



KRUPANIDHI GROUP OF INSTITUTIONS
(AICTE Approved | ISO 9001-2015 Certified)

ACTION PLAN FOR THE YEAR 2016-17

Objectives of the Committee

1. To prevent sexual harassment by promoting gender amity among staff, students and other employees.
2. To deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized, prevention and termination of the harassment.
3. Recommend appropriate re-dressal and punitive action against the guilty to the Management.
4. To comply with the provisions of the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act) and to develop and implement a policy against sexual harassment of women at the KGI.
5. To uphold Women's Right to Protection against Sexual Harassment and for the prevention and redressal of sexual harassment of women.
6. To evolve a permanent mechanism for the prevention, prohibition and redressal of sexual harassment of women at KGI .
7. To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.
8. To undertake all necessary and reasonable steps including the constitution of appropriate committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.

PLAN OF ACTION [2016-2017] [Events to be conducted]

Date	Activity
26.09.2016	Awareness Programme For Girls At KGI
17.10.2016	Awareness Session By External Expert On Anti-Sexual Harassment Policy
03.12.2016	Follow-Up Session On Awareness Program For Girls At KGI
08.03.2017	International Women's Day
11.11.2016	Workplace Treatment Of Women In The KGI Campus
09.01.2017	Workshop On Gender Sensitivity




Principal

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KRUPANIDHI GROUP OF INSTITUTIONS
DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

NOTICE

Date: 17th September 2016

This is to inform that the Department of Management Studies has planned to conduct an awareness session for Girls at KGI on 26th September 2016 to promote a culture of ragging free environment. All faculty members along with the students are requested to attend the same.

Time: 2:00PM

Venue: MBA, SPARTA


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Report on Awareness Programme for Girls at KGI

The Awareness Programme aimed for Girls at KGI at educating the newly admitted students and the seniors batch about Spreading awareness among the students about the social, legal and constitutional rights of women in order to prevent the exploitation based on gender. The ICC Cell, its functions, process, committee members, helpline and emergency contact numbers, ICC squads, surprise checks, penal laws, process of filing complaint, Hostel vigilance, etc. to ensure a culture of compliant free environment. The programme was conducted on 26th September 2016 in Sparta at 2:00pm. The programme was organized and well-managed by the MBA Batch 2018-2020. The event kick started by the Welcome Address by Ms. Megha . The Key address to the programme was presided by Dr. Shagufta. A video of types of Internal Compliants and its effects was played in order to sensitivize students about the potent harms on human-life. Students were provided the opportunity to share their insights, values, and views on complaints. Vanitha G and Reem Das spoke on the internal complaince effects which caught the audience's attention and applause. Dr. E. Geetha Venu addressed the Students on the KGI's ICC Cell Policy clarifying the facets of verbal and psychological abuse, physical abuse, sexual abuse, and the punishment for teh participation in abetment of internal complaints. The complete back-end operations and the vote of thanks were taken care by Ms.Priya Thomas.

The conveners for the programme were Dr. Shagufta and Prof Priya Thomas under the guidance of the respected Dean, Dr. E. Geetha venu. The student co-ordinators for the event were Megha, Kavya, Vanitha G and Reema Das respectively.




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Praveesh
Principal

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NOTICE

Date: 10th October 2016

This is to inform that the Department of Management Studies has planned to conduct an awareness session by External Expert on Anti-Sexual Harassment Policy on 17th October 2016 to promote a culture of Sexual Harassment free environment. All faculty members along with the students are requested to attend the same.

Time: 11:30 AM

Venue: MBA, Board room


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**REPORT ON AWARENESS SESSION BY EXTERNAL EXPERT ON ANTI-SEXUAL
HARASSMENT POLICY**

OCTOBER 2016

An Anti-Sexual Harassment Cell meeting was convened on 16th of October, 2016, to schedule an Anti-Sexual Harassment awareness session of Ms. Jayanthi under the leadership of Principal of MBA department. Ms. J. R. Vaishnavi Prasad, as a chairperson discussed about the progress of the committee. The chairperson, discussed in brief an additional responsibility vested to the faculty and student members for the upcoming odd semester. A detailed plan of action was discussed which included the awareness of Anti-Sexual Harassment Cell among students, a session by external elite subject expert, procedure to fill the Sexual Harassment grievances etc. Tasks, Activity, and Events were narrated and allocated to the concerned faculties for the upcoming semester. No Anti Sexual Harassment case was reported in the ongoing semester.



