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Visvesvaraya Technological University

"Jnana Sangama", Belgaum-590 014, Karnataka State

Prof. M. S. Shivakumar M.Tech., Ph.D.
Registrar

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

Ref: VTU/Aca/OS-Gen/2005-06/2315

CIRCULAR

Date: 4 DEC 2005

Sub: Constitution of "Sexual Harassment Committee" - reg...

Ref: State Govt. Letter ED 173 UGV 2002 dt: 9-11-2005

With reference to the above, the colleges are required to constitute a "Sexual Harassment Committee" as per the orders of Hon'ble Supreme Court in Writ Petition (Criminal) no. 666-70 of 1992. This committee should have 5 members, of which 3 should be women. The committee should be headed by a woman and with a NGO as one of the five members. Setting up of the committee should be given wide publicity and the name of the members along with telephone numbers should be made known to all, by displaying the same on the Notice Board/s of the college.

Further, compliance regarding constitution of such committee should be sent to the University at the earliest.

The University has already constituted such committee with the following members.

1.	Mrs. Alka Kulkarni Special Officer-Academic Section, Visvesvaraya Technological University, Belgaum Ph: 0831-2405474 M:9448634332 e-mail:alka_vtu@rediffmail.com	Chairman	3.	Prof. M.S. Shivakumar Registrar, Visvesvaraya Technological University, Belgaum Ph:0831-2405468 e-mail-registrar@vtu.ac.in	Member
2.	Dr.(Mrs.) Sujatha M. Jali B-9, JNMC, Nehru Nagar, Belgaum-590010 Ph: 0831-2475999 M:984688999	Member	4.	Father J.V. D'silva Grama Deepa Santibastwad Belgaum Ph:0831-2413220	Member
5	Mrs. Vanishree. A. Raghuvver. Office Superintendent, Academic Section, Visvesvaraya Technological University, Belgaum Ph:0831-2405463 e-mail-office.suptd@vtu.ac.in	Member- Convenor			

The contents of this circular may please be brought to the notice of all concerned.

BY ORDER

(Prof. M. S. Shivakumar)
REGISTRAR

Director

Internal Quality Assurance Cell

(IQAC)

The Principals of all Engineering/Architecture Colleges affiliated to VTU, Belgaum

Visvesvaraya Technological University,

Belgaum - 590018

Copy to:

1. The Secretary to VC, VTU, Belgaum
2. The Special Officers of All Regional Offices of VTU
3. Special Officers of Academic Section
4. The Registrar's office, VTU, Belgaum
5. Case Workers of Academic Section, VTU, Belgaum
6. The Computer Network Centre, VTU, Belgaum for uploading to WEB IN PROMINENT PLACE FOR PERMANENT ACCESS.



Visvesvaraya Technological University

"Jnana Sangama"

Belgaum-590 018, Karnataka State

Prof. K. E. Prakash
REGISTRAR

Phone : (0831) 2498100

Fax : (0831) 2405467

Ref: VTU/Aca-Gen/2014-2015/ 7217

Date : 27 SEP 2014

To,

1	Prof. Thanuja T C -- Chairman Professor VLSI Design & Embedded System, VTU PG Centre, Belgaum	2	Prof. K.E. Prakash - Member Registrar, VTU, Belgaum
3	Dr. Sujata M Jali -- Member KLE Hospital, Belgaum	4	Sri. Anand Shetty - Member, Advocate, D-3, First Floor, Riddhi Towers, Risaldar Galli, Belgaum - 1
5	Mrs. Vanishree. A. Raghuvver- Member Convenor, VTU, Belgaum		

Madam/ Sir,

Sub: Constitution of Prevention of Sexual Harassment Committee/
Women Grievance Cell - reg...

Ref: Hon'ble Vice-Chancellor's order dated 23-09-2014

With reference to the above and by the direction of the Hon'ble Vice-Chancellor, I have the honor to invite you to be on the Prevention of Sexual Harassment Committee / Women Grievance Cell of Visvesvaraya Technological University, Belgaum.

You are requested to accept the nomination on the committee.


Thanking you,

Yours faithfully,


REGISTRAR

Copy for information to:

The Secretary to VC, VTU, Belgaum


Director

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



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

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

REGISTRAR

Phone : (0831) 2498100

Fax : (0831) 2405461

Ref: VTU/Aca/Gen/2016-17/ 1624

Date : 21 JUN 2016

To,

- 1 Prof. (Mrs.) Tanuja T C -- Chairperson 2 Dr. H.N. Jagannatha Reddy -- Member
Prof. Dept. of VLSI
VTU PG Centre, Belagavi
(o) (0831-2498157) (M) 9886941715
Registrar, VTU, Belagavi
(O) : 0831: 2405468/2498112
- 3 Mr. Anand Shetty -- Member 4 Dr. (Mrs.) Sujatha Jaali -- Member
VTU Legal Advisor,
Advocate, D-3, First Floor,
Riddhi Towers, Risaldar Galli,
Belagavi - 1 (M) 9449833671
B-9, JNMC, Nehru Nagar,
KLE Hospital, Belagavi- 590 010
Ph: 0831-2475999 M: (9845688999)
- 5 Ms. Vanishree Raghuveer -- Member
Convenor
I/C Office Suptd., Academic Section,
VTU, Belagavi
(O) (0831-2498100) (M) 9731715764

Madam/ Sir,

Sub: Re-Constitution of Committee - reg..

Ref: Hon'ble Vice-Chancellor's approval dated 8-6-2016

With reference to the above and by the directions of Hon'ble Vice-Chancellor, I have the honour to invite you to be on the committee constituted as per the norms stipulated by the following authorities.

1. Prevention of Sexual Harassment Committee (Govt. Letter ED 173 UGV 2002 dt: 9-11-2005)
2. Permanent Women Cell as per MHRD and UGC communications
3. SPARSH - UGC - D.O. No. F-7-1/2009(WS) dt: October 2011
4. State Women Commission - dt: 11-08-2014 & 24-2-2015

Kindly accept your nomination on the committee.

Further, the following are enclosed for your kind and ready reference.

- a) The Sexual Harassment of Women at workplace (Prevention, Prohibition & Redressal), Act, 2013
- b) Vishaka Guidelines against Sexual Harassment in the Workplaces

The meeting of the above committee will be convened shortly.

Thanking you,

Encl: As above

Yours faithfully,


Director

REGISTRAR

Copy to:

1. The Secretary to VC, VTU, Belagavi
2. The CNC, VTU, Belagavi to upload on VTU website

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Belagavi - 590018

 21/6/16

3

PROCEEDINGS OF THE MEETING OF VTU'S ANTI SEXUAL HARASSMENT
COMMITTEE AND VTU'S INTERNAL COMPLAINT COMMITTEE

Venue : Registrar's Conference Room, VTU, Belagavi

Date: 7th February, 2017

Time : 11.30. A.M.

Members Present :

- | | | |
|---|---------------------------|-------------------|
| 1 | Prof. (Mrs.)Thanuja T C | - Chairperson |
| 2 | Dr. H.N. Jagannatha Reddy | - Member |
| 3 | Mr. Anand Shetty | - Member |
| 4 | Dr. (Mrs.) Sujatha Jaali | - Member |
| 5 | Ms. Vanishree Raghuv eer | - Member Convenor |

Dr. H.N. Jagannatha Reddy, Registrar, Visvesvaraya Technological University, Belagavi, welcomed the members of the committee. He also briefed about the necessary of framing the VTU Regulations w.r.t. Anti Sexual Harassment and requested the committee to discuss and deliberate on the matter.

Preamble:

The VTU's Anti Sexual Harassment Committee is constituted as per directive from Karnataka State Government, specifically from Higher Education Department, Karnataka State Women Commission, Ministry of Human Resource , New Delhi and University Grants Commission, New Delhi and in compliance with Section 4(1) of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act , 2013. Sometimes this committee also referred as CASH : Committee Against Sexual Harassment.

As per Guidelines issued by Hon'ble Supreme Court of India in Vishaka and ors Vs State of Rajastahan and others,

- it shall be the duty of the employer or other responsible persons in work places or other Institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement and prosecution of acts of sexual harassment by taking all steps required.

Page 1 of 3



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- b. All employers or persons in charge of workplace whether in the public or private sector should take appropriate steps to prevent sexual harassment
- c. Whether or not such conduct constitutes an offence under law or a breach of the service rules, as appropriate complaint mechanism should be created in the employers organization for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints

Hence, there is need of making a Regulations on prevention of sexual harassment at VTU offices, including all its affiliated, autonomous, constituent colleges and PG Centres.

The Committee read, discussed the draft Regulations, prepared by the office, namely *VTU Regulations on Prevention of Sexual Harassment*, and approved it with modifications and suggestions. The Committee also recommended to place these Regulations before the Executive Council, for approval in the very next meeting.

The Committee resolved to recommend the following points to the Hon'ble Vice-Chancellor and Registrar for immediate action :

1. To display boards in all its campus including PG Centres, Regional Offices, on Anti sexual harassment as well as Anti Ragging in areas included administrative, instructional, public places within next two weeks
2. The committee recommended
 - a) to establish Woman Redressal Cell in the University in the administrative premises of the University
 - b) to conduct workshops /seminars at different places of State, under its jurisdiction to create awareness

Page 2 of 3


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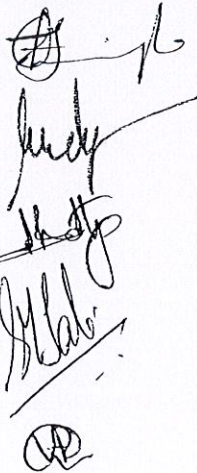


- c) The committee resolved to create a corpus fund, as provided in the Regulations, for meeting the expenses of the office, clerk, software and also to conduct the workshop on awareness . The account of which shall be maintained separately.
- d) To issue circulars to all colleges (Affiliated, Autonomous, Constituent, PG Centres) to constitute local CICC (College Internal Complaints Committee) and inform the University Regulations immediately
- e) First workshop/training for all CICC's to be conducted during June 2017, as training the trainers.

