

Dayananda Sagar College of Arts, Science and Commerce
Shavige Malleshwara Hills, Kumaraswamy Layout, Bangalore-560082

Internal Quality Assurance Cell (IQAC)
Women's Dignity Cell – Shakthi
Anti Sexual Harassment and Women's Redressal Cell SHAKTHI

Preamble

The Anti-Sexual harassment and Women's Redressal Cell is for prevention of sexual harassment of girl students and women at campus. As per The Sexual Harassment at Campus (Prevention Prohibition and Redressal) Act the college has to deal with the sexual harassment complaints of women at the Campus.

The most effective weapon against sexual harassment is prevention. Harassment does not disappear on its own. In fact, it is more likely that when the problem is not addressed the harassment will worsen and become more difficult to remedy as time goes on.

We at SHAKTHI ensure the following:

- Make it clear that this is an educational institution where harassment will not be tolerated
- Provide education and information about harassment to all students and staff.
- The circulation of information, open communication and guidance is of particular importance in removing the taboo of silence which often surrounds cases of sexual harassment. Information sessions, personnel meetings, office meetings, group discussion and problem-solving groups can prove very effective in this respect.
- Promptly investigate and deal with all complaints of harassment
- Provide protection and support for the women who feel they are being harassed.
- Monitor and revise the policy and education/information programs on a regular basis to ensure that it is still effective for your workplace.

VISION

Create awareness about sexual harassment and its prevention for girls and women in the institution. To promote gender sensitization awareness

OBJECTIVE

- To create awareness about anti sexual harassment policies and laws.
- To prevent sexual harassment in the organization.
- To provide an environment free of gender-based discrimination
- To report the cases of sexual harassment in the organization to the concerned authority.

- To exchange experiences in promoting the empowerment of women through different educational programmes both formal and non-formal

STRATEGIES

The committee on receiving a written complaint will initiate inquiry proceedings as per the directions under the Sexual Harassment defined as - An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication.

The matter should be settled through counseling as soon as possible.

In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint.

ACTIVITIES OF THE CELL

- To ensure provision of the educational institution and work environment that is free from sexual harassment.
- To take all reasonable steps (active and preventive in nature) to prevent the harassment occurring.
- To address any oral/written complaint about: unwelcome sexual advances, unsolicited acts of physical intimacy, unwelcome requests for sexual favors or other unwelcome conduct of asexual nature.
- Display anti-sexual harassment posters on notice boards.
- Conduct regular awareness raising sessions for all students and staff on sexual harassment issues.
- Ensure that complaints processes: are clearly documented, explained to all, offer both informal and formal options for resolution, address complaints in a manner which is fair, timely and confidential.

BENEFITS

- Ensure a safe environment that is free of sexual harassment.
- To promote behaviors that creates an atmosphere that ensures gender equality and equal opportunities.

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Composition of the Women's Dignity Cell - Shakthi

Sl. No.	Name	Designation	Department
1	Dr.Nagaraj Shenoy	Chairman	DSCASC
2	Prof. Ashwini Basavaraju	Head	BCOM/ BBA
3	Prof. Anitha A	Member	BCOM/ BBA
4	Dr.Sumera Aluru	Member	MBA
5	Dr.Kumudavalli	Member	BCA/MCA
6	Prof.Shruthi B K	Member	BCOM/ BBA
7	Prof.Nithya	Member	BCA/MCA
8	Dr.Noor E -Misbah	Member	BSc.

Contact Information:

Name: Ashwini Basavaraju

Phone No: 7760058997

Email Id: bashwini-dsjbs@dayanandasagar.edu


Cell Head


IQAC Coordinator


Principal



Zero Tolerance Policy of Women's Dignity Cell

1. The Anti-Sexual harassment and Women's Redressal Cell is for prevention of sexual harassment of girl students and women at campus. As per The Sexual Harassment at Campus (Prevention Prohibition and Redressal) Act the college has to deal with the sexual harassment complaints of women at the Campus. The most effective weapon against sexual harassment is prevention. Harassment does not disappear on its own. In fact, it is more likely that when the problem is not addressed the harassment will worsen and become more difficult to remedy as time goes on.

