



C. S. I., K. N. D., B.M.H.E. C's C.S.I. COLLEGE OF COMMERCE, DHARWAD

Internal Complaint Cell/ Anti- Sexual Harassment

Intent of the Cell:

Primary Goals:

- To have a mechanism against sexual harassment of women at the College
- To develop a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the College
- To maintain and uphold the commitment of the College to provide an environment free of gender-based discrimination.
- To create a secure physical and social environment for all and to discourage any act of sexual harassment.

According to The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, sexual harassment includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- Physical contact and advances
- A demand or request for sexual favours
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Functions

- To develop a mechanism for registering complaints which should be safe, accessible, and sensitive.
- To take cognisance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend disciplinary action or take immediate action against the harasser, if necessary.
- To follow-up action and monitor the same.
- To recommend the college authority to provide assistance to the complainant if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time-being in force.
- To recommend the college authority to provide the medical intervention with the consent of the complainant or even without consent in such cases where the complainant is physically or mentally incapacitated to give her consent.
- To recommend the college authority to arrange for appropriate psychological, emotional, and physical support (in the form of counselling, security and other assistance) to the victim if she so desires.

Formation and Structure:

The formation and structure of the Cell is in accordance to the Guidelines published by UGC, New Delhi.

Members

Sl. No	Name	Designation
1.	Dr. Kamala Dhawale	Principal and Chairman
2.	Dr. C. H. Patil	Member
3.	Dr. S.V. Hegadal	Member
4.	Prof. B. V. Kappershetty	Member
5.	Dr. G.V. Kokkalki	Member
6.	Dr. G. M. Hugar	Member
7.	Smt. Manasa C.T	Member