III] The Committee wishes to meet once in three months

The Meeting ended with thanks to the Hon'ble Vice-Chancellor and Registrar, VTU, Belagavi

- 1 Prof. (Mrs.)Thanuja T C
- 2 Dr. H.N. Jagannatha Reddy
- 3 Mr. Anand Shetty
- 4 Dr. (Mrs.) Sujatha Jaali
- 5 Ms. Vanishree Raghuvver



Page 3 of 3


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(14)

ITEM FOR ACADEMIC SENATE AND EXECUTIVE COUNCIL

(C) APPROVAL OF VTU REGULATIONS ON ANTI SEXUAL HARASSMENT

Note: The VTU's Anti Sexual Harassment Committee is constituted and re-constituted from time to time as per directive from Karnataka State Government, specifically from Higher Education Department, Karnataka State Women Commission, Ministry of Human Resource, New Delhi and University Grants Commission, New Delhi and in compliance with Section 4(1) of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Sometimes this committee also referred as CASH : Committee Against Sexual Harassment.

As per Guidelines issued by Hon'ble Supreme Court of India in Vishaka and ors Vs State of Rajasthan and others and also in compliance with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Anti Sexual Harassment Regulations need to be framed.

Hence, VTU's Anti Sexual Harassment Committee / VTU ICC met on 7th February, 2017 and finalized the VTU REGULATIONS ON ANTI SEXUAL HARASSMENT. The proceedings of the meeting and the Regulations are framed are placed before the Authorities for approval.

OS: 12/2/17

Registrar: May be placed before EC H. Mallik

Vice-Chancellor: Approved to place this in EC.

[Signature]
12/2/17

Director

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Belgavi - 590018



Visvesvaraya Technological University

“Jnana Sangama”

Belagavi - 590 018, Karnataka State

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

Phone : (0831) 2498100

Fax : (0831) 2405467

Ref: VTU/BGM/ICC/2017-18/ 3118

Date : 21 JUL 2017

NOTIFICATION

Sub: VTU Regulations on Anti Sexual Harassment – reg..

Ref: 1. VTU's Executive Council Resolution No. 8.2 of 22-3-2017

2. Hon'ble Vice-Chancellor's Approval dated: 20-07-2017

VTU's Executive Council by the power vested as per Section 32 of VTU Act framed the VTU Regulations on Anti Sexual Harassment vide its Resolution No. 8.2 of 22-3-2017.

Accordingly, VTU Regulations on Anti Sexual Harassment are hereby notified. This is applicable from the date of approval from VTU's Executive Council.

The VTU Regulations on Anti Sexual Harassment are uploaded on VTU website www.vtu.ac.in

These Regulations are applicable to all Engineering/Architecture Colleges (affiliated/ autonomous/ constituent) under the jurisdiction of VTU.

Hence, the Principals of all Engineering Colleges are hereby informed to note the same and take immediate necessary measures to formulate the “College Internal Complaints Committee [CICC]”, if it is not already constituted.

Every college is required to send the annual report on the complaints received and action taken in this regard to the University and comply with any other notification/ circulars / rules issued by the University in this regard.

This is for immediate necessary compliance.

BY ORDER

Sd/-

REGISTRAR

To,

The Principals of All Engineering Colleges Affiliated to / Autonomous / Constituent under VTU, Belagavi

Copy to:

1. Hon'ble Vice-Chancellor through the Secretary to VC, VTU, Belagavi
2. The Special Officer of DPAR, VTU, Belagavi to circulate to all the section heads
3. The Circular file at Dispatch section
4. The Computer Network Centre, VTU, Belagavi to upload on VTU website

REGISTRAR

Director

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PART I

PREAMBLE, SCOPE, GUIDING PRINCIPLES, OBJECTIVES

1.1.Preamble:

Visvesvaraya Technological University(VTU), Belagavi is committed to create, ensure and maintain a community in which students, teachers, research scholars and non-teaching staff can work together in an environment free of violence, harassment, exploitation and intimidation. This includes all forms of gender violence, sexual harassment and discrimination. Every member of the University should be aware that the University is committed to right of education, right of freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Sexual harassment is widely condemned as a form of human rights violation, and as an infringement on life and liberty of women as defined by the Constitution of India. Sexual harassment is contrary to anti-discrimination laws [Article 15: "Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth " and Article 19(1)(g) : Right to Freedom which upholds a woman's right to practice any profession, or to carry on any occupation, trade and business"].

The Supreme Court of India, in a landmark judgement in August 1997 (Vishaka & others Vs The State of Rajasthan & others) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15 and 21 of Constitution of India and amounts to a violation of "Right to Freedom" under Article 19(1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council Vs Chopra) has stated that sexually harassing behaviour "needs to be eliminated as there is no compromise on such violations".

The Supreme Court judgment of 1997 makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the court and to evolve a specific policy to combat sexual harassment in the workplace. Educational institutions are bound by the same directive. Following this, Visvesvaraya Technological University, Belagavi is committed to upholding the Constitutional mandate ensuring that the above mentioned human rights.

1.2 Scope of reference of VTU:

In formulating a policy for preventing and redressing the sexual harassment at workplace, the committee considered the scope of reference of this policy as detailed below :

- a) Head office,
- b) Regional offices at Belagavi, Bengaluru, Mysuru and Kalaburgi,
- c) PG Departments at Muddenhalli, Bengaluru, Mysuru and Kalaburgi
- d) Constituent College at Davanagere,
- e) temporary offices set up as per needs (valuation centres) and
- f) all constituent, affiliated and autonomous colleges under its umbrella,

VTU Regulations on Prevention of Sexual Harassment at workplace


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Visvesvaraya Technological University,
Belgavi - 590018

spread over the entire jurisdiction as per Section 4 of VTU Act 1994, has been considered.

The interpretation of the term, "work place" for the purpose of the policy for the VTU, will extend to a to f above, all public spheres that remain in contact with members of University community. Such public places include not just the physical premises under the supervision of the University system, but even areas outside the premise also, where University members reside or travel to as part of their work as members of the University. The jurisdiction a to f above, will include field trips, sports tournaments, conferences, college/ University festivals and all other activities undertaken by any person as a member of VTU a to f above.

1.3 Guiding Principles for definition of Sexual Harassment and redressal mechanism :

This policy defines sexual harassment and mechanisms of redressal by looking at the specific structures, needs and imperatives in VTU. It is guided by the **definition** of sexual harassment given by the supreme Court in 1997 in **Vishaka & others Vs The Stat of Rajasthan & others** and The sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

1.4 Objectives of the policy:

- To fulfil the directive of Supreme Court enjoining all employers to develop and implement a policy against sexual harassment at the work place
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at VTU (a to f of 1.2)
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow up procedures
- To uphold the commitment of the VTU (a to f of 1.2) to provide an environment free of gender based discrimination
- To create a secure physical and social environment which will deter acts of sexual harassment
- To promote a social and psychological environment which will raise awareness about sexual harassment in its various forms
- To conduct workshops of different places all over the jurisdiction of VTU (a to f of 1.2)


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(IQAC)
Visvesvaraya Technological University,
Belgavi - 590018

Part II

DEFINITION , JURISDICTION AND COMMITTEES

2.1. Definition of Sexual Harassment


The following constitute sexual harassment:

- a. When submission to unwelcome sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature are, implicitly or explicitly, made a term or condition of teaching/guidance, employment, participation or evaluation of a person's engagement in any University activity
- b. When unwelcome sexual advances, and verbal, non-verbal and / or physical conduct such as loaded comments, remarks or jokes, letters, phone calls, messages or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of derogatory nature have the purpose and/ or effect of interfering with an individual's performance or of creating an intimidating, hostile, or offensive environment
- c. When a person/s uses, with a sexual purpose, the body or any part of it or any object as an extension of the body in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.
- d. When deprecatory comments, conduct or any such behaviour is based on the gender identity/sexual orientation of the person and /or when the workplace of the University is used to denigrate/discriminate against person(s), or create a hostile environment on the basis of a person's gender identity/sexual orientation

2.2. Jurisdiction

These regulations shall be applicable to all complaints of sexual harassment made:

- a. By a member (a to f of 1.2)of the University against any other member of the University irrespective of whether harassment is alleged to have taken place within or outside the campus
- b. By a resident against a member (a to f of 1.2) of the University or made by a member against a resident irrespective of whether harassment is alleged to have taken place within or outside the campus
- c. By an outsider against a member of the University(a to f of 1.2) or by a member of University against an outsider if the sexual harassment is alleged to have taken place within the campus
- d. By a member of the University against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases, the Committee shall recommend that the University/College authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complainant in pursuing the complaint.



