



K.L.E.Society's

**Basavaprabhu Kore Arts, Science and Commerce College, Chikkodi – 591201**

(Accredited at 'A' grade by NAAC with CGPA of 3.26 in the third cycle)

**Website:** [www.klebkcollegechikkodi.edu.in](http://www.klebkcollegechikkodi.edu.in)

**e-mail:** [kles\\_bkcc@rediffmail.com](mailto:kles_bkcc@rediffmail.com) **Phone:** 08338-272176

**Ref. No:** KLE / BKCC / 2019 – 20 /

**Date:** 15/09/2020

To deal with the issues of gender based violence and to conduct gender sensitization programme the institution has framed the Internal Complaint Committee (ICC). Following are the members of Internal Complaint Committee.

- |                           |                   |
|---------------------------|-------------------|
| 1. Dr. S. I.Puranik       | Presiding Officer |
| 2. Miss. S.M. Hegale      | Member            |
| 3. Smt. Y.H. Hiregannavar | Member            |
| 4. Smt. V.S. Bilagi       | Member            |

  
**PRINCIPAL**  
B. K. Arts, Science & Commerce. Colleg,  
CHIKODI - 591 201.



## **K.L.E. SOCIETY'S**

### **BASAVAPRABHU KORE ARTS, SCIENCE AND COMMERCE COLLEGE, CHIKODI**

#### **Anti Sexual Harassment Policy**

As per the guidelines of UGC and Supreme Court, an Anti Sexual Harassment Cell has been established by K.L.E Society's Basavaprabhu Kore Arts, Science and Commerce College, Chikodi, to provide a healthy environment to the staff and students of the College. The Internal Complaints Committee (ICC) is constituted to consider complaints regarding sexual harassment.

#### **The Policy**

The antisexual harassment cell of the college is committed in providing a safe and healthy environment in the campus to work and study, free from discrimination on any ground and from any kind of sexual harassment. The cell of the college will operate a zero tolerance policy for any form of sexual harassment in the campus, treat all incidents seriously and promptly investigate all allegations of sexual harassment if witnessed. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.

#### **Objectives of the policy**

- To work out details for the implementation of the policy
- To develop principles and procedures for combating sexual harassment
- To organize gender sensitization awareness programmes
- To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment

#### **Definition of Sexual harassment**

Any unwelcome sexually motivated behavior, whether directly or by implication involving physical contacts or advances, demand for sexual favors, sexually-tainted remarks, and other unwelcome physical, verbal or non-verbal expressions of a sexual nature which affects women's right to work in a congenial environment at the workplace.

## Responsibilities of Cell

Following are the responsibilities taken up by the cell in achieving gender equality, removal of gender discrimination and sexual harassment

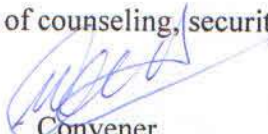
- ✓ Organize programmes on sexual harassment and gender based discrimination for the benefit of students and faculty members of the college
- ✓ Fulfill the guidelines issued by UGC to create an academic and work environment free of sexual harassment or gender-based discrimination
- ✓ Accept the complaints if any from the members of the college alleging sexual harassment and redress
- ✓ Take necessary action on any act of sexual harassment or gender-based discrimination on the campus if witnessed
- ✓ Carry out formal enquiry and inspect and take decisions upon each complaint and recommend appropriate punishment or action to be taken by the appropriate authority
- ✓ Make sure that all information concerned either to complaints registered and the findings of any enquiries and investigations are kept strictly confidential

## Internal Complaints Committee (ICC)

As per the guidelines of UGC the Internal Complaint Committee (ICC) of the college is constituted.

Responsibilities of the Internal Compliant Committee (ICC)

- To facilitate a safe environment that is free of sexual harassment
- Provide assistance if an employee or a student chooses to file a complaint
- To promote behaviors that creates an atmosphere that ensures gender equality and equal opportunities.
- To ensure that the mechanism for registering complaints is safe, accessible and sensitive.
- To make arrangements for appropriate psychological, emotional and physical support (in form of counseling, security, and other assistance) to the victim if so desires.

