



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

ACTION PERSPECTIVE PLAN FOR THE YEAR 2017-18

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 [2017-2018] [Events to be conducted]

Date	Event
26.09.2017	Awareness Session For Girls At KGI
16.10.2017	Awareness Session By Dr. Shagufta Showkat On "KGI's Anti-Sexual Harassment Policy
04.12.2017	Follow-Up Session On Awareness Program For Girls At KGI
08.03.2018	International Women's Day
17.04.2018	Candle March In Support Justice For Asifa
13.11.2017	Workplace Treatment Of Women In The KGI Campus




Principal
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DEPARTMENT OF MANAGEMENT STUDIES

BANGALORE

CIRCULAR

Date: 17th April 2018

All mentors and students are hereby informed that Krupanidhi Group of Institutions (Department of management Studies) – Kaleidoscope will be attending a candle march in support justice for Asifa, the victim of a heinous crime at MG Road, Bangalore on the 17th of April, 2018 . All mentors and students who wish to be a part for the above, kindly give your names to your Class mentors.

In case of any other queries kindly contact

Convener:

Prof. Divya A Reddy




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Praveesh

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NOTICE

Date: 19th September 2017

This is to inform that the Department of Management Studies has planned to conduct an awareness session for Girls at KGI on 26th September 2017 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

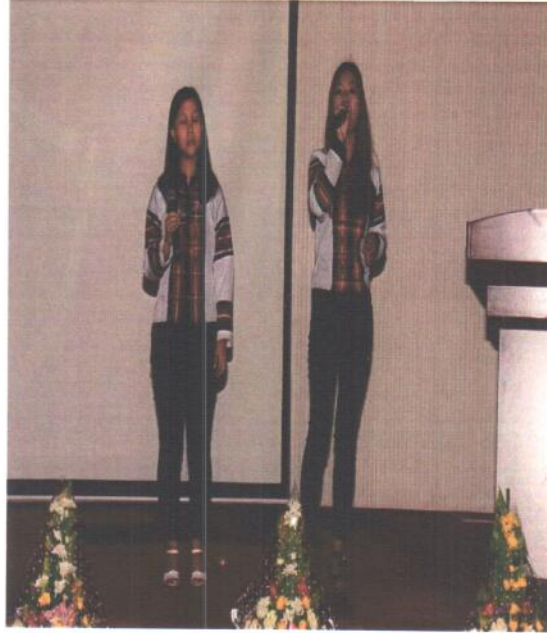
The Awareness Programme aimed for Girls at KGI at educating the newly admitted students and the seniors batch about Spreading awareness among the students about the social, legal and constitutional rights of women in order to prevent the exploitation based on gender. The ICC Cell, its functions, process, 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 2017 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 Aabhiya Karki [MBA IInd Yr. {HR}]. The Key address to the programme was presided by Prof Rama Lakshmi, Academic Coordinator MBA Department]. 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. Alvin Martin Jacob [MBA IInd Yr. {FIN.}] and Ms. Ambily Jose [new joinee] spoke on the internal complaince effects which caught the audience's attention and applause. Dr. Shagufta addressed the Students on the KGI's ICC Cell Policy clarifying the facets of verbal and psychological abusc, 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 Prof Aradana Yadav. The conveners for the programme were Dr. Shagufta and Prof Benita Jason under the guidance of the respected Dean, Prof Jacob Alexander. The student co-ordinators for the event were Abhiya Karki, Alvin Martin Jacob and Ambily Jose respectively.




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Suresh
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NOTICE

Date: 9th October 2017

This is to inform that the Department of Management Studies has planned to conduct an awareness session by Dr. Shagufta Showkat on "KGI's Anti-Sexual Harassment Policy on 16th October 2017 to promote a culture of Sexual Harassment free environment. All faculty members along with the students are requested to attend the same.