Director

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**Visvesvaraya Technological University,
Belgavi - 590018**

In the above, the following definition will apply:

'Members of the University (a to f of 1.2)' includes students, teachers, non-teaching staff of the University and any persons who is assigned/ carrying out the work of University

'Students' includes regular students, part time students, research scholars

'Teachers' includes a person/staff of the University or any of the colleges/institutions affiliated/autonomous to it, who is appointed to a teaching and/ or research post, whether full time, temporary, ad-hoc, part-time, visiting, honorary, or on special duty or deputation and shall include employees employed on a casual or project basis

'Resident' includes any person who is temporary or permanent resident of any of the accommodations or premises allotted to an employee by VTU or any of the colleges or institutions affiliated/autonomous to it

'Outsider' includes any person who is not a member of the University or a resident. It also includes but is not limited to any private person offering residential, food and other facilities to members of VTU or any college or institutions affiliated/autonomous to it

'Campus' includes all places of work and residence in VTU or any college or institutions affiliated/autonomous to it. It includes all places of instruction, research and administration, as well as hostel, health centres, sports grounds, quaters, in housing facilities within campus, banks, public places (parks, streets, lanes) and canteens, etc on VTU campus or any college or institutions affiliated/autonomous to it

2.3. Committees:

There shall be following committees and implementation of policy will be achieved through following :

Part A:

a. **College Internal Complaints Committee (CICC):**

Every affiliated college shall have a College Internal Complaints Committee (CICC). VTU PG Centres and constituent College shall also have College Internal Complaints Committee.

b. **VTU Internal Complaints Committee (VTU ICC)**

VTU ICC will address the Complaints w.r.t. Head office (including all sections at Belagavi), VTU Regional offices at Bengaluru, Belagavi, Mysuru, Kalaburgi. This shall be the central Pool Complaint committees and shall act as appellate authority for CICCs.

c. **Composition of above committees:**

The committee shall have five members. The chairperson shall be women. Of the five members three shall be woman. One member from NGO. There shall be representation from both teaching and non-teaching staff. Further, if the complaint involves students, senior student (female), nominated, may be co-opted for the particular matter under consideration.

Part B :

These committees shall play roles in both preventive and remedial ways.

Preventive:

- a. To create and ensure a safe environment that is free of sexual harassment
- b. To create an atmosphere promoting equality and gender justice
- c. To publicise the policy in Kannada and English widely, especially through prospectus, notice boards etc
- d. To publicise in Kannada and English widely the names and phone numbers of members of the committees
- e. To plan and carry out programmes for gender sensitisation

Remedial:

- a. The mechanism for registering complaints should be safe, accessible and sensitive
- b. To take cognisance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
- c. To recommend to the concerned authorities for follow up action and monitor the same
- d. To advise the disciplinary authority concerned, to issue warning or take the help of law to stop the harasser, if the complainants request
- e. To seek medical, police and legal intervention with the consent of the complainant
- f. To make appropriate psychological, emotional and physical supports (in the form of counselling, security and other assistance) to the victim if she desires.



Director

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

Part III

COMPLAINT MECHANISM AND PROCEDURE TO ADDRESS THE COMPLAINTS

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Rules framed there under, Visvesvaraya Technological University, Belagavi hereby adopts the following procedure for determining complaints filed to the **VTU Internal Complaints Committee (VTU ICC)** constituted under the Act. The procedure complies with the basic principles of natural justice and fair play and has to be adhered to in all complaints, but VTU ICC reserves the right to make exceptions to the procedure stated hereunder:

1. Any aggrieved woman may make in writing, a complaint of Sexual harassment at workplace to VTU ICC (herein after referred as Committee). Six copies of a written complaint should be submitted to the Committee or any of its members along with the list of witness and supporting documents. Additional documents and list of witness can be submitted to Committee at a later stage during the proceedings.
Provided that where such complaint cannot be made in writing, the Chairperson/Presiding Officer or any other members of the Committee shall render all reasonable assistance to the woman for making the complaint in writing.
2. Any complaint received by the members should be immediately forwarded to the Presiding Officer, and this must be notified to other members of Committee at the earliest and not later than three (3) days and a meeting should be called for discussing the matter.
3. The Committee shall discuss and decide on its jurisdiction to deal with the case or reject the complaint prima facie and recommend to the Institution that no action is required to be taken in the matter. In case of complaint received w.r.t. affiliated College, autonomous college, Constituent College, PG Centres, the matter shall be referred to the Internal Complaint Committee of the respective Institution / college / Centre and call for the records, action taken and punishments imposed, if any. And decide the matter as per the procedures framed under this Regulation.
4. Notice shall be issued to the respondent within 7 working days of receipt of the complaint and 10 working days shall be given for submission of reply (along with the list of witness and documents).
5. The committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offence under Indian Penal Code.
6. The Committee may before initiating an inquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation.
7. No monetary settlement shall be made as the basis of conciliation, if any settlement is arrived, the Committee shall record the settlement so arrived and forward the same to the employer for necessary compliance.
8. The Committee shall provide the copies of the settlement as recorded under (7) to the aggrieved woman and to the respondent. No further inquiry shall be conducted by the Committee once the conciliation is done.
9. If conciliation is found to be not feasible, notice should be issued to both the parties for hearing.
10. The Committee may direct the Registrar/ Principal/Head of the Institution/ PG coordinator to ensure the safety and protection of the aggrieved woman if and when required.

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11. As an interim measure, the Committee may recommend
 - a) The transfer of the aggrieved woman, if she desires, or the respondent to another section or department as deemed fit by the Committee
 - b) Grant leave to the aggrieved woman upto a period of three months or ;
 - c) Restrain the respondent from exercising any administrative authority or supervision or academic evaluation of the aggrieved woman
12. The Committee shall proceed to make inquiry into the complaint in accordance with the provision of the service rules applicable to the respondent considering the sexual harassment as misconduct.
13. The Presiding Officer shall convene the first hearing of the enquiry. The respondent, the aggrieved woman, and the witnesses shall be intimated at least 7 working days in advance in mentioning the date, time and venue of the enquiry proceedings. The subsequent proceedings may be on a day to day basis, to be decided by the Committee.
14. The Committee shall provide reasonable opportunity to the aggrieved woman and the respondent for presenting the defese.
15. The Committee may at any time during the enquiry proceedings, preclude the face-to-face examination of the respondent and the aggrieved woman and /or their witness keeping in view the need to protect the aggrieved woman or the witnesses from facing any serious health and/or safety problems.
16. The Committee may call any person to appear as a witness in the interest of justice. The aggrieved woman/respondent has to submit the written reply before the committee within the specified time given.
17. The Committee shall have the right to summon, as many times as required, the respondent, aggrieved woman and/or any witness for the purpose of supplementary testimony and /or clarification.
18. The Committee shall have the right to summon any official papers or documents pertaining to the aggrieved woman as well as the respondent.
19. The past history of the aggrieved woman shall not be probed into as such information shall be deemed irrelevant to a complaint of sexual harassment.
20. The Committee shall have the right to terminate the enquiry proceedings and to give an ex-parte decision on the complaint, if the respondent fail to be present for three consecutive hearings convened by the Presiding Officer without prior permission from the presiding officer with the valid reasons.
21. The aggrieved woman and the respondent or any person on her /his behalf, shall have the right to examine written transcripts of the recordings with the exclusion of witness names and identities. Any person nominated by the aggrieved woman and /or the respondent on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff. No person who has been found guilty of sexual harassment shall be accepted as a nominee. The aggrieved woman/respondent should inform the Presiding Officer specifically if they wish exercise this right. The Presiding Officer shall allow access to such document/s on a specific date to be intimated at least two days in advance to each of the parties concerned. At no point of time, the concerned parties can take these documents outside the office.
22. The aggrieved woman and the respondent shall be responsible for presenting their witness before the Committee. In the case of failure in presenting witnesses and the committee is

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Belgavi - 590018

15

- convinced with the reasons provided by the aggrieved women/respondent then the Committee shall adjourn that particular meeting for a period not exceeding five days. The adjourned meeting shall be conducted even if the person concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.
23. All the proceedings of the Committee shall be recorded in writing. The record of the proceedings and the statement/s of witness shall be endorsed by the persons concerned as well as the committee members present in token of authenticity thereof.
 24. If the aggrieved woman desires to tender any documents as evidence, the Committee can supply true copies of such documents to the respondent. Similarly, if the respondent desires to tender any documents in evidence, the Committee shall supply true copies of such documents to the aggrieved woman.
 25. In any event the Committee thinks that the supplementary testimony is required, the Presiding Officer shall forward the summary of the proceedings to the concerned with a time period of seven days to submit, in person or in writing, to the Committee.
 26. The aggrieved woman and the respondent shall have the right of cross-examination of all witness. However, such cross –examination shall be conducted in the form of written questions and responses via the Committee only. The respondent shall have no right to directly cross-examine the aggrieved woman and/or her witness.
 27. The respondent / aggrieved woman may submit to the Committee, a written list of questions that he/she desires to pose to the aggrieved woman/witness. The Committee shall retain the right to disallow any question, which it feels to be irrelevant, mischievous, slanderous, derogatory or gender insensitive.
 28. Amicus Curies can be called for helping the Committee if and when required
 29. After concluding its investigation, the Committee shall submit a detailed reasons report to the University/ Institution
 30. If the Committee finds no merit in the allegations, the same shall be report to the Institution
 31. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the University/ Institution
The following actions may be recommended.

