



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

ACTION PLAN FOR THE YEAR **2019-20**

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 [2019-2020] [Events to be conducted]

Date	Event
20.01.2020	Awareness Programme On Bee Women Bee Safety In Association In Association With Save My Sister-Ngo
26.09.2019	Awareness Programme For Girls At Kgi
09.10.2019	Awareness Session On "Kgi'S Anti-Sexual Harassment Policy
16.04.2020	Fdp – Webinar Developing Character And Personality Through Personal Health And Hygiene
03.12.2019	Follow-Up Session On Awareness Program For Girls At Kgi



[Signature]
Principal

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10.10.2019	Session On Prevention Of Sexual Harassment
09.03.2020	International Women'S Day
13.11.2019	Workplace Treatment Of Women In The Kgi Campus



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KRUPANIDHI GROUP OF INSTITUTIONS

Date: 18.01.2020

CIRCULAR

This is to inform all the Students & the Staff that
AWARENESS PROGRAMME ON "BEE WOMEN BEE
SAFETY" IN ASSOCIATION IN ASSOCIATION WITH
'SAVE MY SISTER-NGO' will be conducted on 20.01.2020.

All the students and staff should participate in the Activity

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REPORT ON AWARENESS PROGRAMME ON "BEE WOMEN BEE SAFETY" IN ASSOCIATION WITH 'SAVE MY SISTER-NGO'

INTRODUCTION

Protection and Safety of women has become a very important issue in the present society which is presently tackling so many gender related issues. The main agenda is to teach the students about the importance of equity over equality. Keeping this in mind the 'Women Development Cell' of Krupanidhi Group of Institutions in association with 'SAVE MY SISTER' NGO conducted an awareness programme on 20th of January, 2020.

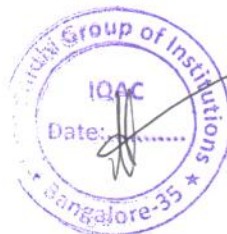
Volunteers and the team also took part in the event in ensuring the discipline and smooth running of the event.

ABOUT THE EVENT

To sensitize the students and teachers on the importance of women safety and why it must be actively practiced in the society. The volunteers of the 'Women Development Cell' had set up a very interactive programme, beginning with the welcome speech and welcoming and introducing the members of the NGO. They had programmes related to dance, songs with a common theme of 'saving our sisters'. Our students spent time inside the campus with additional placards, playing music and speeches of various speeches and talks about what the result of not saving our mothers and sisters of our country. The initiative taken by the students ended with them presenting the crowd with question and answers about why rape takes place in our country and how it can be stopped. The NGO showed the students many documentaries about women and girl child abuse. The topic also extended up to female foeticide and infanticide and why it is important to save our girls and women.

It included many heated up debates to understand the seriousness of the subject.

CONCLUSION



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The awareness programme gained immense appreciation and was successful having around 175 volunteers and members who took part in spreading the awareness. It was a fun as well as an informative programme where not only students but also the teachers and the administrative staff put in a lot of effort and made it a grand success. The NGO appreciated the organizers for putting up a very wonderful program and thanked them for making the society a better place with their involvement.

IMPACT ON STUDENTS

Because students are the vulnerable resources, such types of awareness not only educate the students in general but also the help them develop a civic sense and help them in becoming better individuals. The students were enlightened by this awareness programme and actively pledged in saving women and girls of the society and helping the surrounding to practice equity and equality.



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KRUPANIDHI GROUP OF INSTITUTIONS
DEPARTMENT OF MANAGEMENT STUDIES

BANGALORE

NOTICE

Date: 19th September 2019

This is to inform that the Department of Management Studies has planned to conduct an awareness session for Girls at KGI on 26th September 2019 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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DEPARTMENT OF MANAGEMENT STUDIES

BANGALORE

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 2019 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. Tahira Tidiwala [MBA IInd Yr. {HR}]. The Key address to the programme was presided by Dr. Pravesh Soti [Principal, 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. Ms. Jessicamol Sarah Joshy [MBA IInd Yr. {FIN.}] and Ms. Halima Sadiya [new joinee] spoke on the internal complaince effects which caught the audience's attention and applause. Dr. Sravana kumar 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. Urmi Chakraborty.

The conveners for the programme were Dr. Sravana Kumar and Ms. Urmi Chakraborty under the guidance of the respected Dean, Dr. Sarita Iyer. The student co-ordinators for the event were Ms. Tahira Tidiwala, Ms. Jessicamol Sarah Joshy, Mr. M.S.Damodhar Reddy, and Mr. Sanjay S. respectively.



Pravesh Soti
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NOTICE

Date: 4th October 2019

This is to inform that the Department of Management Studies has planned to conduct an awareness session on "KGI's Anti-Sexual Harassment Policy by an external expert Ms. Jayanthi on 9th October 2019 to promote a culture of Sexual Harassment free environment. All faculty members along with the students are requested to attend the same.

