017 at Registrar's Conference Room, VTU, Belagavi.

Yours faithfully,

(T C Thanuja)
Chairperson, VTU ASHC

To,

[REDACTED]
[REDACTED]
[REDACTED]

3
Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

Recd. AR
6/5/17



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Chairperson
VTU Anti Sexual Harassment Committee

Phone : (0831) 2498100
Fax : (0831) 2405467

Ref: VTU/BGM/ASHC/2017-18/ 754

Date 16 MAY 2017

Sir,

Sub: Inquiry Committee Meeting - reg.

Ref: Complaint of [REDACTED]

With reference to the above, this is to bring to your kind notice that [REDACTED] has registered a complaint against [REDACTED], working at Sports Section, VTU Belagavi. The 1st meeting of the inquiry committee was held on 27th April, 2017. [REDACTED] has mentioned your name in her written complaint and also during the inquiry proceedings.

Hence, you are requested to kindly appear before the Inquiry Committee meeting convened at 3.P.M. on 9th May, 2017 at Registrar's Conference Room, VTU, Belagavi to give your statement.

You are requested to kindly co-operate in this matter and appear before the committee without fail.

Thanking you,

Yours faithfully,

(T C Thanuja)
Chairperson, VTU ASHC

To,

[REDACTED]
[REDACTED]
[REDACTED] College of Engineering & Technology,
[REDACTED]

Copy for kind information and needful to:
The Principal, SDM College of Engineering & Technology, Dharwad

3
Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Chairperson
VTU Anti Sexual Harassment Committee

Phone : (0831) 2498100

Fax : (0831) 2405467

Ref: VTU/BGM/ASHC/2017-18/ 756

Date : 6 MAY 2017

Sir,

Sub: Inquiry Committee Meeting – reg.

Ref: Complaint of Ms. [REDACTED]

With reference to the above, this is to bring to your kind notice that [REDACTED], has registered a complaint against [REDACTED] working at [REDACTED], VTU Belagavi. The 1st meeting of the inquiry committee was held on 27th April, 2017. [REDACTED] has mentioned your name during the inquiry proceedings.

Hence, you are requested to kindly appear before the Inquiry Committee meeting convened at 3.P.M. on 9th May, 2017 at Registrar's Conference Room, VTU, Belagavi to give your statement.

You are requested to kindly co-operate and present before the committee without fail.

Thanking you,

Yours faithfully,

(T C Thanuja)

Chairperson, VTU ASHC

To,

[REDACTED]
[REDACTED]
[REDACTED]

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

Recd
6/5/17



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Chairperson

VTU Anti Sexual Harassment Committee

Ref: VTU/BGM/ASHC/2017-18/755

Phone : (0831) 2498100

Fax : (0831) 2405467

Date : 10 MAY 2017

Madam,

Sub: Inquiry Committee Meeting – reg..

Ref: Your complaint dated 21-4-2017

With reference to the above, the Inquiry Committee meeting is convened at 3.P.M. on

9th May, 2017 at Registrar's Conference Room, VTU, Belagavi.

Yours faithfully,

(T C Thanuja)

Chairperson, VTU ASHC

To,

[Redacted recipient name]

Prudhally
Received

3
Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Phone : (0831) 2498100

Fax : (0831) 2405467

Attendance of VTU Anti Sexual Harassment Committee

Date: 9th May, 2017

Time: 3 PM

Venue: Registrar's Conference Room, VTU, Belagavi

- 1 Dr. (Mrs.) Thanuja T C
Professor, Dpet. of VLSI Design & Embedded System,
VTU PG Centre, Belagavi
- 2 Dr. H N Jagannatha Reddy
Registrar, VTU, Belagavi
- 3 Dr. (Mrs) Sujata. Jaali
KLE Hospital, Belagavi
- 4 Shri. Anand Shetty
Advocate, Risaldargalli
Belagavi
- 5 Smt. Vanishree Raghuvver
Office Suptd, Academic Section, VTU, Belagavi

Leave

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Phone : (0831) 2498100

Fax : (0831) 2405467

Attendance of Complainant & Respondent
w.r.t.
VTU Anti Sexual Harassment Committee

Date: 9th May, 2017

Time: 3 PM

Venue: Registrar's Conference Room, VTU, Belagavi

○

[Redacted Name]

Complainant

[Redacted Signature]

9/5/17

[Redacted Name]

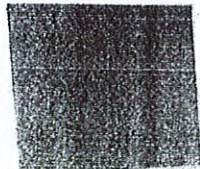
Respondent

[Redacted Signature]

9-5-17

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Proceedings of the Anti Sexual Harassment committee conducted on 27/04/2017 at 3.00p.m. at Registrar conference room, VTU, Belagavi.

The committee inquired Mr.Ramesh about the messages sent to the complainant cell. On verification it is found that ~~Mr. Ramesh~~ has messaged at the wee hours at of the morning to ~~Mr. Ramesh~~, the said messages have been shown to ~~Mr. Ramesh~~. The committee sought clarifications in this regard to ~~Mr. Ramesh~~, But there is no clear answer from ~~Mr. Ramesh~~. Following are the messages sent to ~~Mrs. Ramesh~~ in the early morning.

Sl.No.	Date	Time
1	26/01/2017	4.47a.m
2	31/01/2017	4.23a.m
3	01/02/2017	5.58a.m

~~Mr. Ramesh~~ agreed that he ^{had} sent these messages.

~~Mr. Ramesh~~

Judy
27/04/17

Pooja, M, M

[Handwritten signature]

[Handwritten mark]

[Handwritten mark]

[Handwritten signature]
Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Action Taken Report [Case-2]
Visvesvaraya Technological University

"Jnana Sangama", Belagavi - 590 018, Karnataka State.

Dr. H. N. Jagannatha Reddy B.E., M.E., Ph.D.
Registrar

Phone : (0831) 2405468
Fax : (0831) 2405467

No : VTU/DPAR/BGM/CR(3)/ 2016-17/1577

Date : 20 NOV 2017

:Official Memorandum:

Sub: Posting of [REDACTED] VTU,
Belagavi -reg.
Ref: Hon'ble Vice Chancellor's Approval para No. 09 dated: 16-11-2017.

With reference to above subject, [REDACTED], who is working as [REDACTED],
[REDACTED] is posted to the [REDACTED],
[REDACTED] with immediate effect and he has to work in [REDACTED]. The date of relief
and joining may be reported to the undersigned.

To:
[REDACTED]
[REDACTED]
[REDACTED]

REGISTRAR
[REDACTED]
[REDACTED]
[REDACTED]

Copy for information to:


1. The Hon'ble Vice-Chancellor, through his Secretary VTU, Belgaum.
2. The Finance Officer, VTU, Belagavi.
3. The Director of Physical Education, Sports Section, VTU, Belagavi, for necessary action.
4. The Principal, VTU's Constituent College, UBDTCE, Davangere, for necessary action.
5. Concerned staffs file.

3
Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

Confidential Documents [case-3] with Action
Taken Report

Sl No.	Case details	
1.	Complainant	[REDACTED]
2.	Respondent	[REDACTED] [REDACTED]
3.	Complaint received by Committee	24 th June 2017
4.	Notice issued to Respondent	27 th July 2017
5.	1 st Hearing	5 th Dec 2017
6.	2 nd Hearing	13 th Dec 2017
7.	3 rd Hearing	07 th Feb 2018
8.	4 th Hearing	28 th Feb 2018
9.	5 th Hearing	06 th Mar 2018
10.	Report Submission	07 th Dec 2017
11.	Action taken by the committee	The Respondent resigned the job


Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**

Constitution of Enquiry Committee Notice.