Part A: in the case of University/ College employees :

- a) A written apology
- b) Warning
- c) Bond on Good behaviour
- d) Suspension for specific period of time
- e) Reprimand or censure
- f) Withholding of promotions and / or increments
- g) Withholding of pay rise or increments
- h) Adverse remarks in Service books/ confidential service register
- i) Recommending for demotion/suspension/dismissal
- j) Debarring from Nomination on the committees/statutory bodies of the University
- k) Blacklisting from examination works
- l) Any other punishment according to the service rules applicable to the respondent
- m) To file a police complaint in relation to an offence under Indian Penal Code, if aggrieved woman chooses so.

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

Prof. A. S. Deshpande B.E., M.Tech., Ph.D.
REGISTRAR

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

No.: VTU/BGM/ICC/2019-2020/ 3524

Date: 21 AUG 2019

NOTIFICATION

Sub: Reconstitution of Internal Complaints Committee (ICC), VTU, Belagavi.
 Ref: 1) Order dated: 15-06-2019 of the Hon'ble Vice Chancellor, VTU, Belagavi
 2) University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employee and students in higher education institutions) Regulation, 2015

As per University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employee and students in higher education institutions) Regulation, 2015 the Internal Complaints Committee (ICC) has been reconstituted at VTU, Belagavi as under:

1	Prof. T. C. Thanuja Chairperson, Dept.of ECE, Belagavi	Chairman
2	Dr. Rayangouda. H. Goudar Associate Professor, Dept.of CNE, VTU, Belagavi	Member
3	Smt. Ranjana Nadagoudar Assistant Professor, Dept.of CSE, VTU, Belagavi	Member
4	Smt. Namita Kulkarni Personal Secretary to VC, VTU, Belagavi	Member
5	Mr. Shankarappa. Madiwalar Assistant, Academic Section, VTU, Belagavi	Member
6	Dr. Sujata Jali Professor, Dept.of Pediatric, JNMC, Belagavi	Member
7	Shri. Ajit. N. Solapurkar Retd. District Judge, Belagavi	Member
8	Ms. Nidhi Samuel 1st year M.Tech student, VTU, Belagavi	Member
9	Mr. Manjunath 1st year MBA students, VTU, Belagavi	Member
10	Smt. Chetana Ph.D scholar, VTU, Belagavi	Member
11	Smt. Mamatha Mallapur Assistant, DPAR Section, VTU, Belagavi	Member Convenor

This committee replaces the existing committee. Chairman/Members of the committee are requested to accept their nomination. Further, the Member Convenor is requested to fix the date of committee meeting in consultation with the chairman and members and submit the report to the undersigned.

Objectives / Roles and Responsibilities of the Internal Complaints Committee (ICC) are enclosed herewith.

Encl: As above

21.8.2019
 REGISTRAR

To,
 The Chairman/ Members of the above Committee.

Copy for information to:

1. The Secretary to the Hon'ble Vice Chancellor, VTU, Belagavi.
2. Office Copy.



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"Jnana Sangama", Belagavi - 590 618, Karnataka State
"Women Cell"

PROCEEDINGS OF THE MEETING OF INTERNAL COMPLAINT COMMITTEE OF VTU,
HELD ON 03rd December 2019 AT 02:30 PM AT REGISTRAR'S CONFERENCE HALL,
VTU, BELAGAVI.

Members Present for the meeting:

- | | | |
|---|---------------------------|-------------------|
| 1 | Prof. (Mrs.)Thanuja T. C. | - Chairperson |
| 2 | Shri. Ajit. N. Solapurkar | - Member |
| 3 | Dr.Rayangouda. H. Goudar | - Member |
| 4 | Smt. RanjanaNadagoudar | - Member |
| 5 | Smt. NamithaKulkarni | - Member |
| 6 | Mr. ShankarappaMadiwalar | - Member |
| 7 | Ms. Nidhi Samuel | - Member |
| 8 | Mr. Manjunath | - Member |
| 9 | Smt. MamataMallapur | - Member Convener |

Members who have sought leave of absence:

- | | | |
|---|----------------|----------|
| 1 | Dr. SujataJali | - Member |
| 2 | Smt.Chetana | - Member |

The Chairperson of the Internal Complaints Committee (ICC), welcomed the Members of the Committee to the meeting of ICC. After the self-introduction of all the members, the Chairperson briefed about the establishment, structure, objectives and responsibilities of the women cell. She appraised the activities conducted so far through the Women Cell of VTU.

The agenda of the meeting was taken up for discussion.

1. Finalising the draft of VTU (Prevention, prohibition and redressal of sexual harassment of women employees and students) Regulations 2019.

The Chairperson, placed before the committee, for discussion and finalization, the draft of VTU (Prevention, prohibition and redressal of sexual harassment of women employees and students) Regulations 2019, as prepared by the Sub-committee constituted for the purpose, taking into consideration the related UGC Regulation and Act.

The Committee went through each of the clause of the draft Regulations and under the guidance of ShriAjit N. Sollapurkar, Member of ICC and Retired District Judge, finalized the draft Regulations after incorporating necessary changes.


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"Jana Sangha", Belgavi - 590 018, Karnataka State
"Women Cell"

Resolution: The Internal Complaints Committee resolved to recommend to approve the draft of VTU (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students) Regulations 2019, and suggested to place the same before the higher authorities for approval and further implementation. (Publish the regulations in English and Kannada).

2. Finalisation of Posters creating awareness regarding the gender sensitization and prevention/prohibition of sexual harassment at VTU.

The Chairperson, displayed on the screen the Posters for creating an awareness regarding the gender sensitization and prevention/prohibition of sexual harassment at VTU.

Resolution: The committee resolved to approve the Posters creating awareness regarding the gender sensitization and prevention/prohibition of sexual harassment at VTU, prepared at the Women Cell, to display at prominent places at VTU and send soft copy to affiliated and constituent college.

3. Information to publicize in the VTU website:

The Chairperson explained the Committee, the information proposed to be displaced in the University Website. After deliberations the Committee approved the same

Resolution: The Committee resolved to recommend to approve the proposed information to publicize in the University Website, as discussed in the meeting.

4. Other subjects discussed and approved in the meeting to comply the regulations.

1. A draft "Visvesvaraya Technological University (Prevention, prohibition and redressal of sexual harassment of women employees and students) Regulations, 2019" prepared by ICC committee of Women Cell.
2. To appoint a Psychiatrist as Counselor in VTU Campuses.
3. To appoint a Gynecologist in the VTU Campuses.
4. According to UGC-2015 regulations, criteria for an appointing student member is as follows:

"Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar level respectively, **elected through transparent democratic procedure**".

5. To meet the gender equality, requested to consider women participation in all the committees framed by VTU.
6. It is recommended to incorporate the Sexual Harassment as a misconduct as an additional clause in VTU CCA Rules and also in the undertaking during the students admission and appointment of an employee.

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"Women Cell"

3. To provide Gender Sensitization programme for all the authorities.

The meeting concluded with thanks to all the members.

Chairperson, Women Cell
VTU, Belagavi

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Internal Quality Assurance Cell
(IQAC)
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-Visvesvaraya Technological University (Prevention, prohibition and redressal of sexual harassment of women employees and students) Regulations 2019.**Preamble:**

The Supreme Court judgment of 1997 makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the court and to evolve a specific policy to combat sexual harassment in the workplace. Educational institutions are bound by the same directive.

The Supreme Court of India, in a landmark judgment in August 1997 (Vishaka & others Vs The State of Rajasthan & others) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15 and 21 of Constitution of India and amounts to a violation of "Right to Freedom" under Article 19(1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council Vs Chopra) has stated that sexually harassing behavior "needs to be eliminated as there is no compromise on such violations".

Sexual harassment is widely condemned as a form of human rights violation, and as an infringement on life and liberty of women as defined by the Constitution of India. Sexual harassment is contrary to anti-discrimination laws [Article 15: "Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth" and Article 19(1)(g) : Right to Freedom which upholds a woman's right to practice any profession, or to carry on any occupation, trade and business"].

Visvesvaraya Technological University (VTU), Belagavi is committed to create, ensure and maintain a community in which students, teaching and non-teaching staff can work together in an environment free of violence, harassment, exploitation and intimidation. This includes all forms of gender violence, sexual harassment and discrimination. In line with this, VTU, Belagavi is committed to uphold the Constitutional mandate for ensuring the above mentioned human rights, are framed at VTU.


Director

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

1. Title, Jurisdiction and commencement

(a) These Regulations may be called as the “**Visvesvaraya Technological University (Prevention, prohibition and redressal of sexual harassment of women employees and students) Regulations 2019**”.

(b) Jurisdiction of these regulations are as follows:

(i) Head office, VTU Belagavi

(ii) Regional offices Belagavi, Mysuru, Kalburgi, Bengaluru, PG Centres at Muddenahalli, Mysuru, and Kalaburgi, VTU Extension centre Mangalore, Skill development centre Dandeli & other centres for excellence (COE) which may be established by VTU in future.

(iii) Constituent College UBBDT College of Engineering, Davanagere,

(iv) Temporary offices set up as per needs (such as valuation centres), and

(v) All constituent, affiliated and autonomous colleges under VTU umbrella.

(c) These regulations shall come into force from the date of approval of the Executive Council (EC) of VTU.

2. Definitions:

In these regulations unless the context otherwise requires:

(a) ‘**Aggrieved Woman**’ means in relation to workplace, a woman of any age whether employed or not, who alleges to have been subjected to any act of Sexual Harassment by the respondent.

(b) ‘**Act**’ means the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 (Act 14 of 2013).

