



# SINDHI COLLEGE

#33/2B, Kempapura, Hebbal, Bengaluru - 560024  
Permanently Affiliated to Bengaluru City University  
Approved by AICTE, NAAC Re-accredited

**Ph.no: 080-23637544 E-mail: mail@sindhicollege.com**

**Establishment of 24X7 women helpline number and a security system in the campus for providing safety to students and female faculty and non-teaching faculty.**

Women helpline no: 080-23637544

## **Women Empowerment Cell & Anti-Sexual Harassment Cell**

The cell is formed with the aim of creating awareness of women's rights and duties. It is a platform for girl students to share views and experiences regarding their status in the society and gender related issues.

- To empower women by motivating them to learn self-defense practices etc.
- To conduct self-defense courses like karate and others.
- To motivate and give support to the girl students how to face the consequences in the working environment.
- To arrange seminars and Guest Lectures on subjects related to gender issues.
- To develop and implement a policy against sexual harassment.
- To evolve an effective mechanism for prevention, prohibition and redressal of the cases related to sexual harassment.
- To promote an environment that will raise awareness about and deter acts of sexual harassment of students.
- To generate awareness about the mechanism of redressal of sexual harassment related issues among students.
- To empower students and generate an environment free from sexual harassment of any nature.
- To uphold commitment of the Institution to provide an environment that is free from discrimination and violence or any kind of psychological trauma to women in relation to sexual harassment.
- To conduct programmes and workshops that create awareness relating to sexual harassment.
- To communicate good values and uphold them in solving issues related to sexual harassment.

## **Mechanism for redressal of sexual harassment**

- Complaints of sexual harassment shall be lodged with the committee / class teacher / HOD / Vice Principal/ Principal. Such complaints should be taken up by the committee for resolution through mediation, conciliation and enquiry.
- The complaints should be made in writing. If the complainant is not able to give in writing himself/herself, the complaint can be given in writing or his / her behalf by his/ her companion.
- The complainant is at liberty to withdraw the complaint at any stage of enquiry, provided such withdrawal is made independently and under free will. The enquiry may be terminated on receipt of the request for such withdrawal.
- The committee is empowered to terminate the enquiry proceeding and to give ex-parte decision on the complaint on valid grounds. It shall submit a detailed report communicating its findings based in its investigations. The committee shall pronounce its verdict whether the accused is / are guilty or not guilty. The committee in case in which the accused is / are found guilty, should indicate the gravity of the offence, whether it is major, serious or minor.
- The complainants/s and the accused shall be given reasonable opportunity to present and defend their cases. Witness may be called if deemed necessary. In case the accused fail/s to attend consecutively for three hearings despite call notices for the same, the enquiry may be terminated and the decision taken on the complaint on ex-parte basis.
- Counselling services may be made available to the victims and the accused on request.
- If the complainant the accused and the witnesses desire to be accompanied by a companion of their choice, they may be permitted to do so, provided the person so chosen will have only observer status and shall leave the meeting after making his/ her testimony.
- The complainant and the accused shall have the right of cross examination of all witnesses.
- The enquiry committee shall have the right to disallow questions from the victim or the accused, if the questions are deemed irrelevant and unnecessary.
- All persons heard by the enquiry committee as well as observers shall take and observe an oath of secrecy about the proceedings.
- Regressive disciplinary action: committee would pass on the findings of the enquiry committee to the Honourable Chairman, for taking appropriate regressive action. If the chairman finds that, there is requirement for further investigation and he may order for review of the report by the enquiry committee and may even refer the case to competent legal authority, if it is grave nature.

**The committee members are as follows:**

Sl No	Name	Designation
1	Dr. Asha N	Chairperson , Principal
2	Ms. Hemalatha	Member – Assoc. Professor
3	Dr. Padmavathy	Member - Assoc. Professor
4	Ms. Jayanthi	Member - Non Teaching Staff
5	Mr. Rahul	Member -Student
6	Mr.Aditya Khandari	Member -Student

**Anti-sexual harassment cell – 1<sup>st</sup> Floor**