Visvesvaraya Technological University
"Jnana Sangama", Belagavi - 590 018, Karnataka State.

Dr. H. N. Jagannatha Reddy B.E., M.E., Ph.D.
Registrar

Phone : (0831) 2405468
Fax : (0831) 2405467

AM/VTU/DPAR/P-94/2016-17/195

Date: 126 DEC 2016

NOTIFICATION

Sub: Constitution of enquiry committee in respect of [REDACTED] -- Reg...

Ref: Order dated: 26-12-2016 of The Hon'ble Vice-Chancellor, VTU, Belagavi.

A complaint/s have been received from the students studying in VTU's PG Centre, Kalaburagi and local organizations regarding the alleged miss behaviors and miss conduct done by [REDACTED]. In this regards by the directions of the Hon'ble Vice-Chancellor under reference, the following enquiry committee is constituted.

1	Dr. R. N. Herkal, Member Academic Senate, VTU, Belagavi and Principal, Basaveshwar Engineering College, Bagalkot - 587 102. Mob-No.9448119490	... Chairman
2	Dr. A. T. S. Giri Member Academic Senate and Professor, Goutham College, #258, 5 th Main, Manjunath Nagar, Bengaluru - 560010 Mob-9845022057	... Member
3	Dr. Uma Murthy Professor and Dean, Dept. of ECE, B.E.T. College of Engineering, Hubli Mob-9343392667	... Member
4	Sri. Anand Shetty, Advocate. D-3, First Floor, Riddhi Towers, Risaldar Galli, Belagavi. Mob:9449833671/7349014269	... Member
5	Dr. Shivshankar K. Associate Professor, Dept. of MBA, VTU's PG Centre, Belagavi Mob:9742930331	... Member Convenor

The Chairman/Members of the committee are requested to accept their nomination and conduct an enquiry and submit a report to the undersigned.

Further, the Member Convenor is requested to fix the date of enquiry in consultation with the chairman and members.

End: 9 pages

Director

REGISTRAR

To,

The Chairman/ Members of the Internal Quality Assurance Cell (IQAC)

**Visvesvaraya Technological University,
Belgavi - 590018**

Copy for information of
The Secretary to the Vice-Chancellor, VTU, Belagavi.



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ

“ಜ್ಞಾನ ಸಂಗಮ”, ಬೆಳಗಾವಿ 590 018, ಕರ್ನಾಟಕ ರಾಜ್ಯ

ಡಾ|| ಎಚ್. ಎನ್. ಜಗನ್ನಾಥ ರೆಡ್ಡಿ B.E., M.E., Ph.D.
ಕುಲಸಚಿವರು

ದೂರವಾಣಿ ಸಂ: (0831) - 2405468

ಫ್ಯಾಕ್ಸ್ ಸಂ: (0831) - 2405467

ಸಂ. : ವಿತಾವಿ/ಬಿಜಿಎಮ್/ಡಿಪಿಎಆರ್ /ಸಿಆರ್(3)/173/2016-17/5/8

ದಿನಾಂಕ: 24 JUN 2017

ಅಧಿಕೃತ ಜ್ಞಾಪನ:

ವಿಷಯ: [Redacted], [Redacted], [Redacted] ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, [Redacted] ಹಾಲಿ ನಿಯೋಜನೆ ಮೇಲೆ [Redacted] ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ಇವರ ವಿರುದ್ಧ ಆರೋಪದ ಕುರಿತು.

- ಉಲ್ಲೇಖ:1) ವಿತಾವಿ ಕಲಬುರಗಿ, ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, ಎಂಬಿಎ ವಿಭಾಗದ ವಿದ್ಯಾರ್ಥಿನಿಯರ ದೂರು ದಿ:12-12-16.
- 2) [Redacted] ಮತ್ತು [Redacted] ಇವರ ಪಾಲಕರಾದ [Redacted] ಮತ್ತು [Redacted] ಇವರುಗಳು ನೀಡಿರುವ ದೂರು ಮನವಿ ದಿನಾಂಕ:12-12-2016.
- 3) ವಿಚಾರಣೆ ಸಮಿತಿ ರಚನೆ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:ವಿತಾವಿ/ಡಿಪಿಎಆರ್/ಎಪ್-99/2016- 17/1287 ದಿನಾಂಕ:26-12-2016.
- 4) ವಿಚಾರಣಾ ಸಮಿತಿಯವರ ವರದಿ ದಿನಾಂಕ;17-02+2017.

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, [Redacted], ಸಹ-ಪ್ರಾಧ್ಯಾಪಕರು, ಎಂ.ಬಿ.ಎ. ವಿಭಾಗ, ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, ಕಲಬುರಗಿಯಲ್ಲಿ ಹಾಲಿ ನಿಯೋಜನೆ ಮೇಲೆ ಮೈಸೂರು ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರದಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ಇವರ ವಿರುದ್ಧ ಆರೋಪದ ಕುರಿತು ಉಲ್ಲೇಖ (4)ರ ಪ್ರಕಾರ ವಿಚಾರಣೆ ಮಾಡಿ ವರದಿಯನ್ನು ಸಲ್ಲಿಸಿದ್ದು, ಸದರಿ ಲೈಂಗಿಕ ಕಿರುಕುಳದ ದೂರನ್ನು ವಿತಾವಿ ಲೈಂಗಿಕ ಕಿರುಕುಳ ವಿರೋಧಿ ಸಮಿತಿಗೆ ವರ್ಗಾಯಿಸಲು ಶಿಪಾರಸ್ಸು ಮಾಡಿರುತ್ತಾರೆ.

ಆದ್ದರಿಂದ, [Redacted], [Redacted], [Redacted], [Redacted], [Redacted] ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, [Redacted] ಇವರ ಮೇಲೆ ಸೂಕ್ತ ಕ್ರಮ ಕೈಗೊಳ್ಳಬೇಕಾಗಿದ್ದು, ಸದರಿಯವರ ವಿರುದ್ಧದ ದೂರು ಅರ್ಜಿ ಮತ್ತು ವಿಚಾರಣಾ ಸಮಿತಿಯವರು ಸಲ್ಲಿಸಿರುವ ವರದಿಯನ್ನು ಲಗತ್ತಿಸುತ್ತಾ, ಸದರಿ ದೂರು ಅರ್ಜಿಯ ಕುರಿತಾಗಿ ಪರಿಶೀಲನೆ ಮತ್ತು ವಿಚಾರಣೆ ಮಾಡಿ ಈ ಕಚೇರಿಗೆ ಶೀಘ್ರವಾಗಿ ವಿವರವಾದ ವರದಿಯನ್ನು ಸಲ್ಲಿಸಲು ಈ ಮೂಲಕ ತಿಳಿಸಲಾಗಿದೆ.

ಅಡಕ: ಮೇಲಿನಂತೆ.