Time: 10:30AM

Venue: MBA, SPARTA


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DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

REPORT ON ANTI SEXUAL HARASSMENT CELL

OCTOBER 2019

An Anti-Sexual Harassment session was conducted by an external expert Ms. Jayanthi on 9th October, 2019 to make students aware about an Anti-Sexual Harassment rights and laws under the leadership of Principal of MBA department. Ms Jayanthi talked about all forms of sexual harassment and sexual exploitation and abuse (SEA) are unacceptable and are prohibited in the organization, whether perpetrated against a recipient of assistance or a co-worker. Sexual harassment, exploitation and abuse violate human rights and are a betrayal of the core values of the Nation. Sexual harassment occurs between personnel in the workplace and is defined as “any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another person. More emphasis was given on our collective priority to prevent such behaviours and to support those affected. We should be committed to ensure that all allegations of sexual harassment and SEA are responded to swiftly, appropriately and effectively. All students were participative and cleared their doubts. The session ended with question answer round.

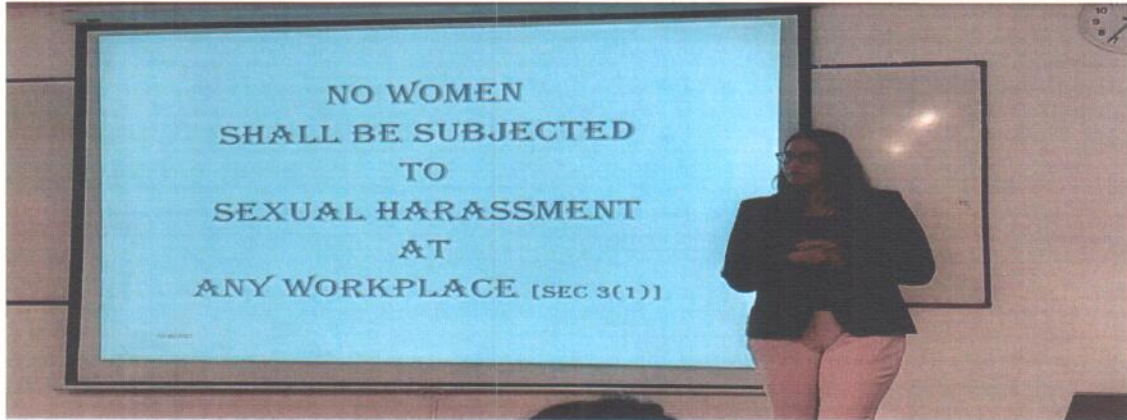


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PICTURES



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FDP – Webinar Developing Character and Personality Through Personal Health and Hygiene

Date :16th April' 2020

Place : Online (Microsoft Team)

Resource Person : Mr. Gopi (Trainer in The Art of living)

" The habit of practising good personal hygiene is one of the essential ingredients of personality development"

Objective:

The module aims to make you aware about personal health and hygiene and its importance in keeping our body healthy, preventing transmission of germs, etc. In addition to a great health, Good hygiene also boosts up your confidence and self-esteem and make you seem more positive and attractive to others. When you look good and feel healthy, you also feel good.

Activities:

- A simple quiz based on **basic hygiene and sanitation knowledge** was conducted online. The Quiz actually got our staff and faculties involved and tested their awareness.
- A **self-survey** was conducted on **Sanitation, health and hygiene** to let the participants introspect themselves and determine the value of practicing good hygiene in their lives.
- **Few basic tips** were shared in order to **boost up the immunity** of participants and their kids. We believe these tips would have been definitely worth sharing so as to let the participants get aware of some good habits regarding personal hygiene.

Outcomes:

The E-module emphasized basically on these points :

- **Health Reasons:** Keeping a good standard of hygiene helps to prevent the development and spread of infections, illnesses and bad odours. Poor hygiene can lead to poor health. Therefore it is our body's necessity to practice good hygiene to keep itself fit.



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- **Social Reasons:** By ensuring that our body is clean and well presented, we are more assured of projecting a positive body image that reflects our personalities. It is off-putting to our friends and colleagues if we smell unpleasant etc. Good hygiene practices will help to keep you healthy, give you confidence and be pleasant for those around you.
- **Psychological reasons:** By being well presented, clean and tidy, people can feel more confident, especially in social situations. Our chances of succeeding either in work or social settings, or even with the opposite sex can be altered by maintenance of good hygiene.