J. R. Vaishnavi Prasad
Principal

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NOTICE

Date: 26-11-2016

This is to inform that the Department of Management Studies has planned to conduct a follow-up session on Awareness program for girls at KGI on 3rd December 2016 to promote a culture of compliant free environment. All faculty members along with the students are requested to attend the same.

Time: 2:00PM

Venue: MBA, SPARTA




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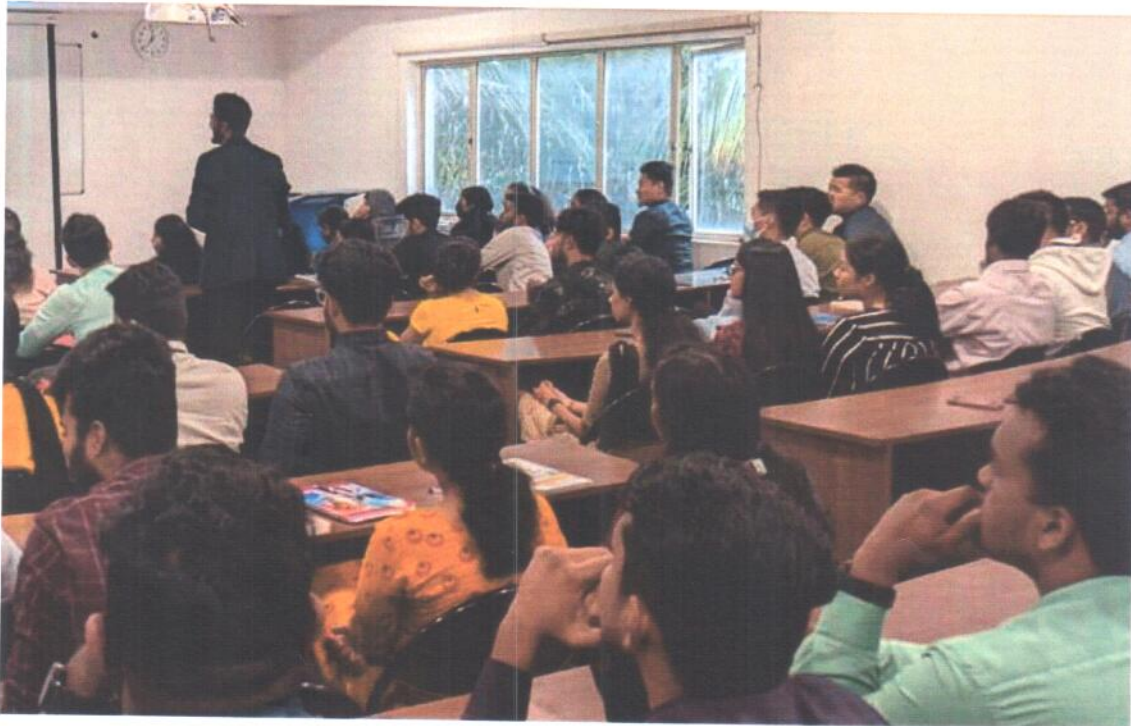


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Report on Follow-up Session on Awareness program for girls at KGI

The ICC Team under the initiative of Dr. E. Geetha Venu and Prof Rama Lakshmi emphasized students on their campus-life, hostel, discrepancies, any ragging incidents from fellow colleagues or seniors, etc. The follow-up session was conducted to ensure that students feel safe and secure within KGI campus. The programme was conducted on 3rd December 2016 in Sparta at 2:00pm. The programme was organized and well-managed. Students were given the opportunity to raise their concerns with reference to ICC.



Geetha Venu
Principal

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NOTICE

Date: 1-3-2017

This is to inform that the Department of Management Studies has planned to conduct International Women's Day on 8th March 2017 to promote a culture of complaint free environment.