ಇವರಿಗೆ,
ಅಧ್ಯಕ್ಷರು,
ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ
ಲೈಂಗಿಕ ಕಿರುಕುಳ ವಿರೋಧಿ ಸಮಿತಿ, ವಿತಾವಿ ಬೆಳಗಾವಿ.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ :
ಮಾನ್ಯ ಕುಲಪತಿಗಳು, ವಿ.ತಾ.ವಿ., ಬೆಳಗಾವಿ, ಇವರಿಗೆ ಅವರ ಕಾರ್ಯದರ್ಶಿಗಳ ಮುಖಾಂತರ.

ಕುಲಸಚಿವರು
ವಿತಾವಿ, ಬೆಳಗಾವಿ
24/06/17

Director
Internal Quality Assurance Cell (IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

1 Anshika Anwar	Anshika	28 Monika B	Monika
2 Mayuri	Mayuri	29 Bhuvan esliwari	Bhuvan
3 Nagaveni R.		30 Divika. M.K	Divika
4 Kaveri M. G	Kaveri	31 Nivedita	Nivedita
5 Rajeshwari	Rajeshwari	32 Vinod	Vinod
6 Anapriya B	Anapriya	33 Mahalakshmi	Mahalakshmi
7 Ishanika L. B	Ishanika	34 Ashwini P	Ashwini
8 Priyanka B.K	Priyanka	35 Priya	Priya
9 Geeta	Geeta	36 Fiza	Fiza
10 Adha	Adha	37 Veeranna	Veeranna
11 Swati V.V	Swati	38 Pooja	Pooja
12 Shradha	Shradha	39 Chamma	Chamma
13 Sumedha P	Sumedha	40 Rupashree	Rupashree
14 Sanyal Falima	Sanyal	41 Priyanka	Priyanka
15 Azra	Azra	42 Shweta	Shweta
16 Archana	Archana	43 Soumya	Soumya
17 Veena B P	Veena	44 Benajir Falima	Benajir
18 Nivedita	Nivedita		
19 Yashasvi P.G	Yashasvi		
20 Sangeeta	Sangeeta		
21 Niketa	Niketa		
22 Divyanka	Divyanka		
23 Ambika	Ambika		
24 Sneha	Sneha		
25 Sneha	Sneha		
26 Anusha	Anusha		
27 Anusha	Anusha		

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

SPEED POST



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ

“ಜ್ಞಾನ ಸಂಗಮ”, ಬೆಳಗಾವಿ 590 018, ಕರ್ನಾಟಕ ರಾಜ್ಯ

ಡಾ|| ಎಚ್. ಎನ್. ಜಗನ್ನಾಥ ರೆಡ್ಡಿ B.E., M.E., Ph.D.
ಕುಲಸಚಿವರು

ದೂರವಾಣಿ ಸಂ: (0831) - 2405468
ಫ್ಯಾಕ್ಸ್ ಸಂ: (0831) - 2405467

ಸಂ. : ವಿತಾವಿ/ಬಿಜಿಎಮ್/ಡಿ.ಪಿ.ಎ.ಆರ್. /ಸಿಆರ್(2)/99/2014-15/781

ದಿನಾಂಕ: 27 JUL 2017

: ಅಧಿಕೃತ ಜ್ಞಾಪನ ಪತ್ರ:

ವಿಷಯ: : [Redacted], [Redacted], [Redacted],
[Redacted] ಹಾಲಿ ನಿಯೋಜನೆ ಮೇಲೆ ವಿತಾವಿ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, [Redacted] ಇವರಿಗೆ
ಅರೋಪ ಪಟ್ಟಿಯಲ್ಲಿ ನಮೂದಿಸಿರುವ ದಾಖಲೆಗಳ ಪ್ರತಿಯನ್ನು ಒದಗಿಸುವ ಕುರಿತು
ಉಲ್ಲೇಖ: 1) ನೋಟಿಸ್ ಸಂಖ್ಯೆ:ವಿತಾವಿ/ಬಿಜಿಎಮ್/ಡಿಪಿಎಆರ್/ಸಿಆರ್(2)/2014-15/519 ದಿ:24-06-2017.
2) [Redacted] ಇವರ ಮನವಿ ಪತ್ರದ ದಿನಾಂಕ:06-07-2017.

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, [Redacted], [Redacted], [Redacted],
[Redacted] ಹಾಲಿ ನಿಯೋಜನೆ ಮೇಲೆ ವಿತಾವಿ ಸ್ನಾತಕೋತ್ತರ [Redacted]
ಕಾರ್ಯ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಇವರ ಉಲ್ಲೇಖ(2)ರ ಮನವಿಯ ಪ್ರಕಾರ, ಉಲ್ಲೇಖ (1)ರ ಅರೋಪ ಪಟ್ಟಿಯಲ್ಲಿ
ನಮೂದಿಸಿರುವ ದಾಖಲೆಗಳ ಪ್ರತಿಯನ್ನು ಈ ಮೂಲಕ ಲಗತ್ತಿಸಲಾಗಿದೆ.

ಈ ಪತ್ರ ತಲುಪಿದ ದಿನಾಂಕದಿಂದ 07 (ಏಳು) ದಿನಗಳೊಳಗಾಗಿ ನಿಮ್ಮ ಪ್ರತಿಯೊಂದು ಅರೋಪದ ಲಿಖಿತ
ಹೇಳಿಕೆಯನ್ನು ಈ ಕಚೇರಿಗೆ ಸಲ್ಲಿಸಿ ಹಾಗೂ ನೀವು ಖುದ್ದಾಗಿ ವಿಚಾರಣೆಗೆ ಹಾಜರಾಗಲು ಇಚ್ಛಿಸುವಿರಾ? ಎಂಬುದಾಗಿ
ತಿಳಿಸಲು ಈ ಮೂಲಕ ನಿಮಗೆ ಸೂಚಿಸಲಾಗಿದೆ. ನೀವು ಯಾವ ಅರೋಪಗಳನ್ನು ಒಪ್ಪಿಕೊಳ್ಳದೇ ತಿರಸ್ಕರಿಸಿವಿರೋ ಅಂತಹ
ಅರೋಪಗಳ ಕುರಿತು ಮಾತ್ರ ವಿಚಾರಣೆಯನ್ನು ನಡೆಸಲಾಗುವುದು. ಆದ್ದರಿಂದ, ನೀವು ಪ್ರತಿಯೊಂದು ಅರೋಪಗಳನ್ನು
ನಿರ್ದಿಷ್ಟವಾಗಿ ಒಪ್ಪಿಕೊಳ್ಳಲು ಅಥವಾ ತಿರಸ್ಕರಿಸಲು ಸೂಚಿಸಲಾಗಿದೆ.

ಮೇಲೆ ನಿಗದಿಪಡಿಸಿರುವ ಅವಧಿಯೊಳಗೆ ನಿಮ್ಮ ಪ್ರತಿವಾದ ಲಿಖಿತ ಹೇಳಿಕೆಯನ್ನು ನೀವು ಸಲ್ಲಿಸದಿದ್ದರೆ, ನಿಮ್ಮ
ವಿರುದ್ಧ ಹೂಡಿರುವ ಅರೋಪಗಳ ಕುರಿತು ನಿಮ್ಮ ಪ್ರತಿವಾದ ಹೇಳಿಕೆಯನ್ನು ಇಲ್ಲವೆಂದು ಭಾವಿಸಲಾಗುತ್ತದೆ ಹಾಗೂ ವಿತಾವಿ
ಪರಿನಿಯಮಾವಳಿ 2000 (ಪರ್ಗೀಕರಣ, ನಿಯಂತ್ರಣ ಮತ್ತು ಮೇಲ್ಮನವಿ) ಮೇರೆಗೆ ನಿಮ್ಮ ಮೇಲೆ ಕ್ರಮ
ಜರುಗಿಸಲಾಗುವುದೆಂದು ಈ ಮೂಲಕ ತಿಳಿಸಲಾಗಿದೆ.