  
Convener  
Antisexual Harassment Cell



  
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**K.L.E Society's**

**Basavaprabhu Kore Arts, Science and Commerce College Chikodi**

**Anti Sexual Harassment Cell and Internal Complaint Committee (ICC)**

**Complaint Form**

Name :

Class :

Contact Number :

Mail Address :

Name of the Accuser :

Complaint :

Date of the complaint :

Signature :

Signature of the Convener/Committee Member

Anti sexual Harassment Cell and Internal Complaint Committee



ज्ञान-विज्ञान विमुक्तये

प्रो. रजनीश जैन  
सचिव

Prof. Rajnish Jain  
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**

(मानव संसाधन विकास मंत्रालय, भारत सरकार)  
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002  
Bahadur Shah Zafar Marg, New Delhi-110002

Ph : 011-23236288/23239337

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E-mail : secy.ugc@nic.in

**D.O.No.91-3/2020 (GS)**

**August, 2020**

**10 SEP 2020**

Dear Sir/Madam

This is in continuation of earlier letter dated 14.05.2019 (available on UGC website i.e www.ugc.ac.in under Notices) requesting the Universities/Colleges to constitute an Internal Complaint Committee (ICC) and a Special cell in their respective institutions to deal with the issue of gender based violence and to conduct gender sensitization programme.

You are requested to ensure that ICC constituted in your esteemed university is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institution) Regulation, 2015.

You are, therefore, requested to fill an online compliance of Gender Audit on SAKSHAM Portal (i.e. [saksham.ugc.ac.in](http://saksham.ugc.ac.in)) upto 15.09.2020 and also inform the same to your affiliated colleges.

An early action in this matter would be highly appreciated.

With kind regards,

Yours sincerely,

(Prof. Rajnish Jain)

**The Vice-Chancellors of all Universities**



♀

SAKSHAM

Measures for Ensuring  
the  
Safety of Women  
and  
Programmes for Gender Sensitization  
on  
Campuses



**University Grants Commission**  
**Bahadurshah Zafar Marg**  
**New Delhi**

SAKSHAM





**rediffmail**

Mailbox of kles\_bkcc

**Subject: Action taken on cases of Sexual Harassment in Higher Education Institutions during one year i.e. 01/04/2019 to 31/03/2020**

From: Google Forms <forms-receipts-noreply@google.com> on Tue, 15 Sep 2020 13:11:14  
To: kles\_bkcc@rediffmail.com

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Thanks for filling out Action taken on cases of Sexual Harassment in Higher Education Institutions during one year i.e. 01/04/2019 to 31/03/2020

Here's what we got from you:

[Edit response](#)

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**Action taken on cases of Sexual Harassment in Higher Education Institutions during one year i.e. 01/04/2019 to 31/03/2020**

Email address \*

kles\_bkcc@rediffmail.com

Name of University/ College/Institution:- \*

K.L.E Society's Basavaprabhu Kore Arts, Science and Commerce College, Chikodi

Select Institution Type \*

College

University/ College/Institution AISHE Code \*

C-9989

University/ College/Institution's Address: \*

K.L.E Society's Basavaprabhu Kore Arts, Science and Commerce College, Chikodi-591201

University Affiliated with: (if any)

Rani Channamma University, Belagavi

City: \*

Chikodi

State: \*

Karnataka

Contact (mobile no) \*

9448339741



Contact (Landline) \*

08338272176

Email \*

kles\_bkcc@rediffmail.com

Number of Cases of Sexual harassment received during 01-04-2019 to 31-03-2020. \*

0

Number of Complaints disposed off during the year. \*

0

Number of Cases pending for more than 90 days. \*

0

Number of workshops on Awareness Programmes against sexual harassment conducted during the year \*

02

Nature of action \*

organized two programmes on 'Introduction to POSH Act-2013' and 'Gender Equality, feminism in contemporary issues and challenges'

Whether the Internal Complaint Committee has been constituted or not ? \*

Yes

No

Create your own Google Form

  
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