Time: 10:30 AM

Venue: MBA, SPARTA


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REPORT ON ANTI SEXUAL HARASSMENT CELL

OCTOBER 2017

An Anti-Sexual Harassment Cell meeting was convened on 16th of October 2017, to schedule an Anti-Sexual Harassment awareness session under the leadership of Principal of MBA department. Dr. Shagufta Showkat, as a chairperson and spokesperson discussed about the Prevention of sexual harassment. She has discussed the complete procedure of registering a complaint. When a designated person receives a complaint of sexual harassment, he/she will immediately record the dates, times and facts of the incident(s), ascertain the views of the victim as to what outcome he/she wants, ensure that the victim understands the company's procedures for dealing with the complaint, discuss and agree the next steps: either informal or formal complaint, on the understanding that choosing to resolve the matter informally does not preclude the victim from pursuing a formal complaint if he/she is not satisfied with the outcome, keep a confidential record of all discussions, respect the choice of the victim, ensure that the victim knows that they can lodge the complaint outside of the company through the relevant country/legal framework. It is important to give the victim option. No Anti Sexual Harassment case was reported in the ongoing semester.

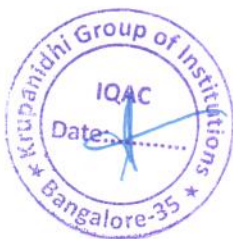
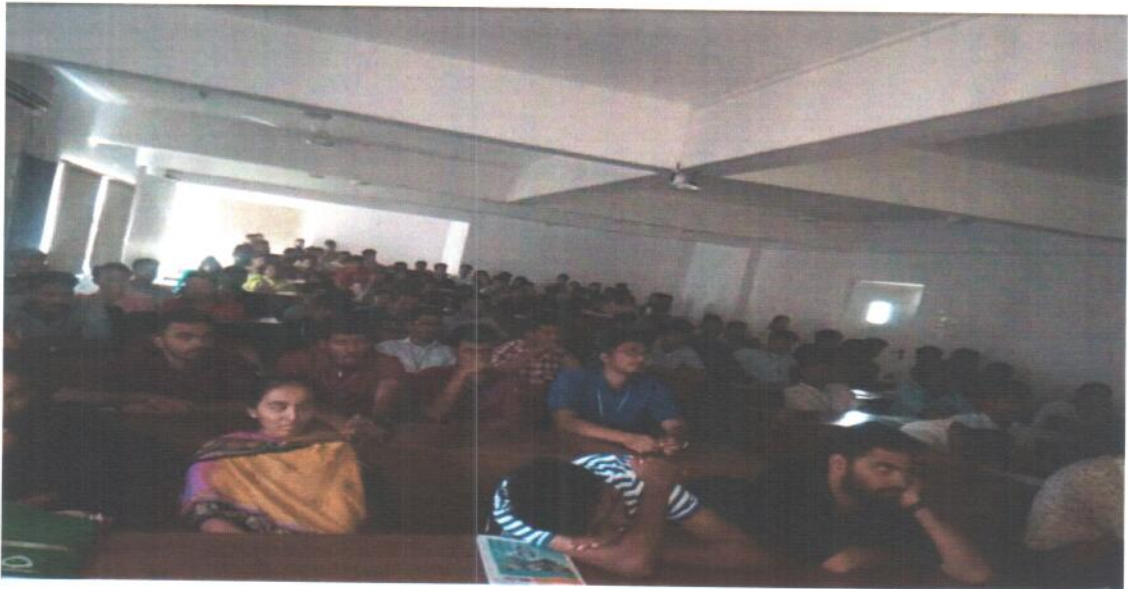
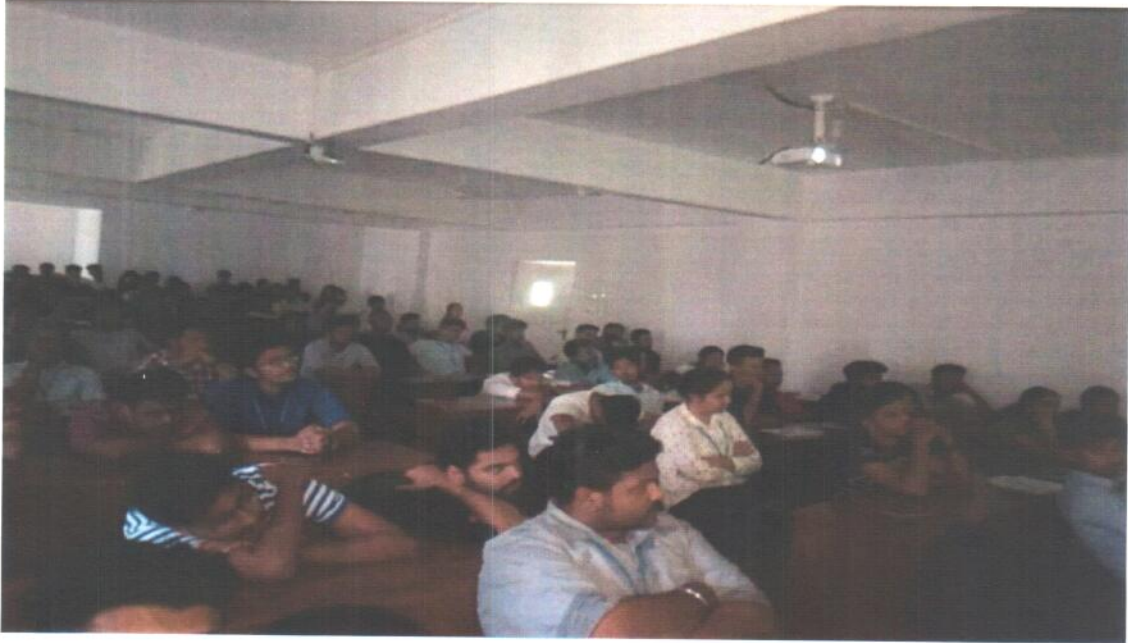