[Signature]
ಕುಲಸಚಿವರು 26.07.17
ವಿತಾವಿ, ಬೆಳಗಾವಿ

ಗೆ,

[Redacted]
[Redacted]
[Redacted]
[Redacted]

Director
Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

MEETING NOTICE
[1st HEARING]



Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Chairperson
VTU Anti Sexual Harassment Committee

Phone : (0831) 2498100
Fax : (0831) 2405467

Ref: VTU/BGM/ASHC/2017-18/ 7978

Date : 29 NOV 2017

Sir,

Sub: Internal Complaint Committee: Enquiry Committee Meeting – reg..


Ref: Complaint against [REDACTED]

With reference to the above, the Internal Complaint Committee: Enquiry Committee meeting is convened at 3.P.M. on 5th December, 2017 at Registrar's Conference Room, VTU, Belagavi.

You are hereby informed to appear before the committee without fail along with documents to support your innocence and defense, failing which the committee will take ex-party decision.

Further, it is hereby informed that the details of the complaint have already provided to your vide Notice issued by Registrar, VTU, Belagavi by office notice VTU/BGM/DPAR/CR(2)/99/2014-15/519 dt: 24-6-2017

Yours faithfully,


29/11/17

(T C Thanuja)
Chairperson, VTU ASHC

To,

[REDACTED]
Associate Professor,
Dept of MBA,
VTU PG Centre, Mysuru

Copy to:

The PG Coordinator, VTU PG Centre, [REDACTED] with request to serve the copy to the Dr. Harish D N, obtain acknowledgement and send to the Chairperson, VTU ICC, without fail


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Chairperson
VTU Internal Complaint Committee

Phone : (0831) 2498100

Fax : (0831) 2405467

Ref: VTU/BGM/ICC/2017-18/ 7977

Date : 29 NOV 2017

Madam,

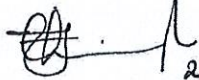
Sub: Internal Complaint Committee: Enquiry Committee Meeting – reg..

Ref: Your complaint against [REDACTED] dated 12-12-2016

With reference to the above, the Internal Complaint Committee: Enquiry Committee meeting is convened at 3.P.M. on 5th December, 2017 at Registrar's Conference Room, VTU, Belagavi.

You are requested to appear before the committee along with your parents without fail along with the documents/witness to support the claims.

Yours faithfully,


29/11/17


(T C Thanuja)
Chairperson, VTU ICC

To,

[REDACTED]
MBA Student
VTU PG Centre,
Kalaburgi through the PG Coordinator, VTU PG Centre, Kalaburgi

Copy to:

The PG Coordinator, VTU PG Centre, Kalaburgi, with request to serve the copy to the Ms.Mayuri, obtain acknowledgement and send to the Chairperson, VTU ICC, without fail


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State


Phone : (0831) 2498100 and Fax : (0831) 2405467

ATTENDANCE OF INTERNAL COMPLAINT COMMITTEE MEETING

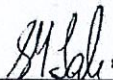
Date : 5th Dec 2017 Timing : 3pm

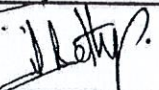
Venu : The Registrar's Conference Room, VTU, Belagavi.


- 1 Dr. T C Thanuja
Dept VLSI, VTU PG, Centre, Belagavi
- 2 Dr. H N Jagannatha Reddy
Registrar, VTU, Belagavi
- 3 Dr.(Mrs) Sujata. Jaali
KLE Hospital, Belagavi
- 4 Shri. Anand Shetty
Advocate, Risaldargalli, Belagavi.
- 5 Smt. Vanishree Raghuvver
Office Suptd, Academic Section \, VTU, Belagavi

 5/12/17.

leave.





 5/12/2017.


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

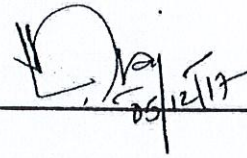
Phone : (0831) 2498100 and Fax : (0831) 2405467

ATTENDANCE OF INTERNAL COMPLAINT COMMITTEE MEETING

Date : 5th Dec 2017 Timing : 3pm

Venu : The Registrar's Conference Room, VTU, Belagavi.

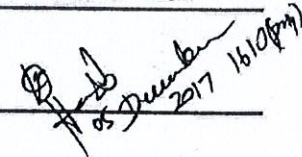
1 ~~Dr. Basavaraj Gadagay~~
~~Coordinator, Kalaburagi.~~


25/12/17

2 The Chairperson
CICC, VTU PG Centre, ~~Kalaburagi.~~


Present at VTU, Kalaburagi

3 ~~Assistant Prof. of MBA, VTU PG Centre, Mysuru.~~


25/12/17 16:10pm

4 ~~Student, VTU PG Centre, Kalaburagi.~~

Present at VTU Kalaburagi


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

MEETING NOTICE
[2nd HEARING]



Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Chairperson
VTU Anti Sexual Harassment Committee

Phone : (0831) 2498100
Fax : (0831) 2405467

Ref: VTU/BGM/ASHC/2017-18/8379

Date : 8 DEC 2017

Sir,

Sub: Internal Complaint Committee: Enquiry Committee 2nd Meeting – reg..

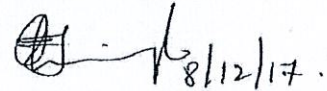
Ref: 1. Complaint against [REDACTED]

2. Proceedings of VTU ICC meeting dt: 05-12-2017

With reference to the above, the Internal Complaint Committee: Enquiry Committee meeting is convened at 3.P.M. on 13th December, 2017 at Registrar's Conference Room, VTU, Belagavi.

You are hereby informed to appear before the committee without fail.

Yours faithfully,

 8/12/17

(T C Thanuja)
Chairperson, VTU ASHC

To,

[REDACTED]
Associate Professor
Dept of M/D,
VTU PG Centre, Mysuru

Copy to:

The PG Coordinator, VTU PG Centre, Kalaburgi- with request to serve the copy to the Dr. Harish D N, obtain acknowledgement and send to the Chairperson, VTU ICC, without fail

3
Director
Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

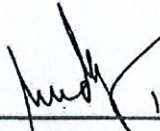
Phone : (0831) 2498100 and Fax : (0831) 2405467


ATTENDANCE OF INTERNAL COMPLAINT COMMITTEE MEETING

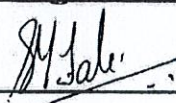
Date : 13th Dec 2017 Timing : 3pm

Venu : The Registrar's Conference Room, VTU, Belagavi.


- 1 Dr. H N Jagannatha Reddy
Registrar, VTU, Belagavi
- 2 Dr. T C Thanuja
Dept VLSI, VTU PG, Centre, Belagavi
- 3 Dr. (Mrs) Sujata. Jaali
KLE Hospital, Belagavi
- 4 Shri. Anand Shetty
Advocate, Risaldargalli, Belagavi.
- 5 Smt. Vanishree Raghuvver
Office Suptd, Academic Section \, VTU, Belagavi


13/12/17


13/12/17.