(c) Campus

(i) ‘**University Campus**’ Means the location or the land on which a Visvesvaraya Technological University and its related institutional facilities like libraries, teaching / learning area, residences, halls, toilets, student centers, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc. are situated and also includes extended campus like VTU PG Centres and covers within its scope places visited as a student of the VTU including transportation provided for the purpose of

Director

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

commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the VTU.

- (ii) **'College Campus'** means the location or land on which affiliated/Constituent/Autonomous Colleges of VTU exists with the facilities as defined under clause (c)(i).
- (d) **'Commission'** means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) **'Covered Individuals'** are the persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person.
- (f) **'Employee'** means a person employed at a workplace for any work on regular, temporary, adhoc or daily wage basis either directly or through an agent, including a contractor with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of the employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.
- (g) **'University'** means Visvesvaraya Technological University (VTU) affiliating colleges in the state of Karnataka.
- (h) **'Colleges'** means, Affiliated or Constituent or Autonomous colleges coming under purview of VTU.
- (i) **'Executive Authority of the University'** is the Vice Chancellor of the University and if the Respondent is the Vice Chancellor, His Excellency the Governor of Karnataka and Chancellor of VTU shall be the Executive Authority.


Director

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

- (j) **'Executive Authority of the College'** is Principal of the concerned College and if the Respondent is the Principal, then, the Chairman / President of the managing committee / Council of the Concerned Private College and Commissioner of Collegiate Education in case of Govt. Colleges shall be the Executive Authority.
- (k) **'Internal Complaints Committee' (ICC)** means a committee to be constituted by a University under sub regulation (1) of regulation 5 of these regulations.
- (l) **'College Internal Complaints Committee (CICC)** means a committee constituted by the College and shall be bounded by the provisions under sub regulation (1) of regulation 5 of these regulations.
- (m) **'Protected Activity'** Includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation.
- (n) **"Sexual Harassment"** includes
- (i) any one or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:
 - (a) Physical contact or advances;
 - (b) A demand or request for sexual favours;
 - (c) Making sexually coloured remarks;
 - (d) Showing pornography;
 - (e) Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.
 - (ii) Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
 - (a) Implied or explicit promise of preferential treatment as quid-pro-quo for sexual favours;
 - (b) Implied or explicit threat of detrimental treatment in the conduct of the work.


Director

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

- (o) **“Student”** means a person duly admitted and perusing a programme of study either through regular mode or part time, including short-term training programmes in VTU / Colleges.

Provided that a student who is in the process of taking admission in VTU campus / College campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of the VTU/College where any incident of sexual harassment takes place against such student;

Provided that a student who is a participant in any of the activities in VTU/College in which the student may not be part when such student is enrolled, shall be treated, for the purposes of these regulations, as a student of the VTU/College where any incident of sexual harassment takes place against such student;

- (p) **“Third Party Harassment”** refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of VTU/College but a visitor to the VTU / College in some other capacity or for some other purpose or reason;

- (q) **“Victimisation”** means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;

- (r) **“Workplace”:**

Means the campus of VTU/College including-

- (i) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the University/College.
- (ii) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in University/College.
- (iii) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in the University/College.
- (s) **“Respondent”** means, a person against whom the aggrieved women has made a complaint under Section 9 of the Act read with regulation 7.

3. Responsibilities of the University and Colleges

- (a) Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employee and the students, and modify its ordinances and rules in consonance with the requirement of the Regulations;
- (b) Publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- (c) Organise training programmes or as the case may be, workshops for the officers, functionaries (including security staff), faculty and students as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- (d) Act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- (e) Publicly commit itself to a zero tolerance policy towards sexual harassment;
- (f) Reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- (g) Create awareness about what constitute sexual harassment including hostile environment harassment and quid-pro-quo harassment;
- (h) Include in its prospectus and display prominently at conspicuous places or Notice Boards (the existence of Internal Complaints Committee (ICC/CICC)) as constituted under clause Grievance Redressal Mechanism) the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual harassment, contact details of members of ICC/CICC, complaints procedure and so on. Any existing body already functioning with the same objective (like the gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC/CICC;
- (i) Inform employees and students of the recourse available to them if they are victim of sexual harassment;


Director

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

- (j) Organise regular orientation and training programmes for the members of the ICC/CICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) Proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within University / College or owing to intimate partner violence or from peers or from elements outside of the geographical limits of University /College.
- (l) Be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC/CICC to curb and prevent sexual harassment on its campus;
- (m) Treat sexual harassment as a violation of the disciplinary rules.
- (n) Ensure compliance with the provisions of these regulations, including appointments of ICC/CICC within a period of sixty days from the date of publication of these regulations.
- (o) Monitor the timely submission of reports by the ICC/CICC.
- (p) Prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission/University respectively.

4. Supportive Measures-

- (1) The rules, regulations or any such other instrument by which ICC/CICC shall function have to be updated and revised from time-to-time, as court judgements and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.
- (2) The Executive Authority of the University / College must mandatorily extend full support to see that the recommendations of the ICC/CICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC/CICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.) staff (typist, counselling and legal services) as well as a sufficient allocation of financial resources.
- (3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.


Director

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

- (4) Since research students and doctoral candidates are particularly vulnerable the University must ensure that the guidelines for ethics for Research Supervision are put in place.
- (5) University must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.
- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDC's)) and Regional Centres for capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in VTU/Colleges must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the VTU/Colleges community.
- (8) Counselling services must be institutionalised in University and its colleges (affiliated, constituent colleges and PG Centres) and must have well trained full-time counsellors.
- (9) Deficit in lighting in the University and college Campus are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance at University/Colleges.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) For the safety of the employees and students transport facility should be provided.
- (12) Proper, safe and secured hostel facilities to be provided for girls.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory at campuses. In case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in Universities / Colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti-sexual harassment committees and ICC/CICC. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs/CICC and help to disseminate anti-sexual

Director

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

harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.

- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in rules or Ordinances where necessary.

5. Grievance redressal mechanism:

- (1) Head of the institution shall constitute an Internal Complaints Committee (ICC) in case of University / College Internal Complaints Committee (CICC) in case of College, with inbuilt mechanism for gender sensitization against sexual harassment.

The ICC/ CICC shall have the following composition:-

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below the rank of Professor in case of a university, and not below the rank of Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority.

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(r).

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization.

- (b) Two faculty members and non-teaching employees, preferably committed to the cause of women or who have an experience in social work or have legal knowledge, nominated by the Executive Authority.
- (c) Three students, if the matter involves, who shall be enrolled at the undergraduate, master's and research scholar level respectively, elected / nominated through transparent democratic procedure.
- (d) One member from amongst non-government organisations or associations committed to the cause of women or a person familiar with

Director

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

the issues relating to sexual harassment, nominated by the Executive Authority.

- (2) At least one-half of the total members of the ICC/CICC shall be women.
- (3) Persons in senior administrative positions in the VTU, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Principal, Heads of the Departments, etc., shall not be members of ICC/ CICC, in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC/CICC shall be for a period of three years. The student members shall retire after one year of their nomination/election and in their place new student members shall be nominated /elected.
- (5) Any member/chairperson may resign by submitting his / her resignation addressed to the Executive Authority. However when any member resigns it must be through the Chairperson of ICC/CICC. However he/she shall function as member till the resignation is accepted or for a period of two months whichever is earlier.
- (6) The member appointed from amongst the non-government organisations shall be paid. Such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as per the University / College norms.
- (7) Whether Presiding Officer or any member of the Internal Committee:
 - (a) Contravenes the provisions of section 16 of the Act, or
 - (b) Has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - (c) He /She has been found guilty in any disciplinary or a disciplinary proceedings is pending against him; or
 - (d) Has so abused his position as to render his continuance in office prejudicial to the public interest,

Such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

6. Responsibilities of Internal Complaints Committee (ICC) / College Internal Complaints Committee (CICC):

The Committee Shall


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- (a) Provide assistance if an employee or a student chooses to file a complaint with the police;
- (b) Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violation;
- (c) Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervise, as required during the pendency of the complaint, or also provide for the transfer of the respondent;
- (d) Ensure that victims or witnesses are not victimised or discriminated against, while dealing with complaint of sexual harassment.

7. The process of making complaint and conducting Inquiry:

The ICC/CICC shall comply with the procedure prescribed in these Regulations and the Act, for making complaint and inquiring into the complaint in a time bound manner. The Executive Authority shall provide all necessary facilities to the ICC/CICC to conduct the inquiry expeditiously and with required privacy.

I. Process of making complaint of sexual harassment:

- i. An aggrieved person is required to submit a written complaint with three copies to the ICC/CICC through Women Cell, within three months from the date of incident and in case of a series of incidents, within a period of three months, from the date of the last incident.
- ii. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the ICC/CICC shall render all reasonable assistance to the person for making the complaint in writing and should be documented.
- iii. Provided further that the ICC/CICC may, for the reason to be recorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within said period.
- iv. Friends, relatives, colleagues, Co-students, Psychologist, or any other associated of the victim, may file along with the identity, the

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complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental in-capacity or death.