Shagufta Showkat
Principal
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PICTURES



Srinivasa
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NOTICE

Date: 27th November 2017

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 4th December 2017 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: Seminar Hall


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

The ICC Team under the initiative of Prof Jacob Alexander and Dr Shagufta 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 4th December 2017 in Sparta at 2:00pm. The programme was organized and well-managed by the MBA Batch 2017-2021. Students were given the opportunity to raise their concerns with reference to ICC.



Shagufta
Principal

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NOTICE

Date: 3rd March 2018

This is to inform that the Department of Management Studies has planned to conduct International Women's Day on 8th March 2018 to promote a culture of complaint free environment.

Time: 2:00PM

Venue: MBA, SPARTA



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Report on International Women's Day

The event was conducted on 8th March 2018, at 10.00 am. The faculty and students from MBA and PGDM were invited. The welcome note was occasioned by Prof Jacob Alexander (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, Ambily Jose, Abhiya Karki and Alvin Martin Jacob were the winners of the event. Feedback from the participants were collected and the vote of thanks ended the event. Student Coordinator Akshay J Sunny anchored the event.



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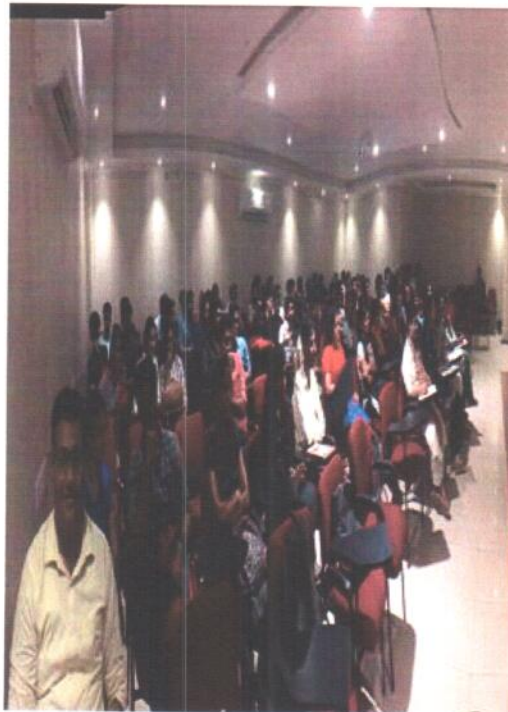


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Report on Workplace Treatment of Women in the KGI campus

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 13th November, 2017. The ICC Squads kept vigilance in Boys and Girls Hostels. During the KRUPACON 2017, 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.



Prakash
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