13/12/17.

leave


13/12/17.


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

ate - 4/1/18

(4)

To,

TC Thanuja
Chairperson, VNU ICC
Belgavi

Respected mam

Sub :- " I withstand with my above written answ
- ers "

With reference to the above subject. I personally
request you to close the enquiry on this manner.

and wind up this enquiry as early as possible.

As it is effecting my education more over my
life & my family

I also request you to donot involve me regarding
any such meetings further & I hope that this
meeting i.e on 4/1/17 is considered as a final
meeting.

I withstand with the answers to the queries
and hence no one shd interfere or force
me to write or to answer.

Thanking you,

Yours faithfully

~~_____~~
~~_____~~
~~_____~~


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University
"Jnana Sangama"
Belagavi - 590 018, Karnataka State

Chairperson
VTU Internal Complaint Committee
Ref: VTU/BGM/ICC/2017-18/ 10206

Phone : (0831) 2498100
Fax : (0831) 2405467

Date : - 3 FEB 2018

INTERNAL COMPLAINT COMMITTEE MEETING NOTICE

To,		
1	Dr. HN Jagannatha Reddy Registrar, VTU, Belagavi	Member
2	Dr. (Mrs) Sujata Jaali KLE Hospital, Belagavi	Member
3	Shri. Anand Shetty Advocate, Risaldargalli Belagavi	Member
4	Smt. Vanishree Raghuvēer Office Suptd, Academic Section, VTU, Belagavi	Member Convener

Sir/Madam,

**Sub: ICC- Enquiry Committee 3rd Meeting w.r.t. complaint
against Dr. [REDACTED] - reg.**

Ref: Proceedings of VTU ICC Meeting held on 13-12-2017

With reference to the above, the 2nd meeting of the above committee is convened at 2.P.M. on 7th February, 2018 at Registrar's Conference Room, VTU, Belagavi to conduct an enquiry about the Complaint against [REDACTED]

I request your kindness to attend the meeting positively.

Thanking you,

Yours faithfully,

(T C Thanuja)
Chairperson, VTU ICC

Encl: As above

Copy to:

1. The Finance Officer, VTU, Belagavi
2. The Secretary to VC, VTU, Belagavi
3. The Personal Secretary to Registrar, VTU, Belagavi

Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University
Belgavi - 590018**



Visvesvaraya Technological University

“Jnana Sangama”

Belagavi - 590 018, Karnataka State

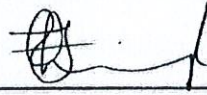
Phone : (0831) 2498100 and Fax : (0831) 2405467

ATTENDANCE OF WOMEN CELL MEETING

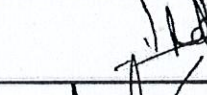
Date : 7th Feb 2018 Timing : 3 pm

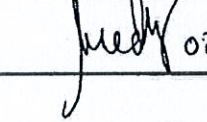
Venu : The Registrar's Conference Room, VTU, Belagavi.

- 1 Dr. T C Thanuja
Dept VLSI, VTU PG, Centre, Belagavi
- 2 Dr. (Mrs) Sujata. Jaali
KLE Hospital, Belagavi
- 3 Shri. Anand Shetty
Advocate, Risaldargalli, Belagavi
- 4 Dr. H N Jagannatha Reddy
Registrar, VTU, Belagavi
- 5 Smt. Vanishree Raghuvver
Office Suptd, Academic Section \, VTU, Belagavi

 7/2/18.

on leave.

 7/2

 02/02/18

 7/2/18.


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University

“Jnana Sangama”

Belagavi - 590 018, Karnataka State

Phone : (0831) 2498100 and Fax: (0831) 2405467

ATTENDANCE OF INTERNAL COMPLAINT COMMITTEE MEETING

Date : 07th Feb 2018 Timing : 3pm

Venu : The Registrar's Conference Room, VTU, Belagavi.

1

[Redacted Name]
Asso. Prof. Dept of MBA, VIT-ECI, Centre, Mysuru

[Handwritten Signature]
07 February
2018

[Handwritten Signature]
Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Chairperson

VTU Anti Sexual Harassment Committee

Ref: VTU/BGM/ASHC/2017-18/ 10624

Phone : (0831) 2498100

Fax : (0831) 2405467

Date :

17 FEB 2018

Sir,

Sub: Internal Complaint Committee: Enquiry Committee 4th Meeting – reg..

Ref: 1. Complaint against [REDACTED]

2. Proceedings of VTU ICC meeting dt: 07-02-2018

With reference to the above and as informed in the meeting held on 7th February, 2018, you are hereby required to submit the reply on or before 28th February, 2018. And also informed to present before the committee at 3.00 PM on 28th February, 2018, at Registrar's Conference Hall, VTU, Belagavi.

Yours faithfully,

 17/02/2018

(T C Thanuja)

Chairperson, VTU ICC

To,

[REDACTED]

Copy to:

The PG Coordinator, VTU PG Centre, [REDACTED] - with request to serve the copy to the [REDACTED] obtain acknowledgement and send to the Chairperson, VTU ICC, without fail


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

MEETING NOTICE
[5th HEARING]



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State


Phone : (0831) 2498100 and Fax : (0831) 2405467

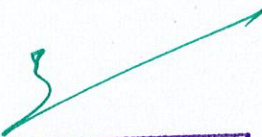
ATTENDANCE OF INTERNAL COMPLAINT COMMITTEE MEETING

Date : 6th March 2018 Timing : 10.30am

Venu : The Registrar's Conference Room, VTU, Belagavi.

1 ~~XXXXXXXXXX~~
~~Asst. Prof. Dept. of MBA, VTU, Belagavi, Mysuru~~


06 March 2018


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Phone : (0831) 2498100 and Fax : (0831) 2405467


ATTENDANCE OF INTERNAL COMPLAINT COMMITTEE

MEETING

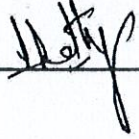
Date : 06th March 2018 Timing : 10.30 am


Venu : The Registrar's Conference Room, VTU, Belagavi.

- 1 Dr. T C Thanuja
Dept VLSI, VTU PG, Centre, Belagavi
- 2 Dr. (Mrs) Sujata. Jaali
KLE Hospital, Belagavi
- 3 Shri. Anand Shetty
Advocate, Risaldargalli, Belagavi
- 4 Dr. H N Jagannatha Reddy
Registrar, VTU, Belagavi
- 5 Smt. Vanishree Raghuvver
Office Suptd, Academic Section \, VTU, Belagavi

 06/03/18

leave



 6/3/18

Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

meeting notice

Proceedings of Enquiry committee meeting in respect of [REDACTED], Associate Professor, Dept of VITA, VTU SFG Centre, Kalburgi, held on 17-02-2017

The meeting commenced with the Chairman welcoming the members and appraising of the complaint made by girl students against [REDACTED] about harassment meted out to them.

The committee decided to call for explanation from the aggrieved students, representatives of local organizations, course coordinator, Faculty of the Department of [REDACTED], [REDACTED], Special officer, VTU Regional office, [REDACTED] and [REDACTED] against whom allegations have been made.