II. Process of conducting an Inquiry:

- (a) Any complaint received by ICC/CICC must be notified to the member/Chairperson of the committee at the earliest through e-mail to obtain the consent.
- (b) The committee should discuss and decide on its jurisdiction to deal with the case or if the jurisdiction other than University / Affiliated Colleges the case may be refer to CICC and as per the report.
- (c) The ICC/CICC shall send one copy of the complaint to the respondent within a period of seven days of receipt of the complaint.
- (d) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.
- (e) The parties shall not be allowed to bring in any legal practitioner to represent them in their case at any stage of the proceedings before the Complaints Committee.
- (f) The ICC/CICC, before initiating an inquiry at the request of the aggrieved woman, can take steps to settle the matter between her and the respondent through conciliation. In such case, the Executive Authority shall facilitate a conciliation process through ICC/CICC.
- (g) No monetary settlement shall be made as the basis of conciliation. If any settlement is arrived, the committee shall record the settlement so arrived and forward the same to the employer for necessary compliance.
- (h) The committee shall provide the copies of the settlement as recorded under clause (f) above, to the aggrieved woman and to the respondent. No further inquiry shall be conducted by the Committee once the conciliation is done.
- (i) If conciliation is found to be not feasible, notice should be issued to both the parties for hearing.
- (j) The inquiry has to be completed within a period of ninety days of the first date of the hearing on merits. The inquiry report with recommendations, if any, has to be submitted within ten days from the date of completion of the inquiry, to the Executive Authority. Copy of the findings or recommendations shall also be served to both parties of the complaint and either party may file an appeal before the


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Executive Authority within a period of thirty days from the date of receipt of copy of recommendation. The decision of the Executive Authority shall be final.

- (k) The Executive Authority shall act on the recommendations of the committee, within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings of ICC/CICC is filed within that time by either party.
- (l) If the Executive Authority decides not to act as per the recommendations of the ICC/CICC, then it shall record written reasons for the same and to be conveyed to ICC/CICC and both the parties of the proceedings.
- (m) The identities of the aggrieved party, victim, witness or offender shall not be made public or kept in the public domain especially during the process of the inquiry.

8. Interim redressal – The Executive Authority shall,

- (a) Transfer the complainant or the respondent to the another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC/CICC;
- (b) Grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) Restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) Ensure that the offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) Take strict measures to provide a conducive environment of safety and protection to the complainant against the retaliation and victimisation as consequences of making a complaint of sexual harassment.
- (f) If ICC/CICC feels it necessary to provide a interim redressal for a complainant, the same may be recommended to the Executive Authority.

9. Punishment and compensation-

- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the University/ College, if the Respondent is an employee, the Executive Authority may:

- a) Issue Warning



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- b) Seek written apology
- c) Seek Bond on Good behaviour
- d) Blacklist from examination works / University work.
- e) Debar from Nomination on the committees/statutory bodies of the University
- f) Suspend for specific period of time.
- g) Record adverse remarks in Service books/ confidential service register.
- h) Withhold pay rise or increments.
- i) Reprimand or censure.
- j) Recommend for demotion/suspension/dismissal.
- k) Any other punishment according to the service rules applicable to the respondent.
- l) To file a police complaint in relation to an offence under Indian Penal Code, if aggrieved woman chooses so.

(2) If the respondent is a student, depending upon the severity of the offence, the Institution may :

- a) Issue Warning
- b) Seek Written apology
- c) Seek Bond on Good behaviour
- d) Suspend for specific period of time
- e) Withholding results
- f) Debarring from exams
- g) Debarring from holding posts such as member of committee
- h) Expulsion
- i) Denial of admission /readmission/change of College/Change of Branch
- j) Declaring the harasser as "persona non grata" for stipulated period of time
- k) Any other relevant action

10. Action against frivolous complaint.-

To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicized in the workplace. If the ICC/CICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 9, if the complainant happens to be an employee and as per sub-regulation (2) of this regulation 9, if the complainant happens to be a student. However, the merely inability to substantiate a complaint or provide adequate proof will not attract


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attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

11. Consequences of non-compliance.-

- (1) The University shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following action after providing due notice:-
 - (a) Removing the name of the College from the list of affiliated colleges / withdrawal of affiliation.
 - (b) Withholding any grant allocated to the institution.
 - (c) Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the University.
 - (d) Informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the University, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (e) Taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Regulations, for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the University under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

AMENDMENTS TO THE REGULATIONS

On the basis of the experiences of the committee and working of the Regulations, the committee may recommend for the necessary amendments which the VTU will have the power to amend.

FINANCIAL ASSISTANCE


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As per the previous Regulations, an amount of Rs. 10/- is being collected from each student by the Affiliated Colleges and the VTU to meet the expenses of Women Cells. Out of the said amount of Rs. 10/- an amount of Rs. 5/- per student is sent to VTU for meeting the expenses of VTU Women Cell. The same shall be continued with power to enhance the amount as under necessary. If the amount is modified, the same shall be intimated to Fee structure committee.

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Visvesvaraya Technological University

"Jnana Sangama", Belagavi - 590 018, Karnataka State
 "Women Cell"

"MINUTES OF THE MEETING OF WOMEN EMPOWERMENT COMMITTEE (WEC), WOMEN CELL, VTU, BELAGAVI, HELD ON 25th OCTOBER 2019 AT 12:00 PM AT REGISTRAR'S CONFERENCE HALL, VTU, BELAGAVI.

Following Members were present in the meeting.

1	Dr. T. C. Thanuja- Chairperson	Chairperson
2	Dr. Pankajakshi	Member
3	Dr. Hema Patil	Member
4	Dr. Shantavva Porapur	Member
5	Smt. Vanishree. Raghuvver	Member
6	Smt. Jayamma. Y	Member
7	Mr. Keerthan Dixit	Member
8	Smt. Renu Kulkarni	Member

The Chairperson of ICC welcomed all members of WEC. Women Cell was established in VTU in the year 2005 as Anti Sexual Harassment Committee (ASHC) and it was renamed as Internal Complaints Committee (ICC) in the year 2014. Bringing of Equity in Gender is the main motto of establishing this Women Cell. There should not be discrimination among gender in all perspective. The objective of the Women Cell is to help the women employees of VTU to achieve their full potential in their profession, to mentor and provide role model to young students to attract them to do well in their career in science and technology etc.

- Chairperson of women cell briefed about the establishment, structure, objectives and responsibilities of the women cell.

1. Develop goodwill across the men and women.

Resolution: To conduct activities such that good understanding and cohesiveness will develop.

2. a) Raising self-esteem and self-confidence of women
 b) Developing ability among women to think critically
 c) Fostering decision-making and collective action.
 d) Providing and ensuring constitutional rights and legal rights.
 e) Providing information, knowledge, skills for self-employment.

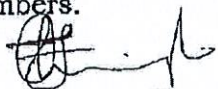
Resolution: A talk on the above topics by eminent speakers and also conducting activities to achieve the same.

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3. Improve accessibility and quality of maternal services in the campus.
Resolution: Suggested to propose to appoint a gynecologist on need base in the campuses at all regions.
4. Building a positive image and increase participation of women in the society and recognizing their contributions in social, economic and political sphere and prepare them to be good women leaders.
Resolution: To help the women employees to achieve their full potential in their profession.
 - Suggested to conduct leadership program for women employees to develop leadership qualities.
 - It is suggested to propose women participation in various committee in different positions, so to prepare them as good leaders.
5. Gender sensitization training
 - It was suggested to conduct Gender sensitization training to all the CICC chairpersons of all affiliated colleges, along with the VTU section heads, once the VTU (Prevention, prohibition and redressal of sexual harassment of women employees and students) Regulations 2019 are approved by the Executive Council.
Resolution: The same will be conducted at all four regions for students and staff.
6. Conducting outreach program:
Resolution: Proposed to conduct law awareness, computer literacy, health awareness programs for VTU adopted villages at all four regions.
7. Mrs. Renu Kulkarni, member of Women empowerment Committee, who is also a member of Belgaum Rotary Club, suggested that **awareness camps about menstrual hygiene and other Gynec issues** may be conducted. Hence, it is unanimously decided to request the VTU authorities to permit WEC to organize such camps at Belagavi and other regional offices.
Resolution: It is resolved to conduct awareness camps with Mrs. Renu Kulkarni and Smt. Vanishree Raghuveer will coordinate.
8. Proposed to conduct Self defense program as a priority basis.
Resolution: It is Resolved to conduct Self Defense program in all the regional centres by the WEC Regional Representatives.
 The Chairperson also discussed with the Members regarding establishing CRECHE and its activities under Women Cell at VTU.

The meeting concluded with thanks for all the members.


 Chairperson, Women Cell
 VTU, Belagavi


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Visvesvaraya Technological University

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

"Women Cell"

No.: VTU/BGM/ICC/2020-2021/105

Date: 18 AUG 2020

"MINUTES OF THE MEETING OF ICC, WOMEN CELL, VTU, BELAGAVI, HELD ON 10th AUGUST 2020 AT WOMEN CELL, VTU, BELAGAVI.

Members Present for the meeting:

- | | | |
|---|----------------------------|---------------------|
| 1 | Prof. (Mrs.) Thanuja T. C. | - Chairperson |
| 2 | Dr. Rayangouda. H. Goudar | - Member |
| 3 | Smt. Ranjana Nadagoudar | - Member |
| 4 | Smt. Namita Kulkarni | - Member |
| 5 | Mr. Shankarappa. Madiwalar | - Member (On leave) |
| 6 | Smt. Mamata Mallapur | - Member Convener |

Chairperson of the ICC welcomed the members of the committee and appraised about the objectives of convening the meeting and explained about the activities/webinar's/workshops under VTU's Internal Complaint Committee.

