



Ref. No. KU-ICC/2023-24/001

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KISHKINDA UNIVERSITY

AGENDA FOR THE FIRST INTERNAL COMPLAINTS COMMITTEE (ICC) MEETING TO BE HELD ON 1st August 2024 BY 03:00 PM AT DEAN FET CHAMBER, SILVER JUBILEE BLOCK-1, BITM CAMPUS, BALLARI.

ITEM NO.	DETAILS OF AGENDA
1.00	Promoting awareness among women employees and students regarding ICC and its pivotal role and responsibilities within the university.
1.01	To discuss about Prevention, Prohibition, Redressal of sexual harassment of women employees and students in the university as per UGC Regulations of 2015.
1.02	Examination of Supportive Measures and Grievance Redressal Mechanism in case of any complaints.
1.03	Any other discussions with the permission of the chair.

ICC Convener

Dr. Poornima H.

Copy to:

1. Dr. B. M. Vidyavathi, Senior Women Faculty BITM-President
2. Mrs. Haseena Begum, Asst. Professor-Member
3. Dr. K. S. R. Sridhar, Dean Faculty of Science-Member
4. Mrs. Vidya A., PS to VC-Member
5. Mrs. Yashoda S. Annigeri, Advocate-Member
6. Ms. Mayuri, BCA - Student Member
7. Ms. Nandini, MCA - Student Member
8. Mrs. V. J. Maheswari, Representative of NGO – Member





INTERNAL COMPLAINTS COMMITTEE (ICC)-Notes

About the Cell

In adherence to the 1997 Supreme Court judgment and guidelines, which emphasize the effective enforcement of the fundamental human right of gender equality and protection against sexual harassment and abuse, particularly within workplaces, the University Grants Commission (UGC) has issued circulars. The UGC insists on the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, commonly known as the Sexual Harassment Act, since April 2013. This directive applies to all universities and colleges affiliated with the UGC, urging them to establish a permanent cell or committee and formulate guidelines to address sexual harassment, violence against women, and ragging on their campuses.

Furthermore, Universities are advised to take a proactive approach by fostering a conducive atmosphere that upholds respect for women and treats them with dignity. In alignment with the UGC guidelines and Supreme Court directives, an Internal Complaints Committee (ICC) against Sexual Harassment has been established at Kishkinda University. The primary objective is to provide a healthy and congenial environment for both staff and students.

Objectives of ICC

1. Prevent discrimination and sexual harassment by fostering a culture of gender amity among students and employees.
2. Promptly handle cases of discrimination and sexual harassment against women, ensuring timely resolution, providing support services to victims, and taking decisive action, including potential termination of the harasser.
3. Recommend appropriate punitive action against the guilty.

ROLES & RESPONSIBILITIES OF ICC

1. To ensure the provision of a work and educational environment that is free from sexual harassment.
2. Take proactive measures to prevent sexual harassment within the campus.
3. Systematically promote and disseminate awareness regarding guidelines for preventing sexual harassment at all levels of the institution.
4. Display anti-sexual harassment posters on notice boards, in common work areas, and distribute relevant brochures. Conduct regular awareness sessions for all staff and students on issues related to sexual harassment.





5. Ensure that complaints are handled in a manner that:
 - a. Clearly documents each complaint.
 - b. Provides both informal and formal options for resolution.
 - c. Addresses complaints in a fair, timely, and confidential manner.
 - d. Adheres to the principles of natural justice.
 - e. Offers clear guidance on internal investigation procedures and record-keeping.
 - f. Guarantees that no student will face victimization, judgment, or disadvantage for raising a complaint.

FUNCTIONS OF THE ICC

I. PREVENTIVE STEPS.

The committee is committed to:

1. To Creating a secure environment free from sexual harassment.
2. Encourage behaviours that cultivate an atmosphere promoting gender equality and equal opportunities.

II. REMEDIAL STEPS.

1. To Acknowledge and carefully consider complaints regarding incidents of sexual harassment within the university.
2. Addressing crises, facilitating mediation, and providing counselling services.
3. To conduct investigations into complaints, present findings, and make recommendations regarding appropriate penalties for the harasser.





Proceedings of the First Internal Complaints Committee (ICC)

The First ICC meeting of Kishkinda University was held on 01.08.2024 at 03:00 P.M. in the Chamber of Dean (FET), Silver Jubilee Block-I, BITM Campus, Kishkinda University, Ballari. The meeting was attended by the president and members as shown in the table:

SL. NO.	MEMBERS DETAILS	ATTENDED
1	Dr. B. M. Vidyavathi, Senior Women Faculty BITM-President	Offline
2	Mrs. Haseena Begum, Asst. Professor-Member	Offline
3	Dr. K. S. R. Sridhar, Dean Faculty of Science-Member	Offline
4	Mrs. Vidya A., PS to VC-Member	Online
5	Mrs. Yashoda S. Annigeri, Advocate-Member	Offline
6	Ms. Mayuri, BCA - Student Member	Online
7	Ms. Nandini, MCA - Student Member	Offline
8	Mrs. V. J. Maheswari, Representative of NGO – Member	Offline
9	Dr. Poomima H. Member Convener	Offline





Dr. Poornima H., ICC convener, welcomed all the members to the 1st ICC meeting.

Agenda 1.00	Promoting awareness among women employees and students regarding ICC and its pivotal role and responsibilities within the university.
Deliberation	Dr. B. M. Vidyavathi, President of ICC, recommended creating posters with information and contact details of the ICC committee members. Additionally, it was suggested that awareness sessions be held during each batch's orientation program.
Resolution:	Noted

Agenda 1.01	To discuss about Prevention, Prohibition, Redressal of sexual harassment of women employees and students in the university as per UGC Regulations of 2015.
Deliberation	Dr. K. S. R. Sridhar proposed organizing invited talks and seminars on health, hygiene, and sexual harassment to raise awareness about the ICC within the university. Mrs. Yashoda S. Annigeri suggested circulating the UGC working guidelines among ICC members and the various departments of Kishkinda University. Additionally, a complaint box will be maintained for grievance Redressal.
Resolution:	Noted

Agenda 1.02	Examination of Supportive Measures and Grievance Redressal Mechanism in case of any complaints
Deliberation	Mrs. V. J. Maheshwari outlined guidelines for the proactive management of potential issues, emphasizing counselling, effective communication, and meticulous documentation strategies. The primary objective is to establish a secure and inclusive work environment that prioritizes transparency, confidentiality, and ongoing improvement in handling grievances from both employees and students.
Resolution:	Noted





Agenda 2.03	Any other discussions with the permission of the chair.
Deliberation	Nil

The meeting was concluded by the member convener by thanking all the committee members.

ICC Convener

Dr. Poornima H.

President

Dr. B. M. Vidyavathi