1. The special officer informed the committee that all the girl students and their parents, [REDACTED] (Treasurer), Faculty of [REDACTED] have been informed to appear before the committee and record their statements.
2. The entire days proceedings is video recorded.
3. From the list of girl students complained, 28 girls appeared before the committee one by one and their statements have been recorded. (Annexure-1)
4. Almost all the girls, appeared before the committee, stated that [REDACTED] is knowledgeable Teacher but he has prejudiced mind set towards girl students. He discriminates with girl students and always humiliate them in the classroom in front of boys. [REDACTED] talks irrelevant things in the class room, especially with girls asking about their marriage, children etc.
5. Almost all the girl students expressed that in the pretext of discipline and dress code [REDACTED] insulted and humiliated only girl students.
6. Girl students belonging to Muslim community appeared before the committee and expressed that [REDACTED] has made comments about wearing head scarfs, which these students expressed as symbol of their religion.
7. Of the 28 girl students appeared before the committee, none of them said that they were sexually harassed. But one of their friend, [REDACTED] was sexually harassed by [REDACTED] and they have complained to express their solidarity with their friend Miss Mayuri.
8. But [REDACTED] with whom it is alleged that [REDACTED] has sexually harassed, did not appear before the committee to record her statements, even though she was informed to appear before the committee along with her parents.
9. [REDACTED] Treasurer, [REDACTED] appeared before the committee but did not wish to give any statement with regards to the complaint filed by the girl students of [REDACTED] Department. He just stated that he has appeared before the committee. (Annexure-II).

Received
up AR
17/02/17

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Belgavi - 590018

10. The course coordinator, [REDACTED] and all the faculty appeared before the committee one by one and stated that [REDACTED] is knowledgeable, hardworking person & likes to be aloof and was not mixing with faculty of [REDACTED] and they were unaware of any incident of sexual harassment by [REDACTED] in the Department of [REDACTED]. The written statements of all faculty has been taken. (Annexure-III).

11. Dr. [REDACTED] was called to give his statement before committee. [REDACTED] categorically denied all allegations leveled against him. He stated that the allegations made against him are malicious, defamatory and false. Also [REDACTED] has made several charges against the special officer in his written statement. (Annexure-IV).

[REDACTED] stated that girls are unnecessarily complaining about him and asked the committee to take opinion of boys also.

12. The Chairman requested the special officer to call some boys for recording statements. Accordingly special officer called Two boys available at that point of time and they stated that [REDACTED] is a good Teacher. But he discriminates girls and girl students are humiliated in the class room. (Annexure-V).

13. Subsequently the special officer informed the Chairman of the committee that [REDACTED] and her father are ready to come and give their statements in VTU Belagavi and it is not possible for them to give statements in Kalburgi. The committee has put forth its findings, all the documents collected during the enquiry along with a pen drive in which the video recording of the proceedings have been recorded.

Based on the facts and material evidences made available to the committee, the committee is of the opinion that :

1. Discriminations amongst the students on the basis of caste, creed or gender is against the law. From the statements of the students it appears that [REDACTED] has discriminated against girl students. Disciplinary proceedings may be initiated against him as per the Service Rules of VTU Belagavi.
2. The matter related to sexual harassment may be referred to Anti sexual harassment committee of VTU, Belagavi.

1. Dr. R. N. Herkal,

Chairman [Signature]

2. Dr. A. T. S. Giri.

Member

3. Dr. Uma Mudengudi.

Member [Signature]

4. Sri. Anand Shetty

Member [Signature]

5. Dr. Shivshankar K.

Member [Signature]

[Signature]
Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**

Action Taken Report - Case-3.

REPORT OF THE VTU INTERNAL COMPLAINTS COMMITTEE AGAINST [REDACTED], ASSOCIATE PROFESSOR, [REDACTED] DEPARTMENT OF [REDACTED], VTU PG CENTRE [REDACTED] W.R.T. COMPLAINT OF [REDACTED]

Reference to VTU ICC:

This complaint has been referred to Internal Complaint's Committee of Visvesvaraya Technological University (VTU ICC) on 24-6-2017 on the recommendations of the Committee constituted under the chairmanship of [REDACTED], which was conducted Inquiry based on the complaint (Annx 1) dated 12-12-2016 given by 44 girls including [REDACTED] students of [REDACTED] on 17-02-2017 (henceforth this Committee in this report will be referred as *Dr. Herkal Committee*). Further the parents of one of the student namely [REDACTED] have also complained in writing about the behavior and conduct of [REDACTED]. The proceedings of Enquiry Committee of *Dr. Herkal Committee* is enclosed as (Annx 2).

Brief facts of the Complaint:

1. As per [REDACTED] *Committee Report* para No. 7, out of 28 girl students appeared before the Committee stated that, none of them were sexually harassed by the respondent, but their friend [REDACTED] as sexually harassed by [REDACTED].
2. As per Para No. 8 and 13 of [REDACTED] *Committee proceedings* [REDACTED] with whom it is alleged, that [REDACTED] Sexually Harassed, did not appear before the Committee to record her statements and subsequently the [REDACTED] inform the Chairman of the Committee that [REDACTED] and her father were not present in [REDACTED] to give their statements and they are willing to give their statements at VTU Belagavi. Hence, [REDACTED] Committee referred this matter to VTU ICC by recording in its proceedings as "*since the matter related to Sexual harassment may be referred to Anti Sexual Harassment Committee of VTU, Belagavi*"

Such being the fact, the VTU ICC after receipt of the *Dr. Herakal Committee Report* gone through the documents, statements made available to the VTU ICC as well as the complaint signed by the students of [REDACTED] and also reply submitted


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

by [redacted] refuting the charges, for the listed allegations. Being satisfied with the available material, the VTU ICC has decided to initiate an Inquiry against the said employee [redacted]. Pursuant to the decision, notices (dt: 29th November, 2017) have been issued to the concerned Complainant, Prof. Basavraj Gadagey- PG Coordinator of Center for Post Graduate Studies (CPGS), [redacted], Chairperson College Internal Complaints Committee (CICC), as well as [redacted] who is the respondent.

1. **Proceedings of 5-12-2017:** [redacted] and [redacted], PG Co-ordinator, Kalburgi were present before the Committee. Though the notices were served to Dr. [redacted], CICC Chairperson, VTU, [redacted] and complainant [redacted] both were remained absent. PG Coordinator [redacted] informed the ICC that, the complainant [redacted] is not coming to Belagavi to be present before ICC, but, she is willing to give her statement through Video conference along with CICC Chairperson Dr. Shubhagi Chikte at CPGS Kalburgi. Hence, the arrangements were made to record the statement of the complainant [redacted] through video conference at VTU Belagavi and at CPGS, VTU, Kalburgi. The ICC was inquired about the complaint and the incident. [redacted] has briefed about the incident and stated that [redacted] in his chamber touched her, hugged her and kissed her, which was recorded and enclosed as **Annx 3- CD of a Video recording**.

[redacted] had denied the allegations made by [redacted]. Since [redacted] has expressed that he has *inadequate knowledge about Anti Sexual Harassment Regulations of VTU* and had requested the ICC Committee to provide time to go through the Regulations. The ICC had advised him to refer the VTU website for Regulations. Hence, the Inquiry of 5-12-2017 was adjourned.