2. Objectives:

- To create awareness about anti sexual harassment policies and laws.
- To prevent sexual harassment in the organization.
- To provide an environment free of gender-based discrimination
- To report the cases of sexual harassment in the organization to the concerned authority.
- To exchange experiences in promoting the empowerment of women through different educational programmes both formal and non-formal.

3. Facility:

- Suggestion box/complaint box is placed at the front of administrative office to receive the written complaints.
- The complaints may be raised through email or through grievance portal login on college website.

4. Functions:


- The committee on receiving a written complaint will initiate inquiry proceedings as per the directions under the Sexual Harassment defined as - An act of sexual harassment includes any one or more of the unwelcome acts or behaviour, whether directly or by implication.
- The matter should be settled through counselling as soon as possible.
- In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint.

5. Impact

- To uphold the dignity of the college by ensuring strife free atmosphere in the college by promoting cordial student to student relationship, student to teacher relationship and staff to staff relations and relations with other stakeholders.

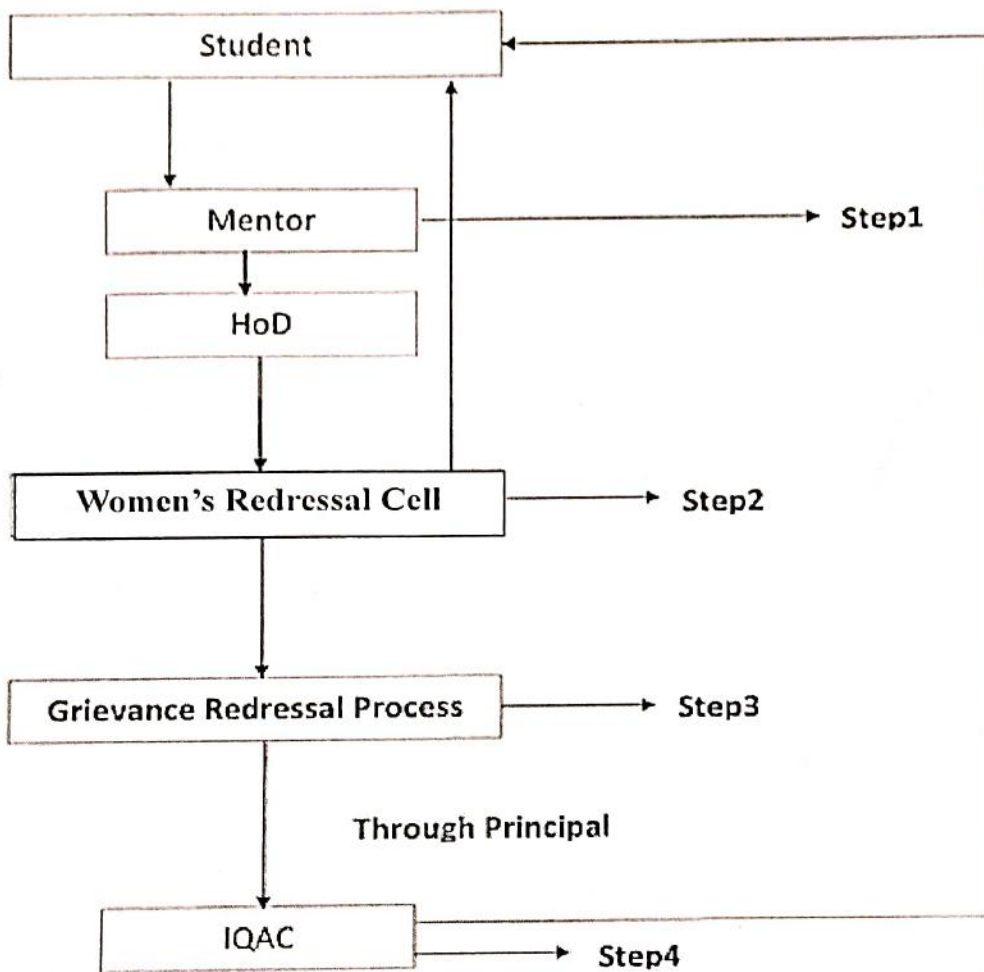

Cell Head


IQAC Coordinator


Principal



**Flow chart of Anti Sexual Harassment
and Women's Redressal Cell - Shakthi**



Ashwini
Cell Head

N. Gnath
IQAC Co-Ordinator

[Signature]
Principal