The following are the minutes of the meeting:

1. The Complaint- of Chaithra M, student of Bangalore College of Engineering and Technology, Chandapura, dtd: 03-08-2020

Discussion: The complaint given by the student has been discussed. Since the complaint is on the Principal and VTU Regulations of 2019 and UGC Regulations 2015 doesn't have a provision on any regarding the same.

Resolution:

It was decided to take legal opinion and amend the same to the VTU Regulations.

2. Information to upload in the VTU website.

Discussion: The following points were discussed to upload in the Website.

- a) Objectives of the Women Cell
- b) VTU ICC Regulations
- c) Activities of the ICC (Report & Gallery)
- d) Complaint mechanism & Complaint Form
- e) Committee details of ICC & WEC
- f) Redressal Mechanism
- g) Video Clippings of the events for 2-3 minutes
- h) Keep ready the flowcharts of Process of making complaint of sexual harassment &
- i) Process of conducting Inquiry

Resolution:


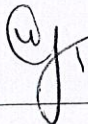
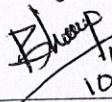
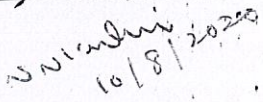
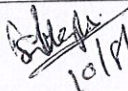
Activities conducted till today need to be verify and it was requested to Smt. Ranjana Nadagoudar to do the same and submit within 8 days. Since, it is mandatory to upload the Regulations in the VTU website for the information of all the Colleges.


3. Budget:

Discussion: All the head of accounts were reviewed and discussed. Members were recommended to followup to create the facility and procure as following:


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Attendance of the ICC Meeting for internal members held on 10-08-2020 at 2:30pm at Women Cell, VTU, Belagavi.

Sl. No.	Names	Signature
1.	Prof. T. C. Thanuja, -Chairperson Professor, Dept. of VLSI, PG Centre, Belagavi.	 10/08/2020
2.	Dr. Rayangouda. H. Goudar -Member Associate Professor. Dept.of CNE, VTU, Belagavi	 10/8/2020
3.	Smt. Ranjana Nadagoudar - Member Assistant Professor, Dept.of CSE, VTU, Belagavi	 10/08/2020
4.	Smt. Namita Kulkarni -Member Personal Secretary to VC, VTU, Belagavi	 10/8/2020
5.	Mr. Shankarappa. Madiwalar -Member Assistant, Academic Section, VTU, Belagavi-	Absent (on leave)
6.	Smt Mamata S. Mallapur - Member Convener Assistant, DPAR Section, VTU, Belagavi.	 10/8/2020


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MINUTES OF THE 2nd MEETING OF WOMEN EMPOWERMENT COMMITTEE (WEC), WOMEN CELL, VTU, BELAGAVI, HELD ON 25TH AUGUST 2020 AT 3:30PM ONLINE IN MICROSOFT TEAMS.

Following Members were present in the online meeting.

1	Dr. T. C. Thanuja- Chairperson	Chairperson
2	Dr. Shubhangi D. C	Member Secretary
3	Dr. Pankajakshi	Member
4	Dr. Hema Patil	Member
5	Dr. Shantavva Porapur	Member
6	Smt. Renu Kulkarni	Member
7	Smt. Vanishree Raghuvver	Member
8	Smt. Jayamma Y.	Member
9	Mr. Keerthan Dixit	Member

The member Dr. Shubhangi D. C. welcomed all the members of WEC.

The main agenda of the meeting

- Structure of Women Cell and Objectives.
- The activities to be conducted under WEC for 2020-21.
- Review of Budget for the year 2020-21.
- Finalization of Vision and Mission of Women Cell.
- Appointment of counsellor

Chairperson of women cell briefed about the establishment, Structure, objectives and responsibilities of the women cell.

9. Smt. Vanishree Raghuvver of women empowerment Committee, suggested that webinar on **Cyber Security for girl** may be conducted. It is decided that programs should be organised minimum once in a 15 days in a rotation by all centres up to 21st March 2020-21.

10. Proposed to conduct Health awareness camp and outreach programs.

Resolution: Resolved by conduct health awareness programmes in all the regional centres by the WEC Regional Representatives.

11. Dr. Shubhangi D. C. Member Secretary of women empowerment Committee, was suggested to conduct webinar on

- **Gender Sensitization Training**
- **Coping with Covid-19- Manage Stress & Anxiety with Yoga and Meditation**

12. Dr. Hema Patil member of women empowerment Committee, was suggested to conduct webinar on **"Raising Self-esteem and Self-confidence of women"**.

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13. Dr. Pankajakshi R. member of women empowerment Committee, was suggested to:-

Conduct webinar on

- **Developing ability among women to think critically**
- **Fostering decision-making and collective action.**
- **Providing and ensuring constitutional rights and legal rights.**
- **Providing information, knowledge, skills for self-employment.**

14. Chairperson and also Dr. Hema Patil discussed to organise International Conference on "**Future of Women**" and "**Women Status in Global level**".

15. Discussed to conduct debates, Project Competition, Poster competition etc., in the allocated budget.

16. Discussed to send the request letter for sanitizer Vending Machine and also include how many units to specific floor, Hostels, Girls Hostel and buildings.

17. In Budget discussion - plan to celebrate children's day by conducting debate, Competition for faculty children and students by Dr. Hema Patil.

18. Chairperson discussed about, budget and proposed to submit the requirements under all the head of account.

19. Chairperson discussed with all coordinators of different region, regarding establishment of computer facility at all centres.

20. Chairperson also discussed with members regarding CRECHE establishment with the budget of Rs.5,00,000/-.

21. Chairperson suggested Dr. Shantavva Porapur to take up the Webinar on "**Mental health of students**" and she also discussed about counsellor appointment at Belagavi.


22. Chairperson discussed and suggested Dr. Shantavva & Smt. Jayamma to organise two days workshop on "Sexual Harassment Regulations" in coordination with ICC member Prof. Ranjana. Nadagoudar,

23. In the meeting Chairperson read out preamble, vision, mission and discussed to suggest for any changes in Vision and Mission and requested Dr. Pankajakshi, Dr. HemaPatil and Dr. Shubhangi D. C to review and finalize as early as possible.

Chairperson discussed to publish information in the VTU website by Ms. Saraswati.


Director

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(IQAC)
Jyoti Baswaraya Technological University,
Belgavi - 590018**

 27/08/2020
Chairperson, Women Cell, VTU, Belagavi



Visvesvaraya Technological University
Center for Post Graduate Studies, Bengaluru Region
 VIAT, Muddenahalli, Chikkaballapur - 562 101

Dr. T.S.Indumathi, ME.,Ph.D
 PG Co-ordinator

Phone:08156-250466, 250467

E-mail id: vtucpgsb@gmail.com

17/11/2015

CIRCULAR

As per the circular ref. NO. VTU/Gen/2015-16/5985 dt. 9/10/2015

In order to promote gender equality, guaranteed by Article 15 of the Indian Constitution, GOI envisages engagement of 'Gender Champions' in all Schools and Colleges across the country. In this regard, as per the instructions of Registrar, 'Gender Champion' Selection notice is displayed in the notice board from 15/10/2015 and a meeting of all the students and faculty members is convened for the selection on 17/11/2015. Twelve students (boys) and six students (girls) have volunteered to be the 'Gender Champion'. In this regard, in order to short-list 'Gender Champions' a screening committee is formed and the meeting of the screening committee is scheduled to convene on 18/11/2015 at 2.30 P.M. in the office of the undersigned. After verification of the credentials of shortlisted candidates, the incumbent will be called by the undersigned (Chairman of Screening Committee) for screening /interview and selection. The following Screening Committee members are requested to attend the meeting without fail to short-list the 'Gender Champions'

- | | | |
|--|-----------------------|----------------------------|
| 1) Dr. T.S. Indumathi, P.G. Co-ordinator | - Chairman | |
| 2) Dr. Binoy Mathew | - Member Co-ordinator | |
| 3) Dr. N.Chikkanna | - Member | |
| 4) Mrs. Nirmala Hiremani | - Member | for Rater - 21
15/11/15 |
| 5) Dr. G. S. Venkatesh | - Member | |
| 6) Dr. Sarika Shankararao Tale | - Member | |
| 7) Dr. Dinesh Rangappa | - Member | |
| 8) Dr. Sandhya R. Anvekar | - Member | |
| 9) Dr. Shivamurthy G. | - Member | |
- P.G. Co-ordinator

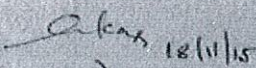
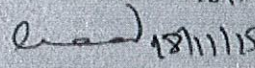
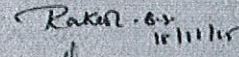
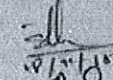
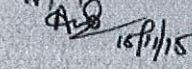
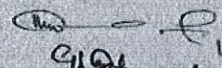
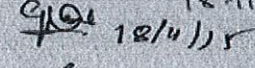
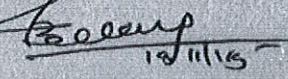
Director

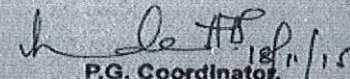
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Gender Champion Screening Committee
Meeting on 18/11/15 Time 2.30 P

Attendance.