2. **Proceedings of 13-12-2017:** As per the notice (8-12-2017) [redacted] was present before the Committee. He was made to listen to the video statement of Complainant, recorded on 5-12-2017. As per the regulations, the Committee instructed him to submit questions for the cross examination in writing. [redacted] in his reply framed eleven (11) queries for cross examinations, is enclosed as (**Annx 4 – List of queries**). The Committee resolved to forward all the eleven (11) queries to [redacted] for obtaining


Director
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Visvesvaraya Technological University,
Belgavi - 590018

her reply through [REDACTED] also decided to convene the next meeting after the receipt of reply from Ms. Mayuri.

3. **Proceedings of 7-2-2018:** As per the previous decision of the Committee dated 13-12-2017, the queries framed by [REDACTED] were forwarded to [REDACTED] on 21-12-2017 through [REDACTED]. It was instructed to the Complainant to submit her reply on or before 2-1-2018. [REDACTED] in her letter dated 4-1-2018 submitted her reply to the queries framed by the respondent, the same were forwarded to the University on 5-1-2018 by the [REDACTED]. The replies were received by the ICC on 17-01-2018 is enclosed as **Annx-5**.

Sl. No	Cross Question by [REDACTED]	Reply of [REDACTED]	Remarks of the Committee
1	Till dated, why has there been not any formal complaint or intimation to the concerned police station either by the alleged victim or her parent/guardian? This query gains momentum given the fact that on the day of complaint i.e. 12-12-2016 the Police Sub-Inspector of University Police Station, [REDACTED] was present at VTU's PG Centre, Kalaburgi, why did the alleged victim fail to make formal complaint on the said day/ date?	Though on the date of incident the police were present in the campus on the advice of my parent I withdrawn from making any complaint from police station, has being from a respectable family my parent didn't wanted any controversy at that relevant of time, further I declared to state that I learnt that the Police Officer did inform the University authorities to persuade for matter as per the University rules and regulations. Hence, I made formal complaint with the then Special officer Prof. Gadgay and I requested him to safeguard my interest and career and to taken action against Considering all the aspect and the advice of the parents, I	The reply given by [REDACTED] is satisfactory

Director

**Internal Quality Assurance Cell
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Visvesvaraya Technological University,
Belgavi - 590018**

Sl. No	Cross Question by [REDACTED]	Reply of [REDACTED]	Remarks of the Committee
		reframed from making complaint for police and believing in the system I made complaint to the University Officer	
2	Why was the alleged victim and her parent absent on the day of Enquiry Committee meeting on 17-2-2017 held at VTU PG Centre, Kalburgi?	I as well as my parents were scared of all the proceedings and we were under impression that such thing may give bad reputation and hurt the respect of the family so also, I was still under tremendous humiliation and I was into depression because of the incident as well as because of the gossips.	The feelings of [REDACTED] is acceptable.
3	Why did the alleged victim choose not to appear before the Enquiry Committee to record her statement locally i.e. VTU PG Centre, Kalburgi, but choose to appear before VTU ICC visually/digitally online?	The above answer will substantiate to the query. However, since the complaint was made to the VTU office Kalaburgi the higher officer have taken due initiate further enquiry as per VTU rules and regulations. Further to get the justice and to safe other students, I choose to appear before the Committee as requested by them. The Committee also assured my safety. Hence I decided to choose to appear before the Committee	[REDACTED] believed in the system and her feelings [REDACTED] are apprehensible and the reply is acceptable.
4	Please elicit the exact day with date, time and location	Though the behavior of the said person was not normal /	[REDACTED] reply is logical and can be

Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**

Sl. No	Cross Question by [REDACTED]	Reply of [REDACTED]	Remarks of the Committee
	when the alleged victim was the only one to be with me while all the students were made to stand/ wait outside	proper with the students particularly against me his behavior was not normal, offerly his conduct was not acceptable and on 7 th and 8 th December, 2016 the alleged incident has stated in the complaint was occurred. The repeated incident were intolerable, caused deep pain and agony in me and the same incident hurt my emotions and feeling. The time was around on Thursday 8 th December, 2016 at 2 pm to 5.30 pm	accepted
5	What is the specific day with date when the alleged victim stayed till 17.30 hours(IST)?	The date was 8 th December, 2016 and the day was Thursday	[REDACTED] The question put forth by the respondent is almost repeated. However, queries were answered.
6	What is the accurate day, date and time when the alleged "incident" occurred"	The incident occurred on Thursday and the date was 8 th December, 2016. The incident was occurred on 4pm onwards	
7	The alleged victim claims to have taken action on the next day of the "Incidence", what exact action was taken?	On 12 th my parent and other relatives came to the University campus because of my problems which I narrated to my parents at home. Looking at the gravity and seriousness the officer of the University Prof Gadgay informed the police about the incident. The Police came to the campus and enquired about the incident. I state that the	The trauma and difficulties of [REDACTED] can be understood. The same is natural.

Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**

Sl. No	Cross Question by [REDACTED]	Reply of [REDACTED]	Remarks of the Committee
		<p>police were ready to take the complaint however I stated para 1 and on the advice of the parents and believing in the system, that I will get the justice by the VTU I withdrawn from making complaint from the police. However, I made a written complaint to the regional officer of VTU Kalburgi. The complaint was also signed by my classmates who understood my problem and my humiliation.</p>	
8	<p>How many times has the alleged victim visited me? What are the exact days with date, time and location(S)</p>	<p>I don't think so that such a question can be answered however in the above paragraph I have explained the incident, humiliation cost me</p>	<p>It is quite natural that all the dates and timing are difficult to keep in mind.</p>
9	<p>What was the day, date, time and location when the alleged victim's hair style and sandals were commented on?</p>	<p>Not once many times the said person has commented on the appearance etc In the classroom as we well as in the staffroom. Further the said person has also made comments on my other classmates.</p> <p>I learnt that many of my classmates have made statement before the committee in this regard.</p>	<p>The reply of [REDACTED] is satisfactory. It is also observed that the statement of [REDACTED] "Further the said person has also made comments on my other classmates." is supported by other girls students who submitted their written statements to [REDACTED] Member committee.</p>


Director

**Internal Quality Assurance Cell
 (IQAC)
 Visvesvaraya Technological University,
 Belgavi - 590018**

Sl. No	Cross Question by [REDACTED]	Reply of [REDACTED]	Remarks of the Committee
10	The Specific day, date, time and location when the alleged victim was told being "favorite student"?	On many occasion many times, the said person made such comments. Invariably he use to make such comments were also made before my classmates	Almost the same question is being repeated.
11	If, as admitted by the alleged victim, I am always being with my laptop and never even looked into the eyes while conversing, when did I do the stuff I am alleged of doing?	I mean to say that sometimes he is busy with his laptop but all others times I narrated or stated he behaved unruly and unmanly	During the Inquiry [REDACTED] narrated the whole incident and answered the queries of the VTU ICC

The said copies of reply given by [REDACTED] were given to [REDACTED] and he was instructed to provide his statement in written for the reply given by complainant and to represent his case before the Committee with any evidence and witnesses.

[REDACTED] requested the VTU ICC to grant five weeks time to submit his evidence / witness before the committee. However, looking at the seriousness of the case, the Committee has granted three weeks time to the respondent to produce the evidence / witness. The Committee has decided to convene the next inquiry on 28-02-2018.

