



**BW SANGHA'S**

**BASAVESHWAR ENGINEERING COLLEGE (AUTONOMOUS)  
BAGALKOT-587103**

As per the VTU circular dated 2<sup>nd</sup> August 2016, (Ref: VTU/aca/os-Gen2(2016-17/2807), and UGC Regulations (UGC letter vide No D.O.No.f.91-9/2015(GS/MHRD, dated 14/07/2016), Basaveshwar Engineering College has constituted Anti Sexual Harassment committee. From 2016 onwards, Anti Sexual Harassment committee renamed as College Internal Complaint Committee.

**Guidelines:**

On 13th Aug 1997, the Supreme Court of India issued a landmark judgment, popularly known as Vishaka judgment that recognized and addressed sexual harassment at the workplace as a human rights violation. The Supreme Court in its judgment said every woman has a right to a safe workplace. The court gave directives for all employers/organizations making it mandatory to institute sexual harassment complaints committees at workplaces. The judgment also created sexual harassment prevention guidelines for the workplace. The sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 has replaced the guidelines/norms laid down by Hon' able Supreme Court on sexual harassment and came into force from 9 December 2013. The Govt. of India is yet to make rules for carrying out the provisions of this Act, 2013. However, in the light of enactment of the sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Basaveshwar Engineering College, Bagalkot has constituted Internal Complaint Committee (Anti sexual Harassment Committee).

Committee is responsible for:

- Giving awareness
- Investigating every formal written complaint of sexual harassment

- Taking appropriate remedial measures to respond to any substantiated allegations of sexual harassment
- Discouraging and preventing any type of sexual harassment

The Anti-Sexual harassment Committee shall inquire into the complaints as per the provisions of Section 11 of the Act, 2013. During pendency of inquiries the Committee may give recommendations as may be considered necessary under the provision of Section 12 of the Act, 2013 and based on these recommendations, the Competent Authority shall take appropriate action.

**Prevention prohibition and redressal act 2013 of sexual harassment of women at workplace:** This Act was published in the Gazette of India, Extraordinary, Part II , Section - 1 dated 23rd April 2013 as Act No. 14 of 2013. Safe work place is woman's legal right and sexual harassment is defined as any unwelcome, sexually determined physical, verbal or non verbal conduct. Work place is defined as any place visited by the employee out of or during the course of employment including transportation.

#### **Policy of the Institute:**

The policy of the Institute is to create and maintain an environment free from sexual harassment in the Institute. The Institute strongly disapproves of any conduct that constitutes sexual harassment. All students, faculty, and staff members are advised to report any matter related to sexual harassment to the Committee against Sexual Harassment. All complaints will be thoroughly investigated and appropriate action will be taken promptly. The Committee will maintain confidentiality within the limits of the law and will not disclose sensitive information to any individual except for those who have a specific need to know.

**Goal:** Prevention of sexual harassment to ensure safe working environment for women employees and safe campus to female students.

**College Internal complaints Committee (CICC) members for the Academic Year 2018-19**

Dr. Shreelatha Rao	Chairperson	9738765580	srilatharao99@gmail.com
Dr. Shobha Patil	Member	9449534202	srpatil19@gmail.com
Dr. S.V. Saboji	Member	9880839303	saboji_skumar@yahoo.com
Dr. S.S.Benchalli	Member	8762644634	sbenchalli@gmail.com
Prof. Nanda	Member	9900979575	Nanda196204@yahoo.co.in
Prof. B.G.Hokarani	Member with legal knowledge (LLM )	9611431878	hokarani@yahoo.co.in
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Pallavi Hangaragi	Student member	6360226334	Pallavi.hangargi312@gmail.com
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