- 1) Dr. Sandhya R. Anurag  18/11/15
- 2) Dr. SHIVA MURTHY-G.  18/11/15
- 3) RAKESH B.S.  18/11/15
- 4) Dr. Sarika Tile  18/11/15
- 5) ~~Dr.~~ Dr. C.S. Ananda Kumar  18/11/15
- 6) Dr. N. Chikkanna  18-11-2015
- 7) Dr. G.S. Ventatesh  18/11/15
- 8) Dr. Binoy Mallesh  18/11/15


P.G. Coordinator,
VTU CPQS, VIAT, Muddenahalli,
Chickaballapur Dist - 562 101

10/10/15

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


Director

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

PROMOTE GENDER EQUALITY ^{Date: 5/11/15}

Teaching Faculty

S No	Staff Name	Designation	Dept.	Signature
1	Dr. N Chikkanna	Professor	Dept. of APT	
2	Dr. Basawaraj	Assoc. Prof.	Dept. of APT	
3	Mr. Sanjeev G. Palekar	Asst. Prof.	Dept. of APT	
4	Mrs. Nirmala Hiremani	Asst. Prof.	Dept. of CSE	
5	Mr. Rakesh - B S	Asst. Prof.	Dept. of CSE	
6	Dr. G. S. Venkatesh	Professor	Dept. of CAE	
7	Dr. Thirtha Prasad H.P.	Assoc. Prof.	Dept. of CAE	
8	Mr. Ashwin C. Gowda	Asst. Prof.	Dept. of CAE	
9	Mr. Narayana Swamy G.	Asst. Prof.	Dept. of CAE	
10	Mr. Prasad Raikar	Asst. Prof.	Dept. of CAE	
11	Dr. Sarika Shankarao Tale	Assoc. Prof.	Dept. of DECS	
12	Ms. Reshma M	Asst. Prof.	Dept. of DECS	Maternity Leave
13	Mr. Ravi Talwar	Asst. Prof.	Dept. of DECS	Deputed
14	Mr. Raghavendra D	Asst. Prof.	Dept. of DECS	
15	Dr. Dinesh Rangappa	Professor	Dept. of Nano Tech	
16	Dr. Ananda Kumar C. S.	Assoc. Prof.	Dept. of Nano Tech	
17	Dr. Prasanna D. S.	Asst. Prof.	Dept. of Nano Tech	
18	Dr. Lokesh S. V.	Asst. Prof.	Dept. of Nano Tech	
19	Mr. Suresh S Tubaki	Asst. Prof.	Dept. of NT	
20	Dr. Sandhya R. Anvekar	Professor	Dept. of MBA	
21	Dr. Binoy Mathew	Assoc. Prof.	Dept. of MBA	
22	Dr. H. H. Ramesha	Assoc. Prof.	Dept. of MBA	
23	Dr. Pankajakshi R	Assoc. Prof.	Dept. of MBA	
24	Mr. Purushotham C. J.	Asst. Prof.	Dept. of MBA	
25	Mr. Viswanath R Havalappagol	Asst. Prof.	Dept. of MBA	
26	Ms. Roopadarshini S.	Asst. Prof.	Dept. of MBA	
27	Mr. Lakshminarayana K.	Asst. Prof.	Dept. of MBA	
28	Ms. Niveditha M. U.	Asst. Prof.	Dept. of MBA	
29	Ms. Veena Rani K.	Asst. Prof.	Dept. of MBA	
30	Mr. Karthik K. R.	Asst. Prof.	Dept. of MBA	
31	Dr. Shivamurthy G.	Assoc. Prof.	Dept. of MCA	
32	Mr. M. Srinivasulu	Asst. Prof.	Dept. of MCA	
33	Ms. Bhavana G.	Asst. Prof.	Dept. of MCA	
34	Mr. Yadhu Naik	Asst. Prof.	Dept. of MCA	
35	Dr. Harish B. G	Asst. Prof.	Dept. of MCA	
36	Mr. Md. Irshad Hussain B.	Asst. Prof.	Dept. of MCA	
37	Ms. Renuka K. H	Asst. Prof.	Dept. of MCA	
38	Ms. Kanta D. Devanagavi	Asst. Prof.	Dept. of MCA	
39	Mr. Ramakrishna Prasad	Asst. Prof.	Dept. of MCA	
40	Ms. Poornima G. Patil	Asst. Prof.	Dept. of MCA	
41	Mr. Swamy L N	Asst. Prof.	Dept. of MCA	
42	Mr. Prakash P	Asst. Prof.	Dept. of MCA	

Seminar Teaching Faculty Attendance

Director

Internal Quality Assurance Cell
(IQAC)

Visvesvaraya Technological University,
Belgavi - 590018

17/11/15

From,
Dr. Binoy Mathew
Associate Professor,
Dept. of MBA, Centre for Post Graduate Studies,
Visvesvaraya Technological University
Muddenahalli.

To,
The P.G. Co-ordinator
Centre for Post Graduate Studies,
Visvesvaraya Technological University,
Muddenahalli.

Dear Madam,

Sub: Selection of 'Gender Champion'-reg. Ref: VTU/Gen/2015-16/5985 dt. 9
As per your instructions, 'Gender Champion' Selection notice is displayed in the college notice board from 15/10/2015 and a meeting of all the students and faculty members is convened as a part of the selection process today the 17th November, 2015. In this meeting, twelve students (boys) and six students (girls) have volunteered to be the 'Gender Champion'. In this regard, in order to short-list 'Gender Champions' I am hereby requesting you to take necessary steps at the earliest to send the details of the 'Gender Champions' to the office of the Registrar. The details of the students volunteered to be the 'Gender Champion' are listed below for your reference and instructions have been given to them to submit their credentials on or before 14 Hours, 18th November, 2015.

List of students:

Boys

- 1) Lakshmiipathi - I MBA
- 2) Chandrashekar - I M.Tech (DECS)
- 3) Nagashetty - I M.Tech (CSE)
- 4) Rajashekar Reddy - I M.Tech (APT)
- 5) Sharath D.P. - I MBA
- 6) Durgesh Kumar Sharma - I MBA
- 7) Sunilkumar M.R. - I MBA
- 8) Sunil D.T. - I MBA(IM)
- 9) Shivayogi Hiremath - III MCA
- 10) Harshavardhana - III MCA
- 11) Harshavardhana - III M.Tech (Nano Tech.)
- 12) Manikanta - I M.Tech(Nano Tech.)

Girls

- 1) Divya - III MCA
- 2) Anjukumari A - I MBA(IM)
- 3) Manasa V. - I MBA (IM)
- 4) Rani G.C. - I MBA
- 5) Reshna Narayan - III M.Tech. (CSE)
- 6) Kavya K.G. - I M.Tech (DECS)


Dr. Binoy Mathew 17/11/15


Director

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CIRCULAR

In order to ensure Gender Equality in our centre, Gender-Champions have been appointed under a Nodal Teacher.

The Gender-Champion wing has decided to organize a poster competition with the theme "Gender Equality" which should be held on 26/07/2016 Friday between 2 to 4 PM in D-block ground floor. The competition is open for all the students. Best posters will be awarded with the certificate. All the students are requested to participate and make the event a grand success.

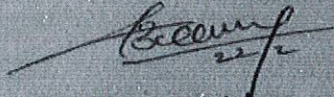
Rules for the competition:

1. Each group should consist of 3 members.
2. The time limit allocated for preparing the poster is 1 hour.
3. All the materials required for preparing the poster should be carried by the participants.
4. The message written in the poster can either be in Kannada or English.
5. Each team will get 5 minutes time to explain the poster.


For Registration and further Details, contact:

Manasa V
M.B.A Dept
1st yr student
8197772954

Harsha vardhan G H
M.C.A Dept
2nd yr student
9902288665


Dr. Binoy Mathew
Nodal Teacher




Director

**Internal Quality Assurance Cell
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Belgavi - 590018**

Director
Internal Quality Assurance Cell
Visvesvaraya Technological University
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Visvesvaraya Technological University
Centre for Post Graduate Studies, VIAT, Muddenahalli,
Chikaballapur Dist, Karnataka State

List of Gender Champions and Nodal Teacher

Sl. No	Particulars	Name	USN	Mobile No.	E-mail address	community	Residential address
1	Gender Champion	Murasa V	1 MBA		Murasa.shimoga@gmail.com	student	No. 590, 1 st Cross, 3 rd Main, Havanur Extension, Bangalore-560073
2	Gender Champion	Hirsha Vardhan G.H	1 MCA	9902288665	Hirsha_ghh@gmail.com	student	No.1237/1, Prashanth Nagar, Chikaballapur
3	Nodal Teacher	Dr. Binoy Mathew	9448627548	binoykm@yahoo.com	Asso.Prof.	No.1207, Above Angel's Dental Clinic, 11 Block, Sir M.V. Nagar, Ramamurthy Nagar, Bangalore-560016

Director

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Visvesvaraya Technological University,
 Belgavi - 590018



VISVESVARAYA TECHNOLOGICAL UNIVERSITY

Center for Post Graduate Studies - Bengaluru Region
Visvesvaraya Institute of Advanced Technology
Muddenahalli, Chikkaballapur District - 562101

Certificate

GENDER CHAMPION EVENT 2016

AGENDA

This is to certify that *[Name]* secured the 1st / 2nd / 3rd place in the poster competition with the theme 'Gender Equality' held on March 11th, 2016 at VTU,CPGS,Muddenahalli.

[Signature]
Dr. Binoy Mathew
Nodal Teacher

[Signature]
Dr. G. S. Venkatesh
PG Co-ordinator

Director

Internal Quality Assurance Cell
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Belgavi - 590018

10/20/01

MSA - Enclosure with 10/20/01
D-01
MSA - Enclosure with 10/20/01
R1002 - 10/20/01