4. **Proceedings of Inquiry dt: 28-2-2018:** [REDACTED] was present before the VTU ICC Committee and submitted his detailed version in writing. The same is enclosed as **Annex-6**. The Committee asked the respondent whether the written statement submitted by him is final or he wishes to present any other witness/ evidence before the Committee. The respondent pretended to be very innocent/unaware of existence of the regulations and requested for five weeks time to present witness/ evidence from his side. However, to meet the ends of justice the committee was decided to give one more opportunity to present his evidence/ witness before the committee and gave one week time to the respondent. The Committee has decided to meet on 6-3-2018.


Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**

5. **Proceedings of Inquiry dt: 6-3-2018:** On 6-3-2018, the respondent presented [REDACTED] and [REDACTED] and other two persons as his witnesses before the Committee. However, out of four witnesses, the three witnesses were his own research scholars(2 female and one male) and one is his own brother. On Inquiry the male research scholar who was supposed to give evidence stated that he has no knowledge about the said incident and hence the committee denied to take his witness. The second witness being his own brother, the Committee ruled out to take his witness as he is not connected with PG center, VTU. The other two research scholars [REDACTED] presented their written statement about the incident and the same were taken on record (**Annex 7 and Annex 8.**) [REDACTED] presented his final statement in writing expressed the insufficient time to present witness/evidences, though the sufficient time was given by the committee. [REDACTED] final statement is enclosed as **Annex 9.**

Observations of the committee:

The alleged incident was surfaced by making a complaint to the special officer on 12-12-2016 by the alleged students (44 students) as well as by the parents of [REDACTED]. The students(44 students [REDACTED] categorically stated in their complaint about the physical harassment meted to them by [REDACTED]. They also mentioned that they are facing some Physical harassment, ask all personnel details, comment on dressing sense, call the girls one at a time in his cabin and start touching, kissing and hugging.

Many of the girl student's (28) statement for the [REDACTED] Committee, stated in writing that [REDACTED] used to misbehaved with girl students, asked about their personnel details like marriage, how many children, etc.

During the 1st enquiry on 5-12-2017 [REDACTED] has briefed about the incident and stated that [REDACTED] used to call her to his chamber and made her to sit in his chamber alone for some time, touched her, hugged her and kissed her.

[REDACTED] statement proves about the incident. And she has briefed step by step what had happened on the day of incident and the reason for not making the complaint to the police being a girl and putting her future at stake she stated about the alleged incident. Hence the committee is of the opinion that no girl of honor will come forward to state the molestation caused to her at the cost of character, dignity and pledging her future.

Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**

All most all the questions framed by the respondent in cross examination is about the time and date of the incident and all the queries were substantiated by the complainant. At the same time the respondent fails to establish the disprovable facts in his cross examination.

In the proceedings of the 4th enquiry committee meeting on 28-02-2018, respondent pretends to be innocent about the Anti sexual harassment regulations of VTU. It is to be noticed that the respondent was instructed to go through the regulations by the committee on 5-12-2017 in the first inquiry meeting itself. This conduct of the [REDACTED], pretending to be innocent and ignorant of the Anti sexual harassment regulations of the VTU is not acceptable.

Both the witnesses [REDACTED] in their written statement stated that on the day of the incident they were present in respondent chamber up to 4.30 pm and any such incident was not happened. As a reply for the 4th cross examination query [REDACTED] in her reply stated that the alleged incident was happened between 2.00 pm to 5.30 pm. Hence there may be a chance of the alleged incident happened after 4,30 p.M

[REDACTED] in his cross examination does not elicited or made a mark of the presence of the witnesses in his chamber. Hence, the Committee is of the opinion that they are fabricated witnesses and not worth to believe as they are research scholars of respondent and must be obviate.

Hence, the committee collectively opines that the alleged respondent has caused unwanted invasion about privacy of the said student which can be termed as "Sexual Harassment" under the Regulation of the University.


Recommendations:

The Committee has been observed on the materials and statements which are available on record, further there are no disbelievable evidences. illustrated during the cross examination of the complainant by the respondent.

The Complainant has established the allegations made against the respondent. The Committee is of the opinion that, the respondent has misbehaved with the student Ms. Mayuri. Hence, in order to safeguard the dignity and decorum of the University and also to maintain the good relationship between the student and the teacher, it is just necessary to take suitable action as provided under University CCA Rules.


CHAIRPERSON

VTU ICC, BELAGAVI


Director

Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

Annexures:

1. Complaint of Girls students dated 12-12-2016
2. ~~Dr. Herakal Committee~~ Report dated 17-02-2017
3. Video recording of Enquiry meeting dt: 5-12-2017
4. List of Queries submitted by ~~Dr. D N Haris~~
5. Reply submitted ~~_____~~
6. ~~_____~~ statement
7. Written statement ~~_____~~
8. Written statement ~~_____~~
9. Final written statement of ~~_____~~



Director

**Internal Quality Assurance Cell
(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018**



Action taken Report [Case-3]
Visvesvaraya Technological University
"Jnana Sangama", Belagavi - 590 018, Karnataka State.

Dr. H. N. Jagannatha Reddy B.E. M.E., Ph.D.
Registrar

Phone : (0831) 2405468

Fax : (0831) 2405467

No.: VTU/BGM/DPAR/CR(2)/99/2014-15/1578

Date: **7 DEC 2018**

: Official Memorandum:

Sub: Relieving of [REDACTED]
[REDACTED] (deputed to VTU's PG Centre, Mysuru)
- Reg...

- Ref:** 1. Resignation letter dated:05-10-2018 by [REDACTED]
[REDACTED]
2. 142nd Executive Council Meeting (held on 27-10-2018) Resolution No. 9.4
3. Note Para No. (83) approved on 22-11-2018 by the Hon'ble Vice-Chancellor, VTU, Belagavi.

[REDACTED] e,
VTU's P. G. Cer [REDACTED] (deputed to VTU's PG Centre, Mysuru) has tendered his resignation to his post on 05-10-2018 under reference (1). The same has been placed before the VTU's Executive Council for its approval.

As per the approval and conditions of the 142nd Executive Council Meeting (held on 27-10-2018) Resolution No. 9.4 under reference (2) the resignation of I [REDACTED] is accepted and he is relieved from his post with effect from 05-10-2018, that is the date of his resignation to his post. Further, he is not entitled for any terminal financial benefits from VTU.

To,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Judy
REGISTRAR
[REDACTED]
[REDACTED]

Copy for information to:

1. The Secretary to The Hon'ble Vice Chancellor, VTU, Belagavi.
2. The P. S. to The Registrar, VTU, Belagavi.
3. The Registrar (Evaluation), VTU, Belagavi.
4. The Finance Officer, VTU, Belagavi
5. The Resident Engineer, VTU, Belagavi
6. The PG Coordinator, VTU's PG Centre Kalaburagi and Mysuru for information and necessary action.
7. The I/c. Regional Director, VTU's RO Belagavi, Bengluru, Kalaburagi and Mysuru.
8. The PG Coordinator, VTU's PG Centre Belagavi and Mudenahalli
9. The Librarian, Library, VTU, Belagavi
10. The Legal Advisor, Legal Cell, VTU, Belagavi
11. The Chairman, Women Cell, VTU, Belagavi
12. The Special Officer, Academic Section, VTU, Belagavi
13. DPAR Salary Section, VTU, Belagavi
14. Office Copy.

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Director

**Internal Quality Assurance Cell
(IQAC)**
Visvesvaraya Technological University,
Belgavi - 590018