Time: 2:00PM

Venue: MBA, SPARTA

Rama
Principal

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Ramesh
Principal

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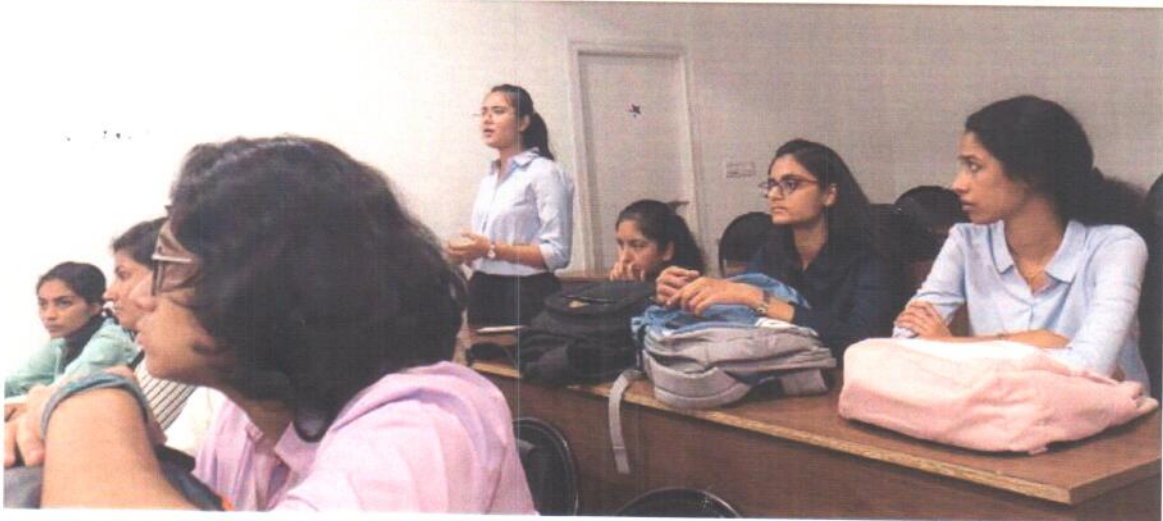


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Report on International Women's Day

The event was conducted on 8th March 2017, at 10.00 am. The faculty and students from MBA and PGDM were invited. The welcome note was occasioned by Dr. E. Geetha Venu (Dean, Krupanidhi School of Management) who enlightened the audience on the women empowerment and their rights. The International Women's Day was conducted to extend the students insight, views, and understanding. Sixteen students participated in the event. Dr. Shagufta judged the event based on lines of Clarity of Thought, Coherence, Structure, and Communication Skills. Among them, Megha, Vanitha G, Reema Das and Kavya were the winners of the event. Feedback from the participants were collected and the vote of thanks ended the event. Student Coordinators, Mr. Thomas Philip and Melvin Mathew anchored the event.



Seenu
Principal

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Report on Workplace Treatment of Women in the KGI campus

Surprise visits were conducted at vulnerable places in the KGI campus, including hostels, cafeteria, classrooms, labs, bus stop, etc. The surprise checks were done on 11th November, 2016. The ICC Squads kept vigilance in Boys and Girls Hostels. During the KRUPACON 2016, the ICC Squad monitored the conduct of the conference by making surprise checks in vulnerable places frequently during the conference days. Ms. Nivedita Jha of Department of Management Studies also kept vigilance in the student's transport in college bus on a frequent basis.



Seenu

Principal

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CIRCULAR

Date: 6.1.2017

All the members of *Equal Opportunity Committee* and students are hereby informed to attend the event conducted by EOC on **9.1.2017**.

Agenda: Gender sensitivity workshop

Time: 02:00 pm – 4:00 pm

Venue: Alexandria (MBA block)


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Report on Group counselling

Topic: Workshop on Gender Sensitivity

Introduction:

The workshop was conducted by the Equal Opportunity Committee for creating awareness on gender differences and gender related bias.

Synopsis:

Equal Opportunity Committee (EOC) works for affirmative action for the deprived sections & people from religious & language minorities, differently-abled people and Women. The event was conducted as a part of the committee program for Equal opportunity for the elimination of discrimination based on gender.

The workshop on gender sensitivity was conducted aiming at creating awareness in the students' community on various gender difference aspects. This event was instrumental in bringing about an understanding to the students on what course of action must be taken on the unprivileged events of bias or gender differences. A lot of real life examples, on this front, were shared and cases were simulated for better understanding. International aspects of gender differences were also covered in the workshop, as we have students from different nationals.

The training was conducted by an in-house resource person who has an expertise in the similar line. The duration of the entire workshop was 150 minutes, excluding the 30 minutes of opening & closing formalities, making it a complete 3 hours event.

The event was headed by the committee members, Mr. Baskar N&Dr.Jissy Thomas. The other members of the committee had shared the responsibilities duly. The workshop was received very warmly and the participants shared significantly positive reviews.

Conclusion:

The workshop on gender sensitivity was a great success - garnering a positive feedback, benefitting the participants by paving way for a more equal, fair & bias free environment. It was an empowering one with developed insights and made the students more prepared.



Praveesh
Principal

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Presents

Workshop

on

Gender Sensitivity

09 JANUARY 2017

02.00 PM - 04.00PM

Venue - ALEXANDRIA



Seenu
Principal

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