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DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

NOTICE

Date: 26-11-2019

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 2019 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

Principal

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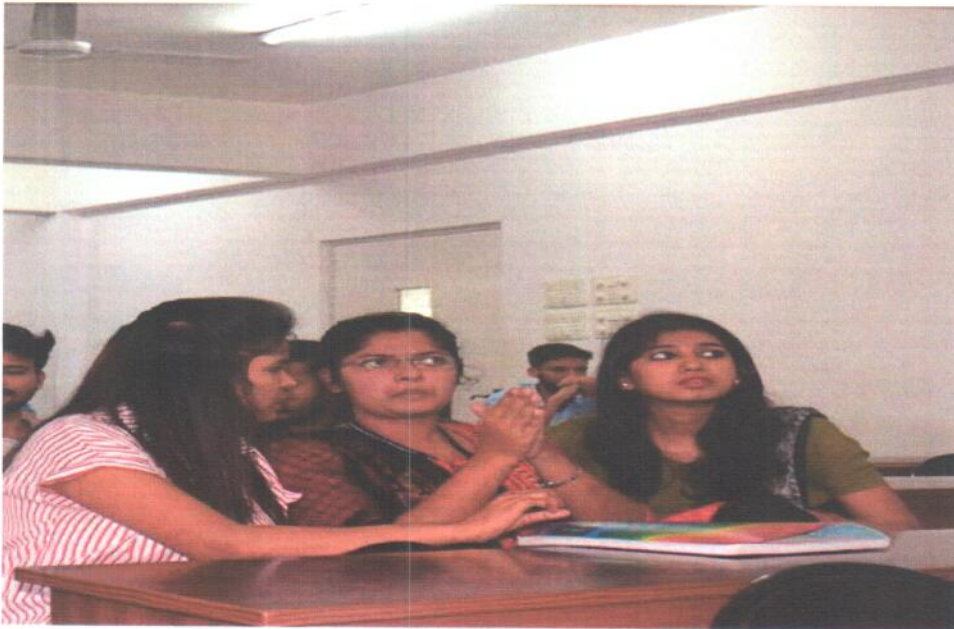


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DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

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

The ICC Team under the initiative of Dr. Sravana Kumar and Ms. Urmi Chakraborty 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 2019 in Sparta at 2:00pm. The programme was organized and well-managed by the MBA Batch 2019-2021. Students were given the opportunity to raise their concerns with reference to ICC.



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BANGALORE

CIRCULAR

Date: 9th October 2019

All students are hereby informed that Krupanidhi Group of Institutions (Department of management Studies) – Kaleidoscope will be conducting a session on “POSH at Workplace”. All students are requested to attend the same.

Student Coordinators:

Shraddha Maharana

Arya Rajan

In case of any other queries kindly contact

Convener:

Prof. Urmi Chakravorty

Prof. Antra Vohra

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KRUPANIDHI
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KRUPANIDHI GROUP OF INSTITUTIONS
DEPARTMENT OF MANAGEMENT STUDIES (MBA)



Kaleidoscope

invites you to a session on

**PREVENTION OF SEXUAL HARASSMENT
BY JAYANTI R PRASAD**

Date : 10th October, 2019

Time: 11:00AM

venue: Auditorium

Regards

Team Kaleidoscope

Department of Management studies (MBA)



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KRUPANIDHI GROUP OF INSTITUTIONS
DEPARTMENT OF MANAGEMENT STUDIES

Session on Prevention of Sexual Harassment (POSH)

In recent times, the role of women at workplace has increased tremendously. However they are vulnerable to harassment by the male colleagues and also vice versa. Plenty of such examples are coming to light in media and this social evil needs to be checked. The Constitution of India plays a pioneer role in protecting the women from discrimination and ensuring gender justice in the present times. Krupanidhi Group of Institutions since its inception has stressed upon the safety and welfare of its students and employees. In pursuance of its commitment to provide safe working place for students and all employees. Many such activities and sessions are taken in order to educate the KGI family for the same. A Session on Sexual Abuse under POSH was held. The session took place on October 10th 2019. The resource person was Ms Jayanti Prasad at Krupanidhi Group of Institutions. Dean Dr Sarita Iyer briefed about POSH (Prevention of Sexual Harassment) and how it is of utmost importance to know about the pros and cons of the same. She welcomed the guest and declared the Session open. Resource person for the session Ms Jayanti Prasad stated how there are various issues which need to be focused on and addressed several issues including Anger, Fear, sadness, happiness and guilt. She kept it an interactive session and spoke on keeping quiet is not enough. Not just in college but also addressed the students about POSH at workplace amongst corporate and how to deal with the anxiety and stress included in the same. The event was coordinated by Prof JP Tiwari, The session got an overwhelming response. More than 200 students attended the session. The session was well received and there was keen participation of attendees during interactive session where all doubts were clarified and queries answered.



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NOTICE

Date: 2nd Mar 2020

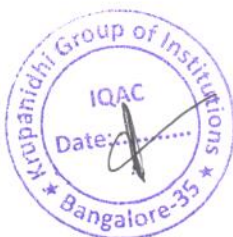
This is to inform that the Department of Management Studies has planned to conduct International Women's Day on 9th March 2020 to promote a culture of complaint free environment.

Time: 2:00PM

Venue: MBA, SPARTA

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Report on International Women's Day

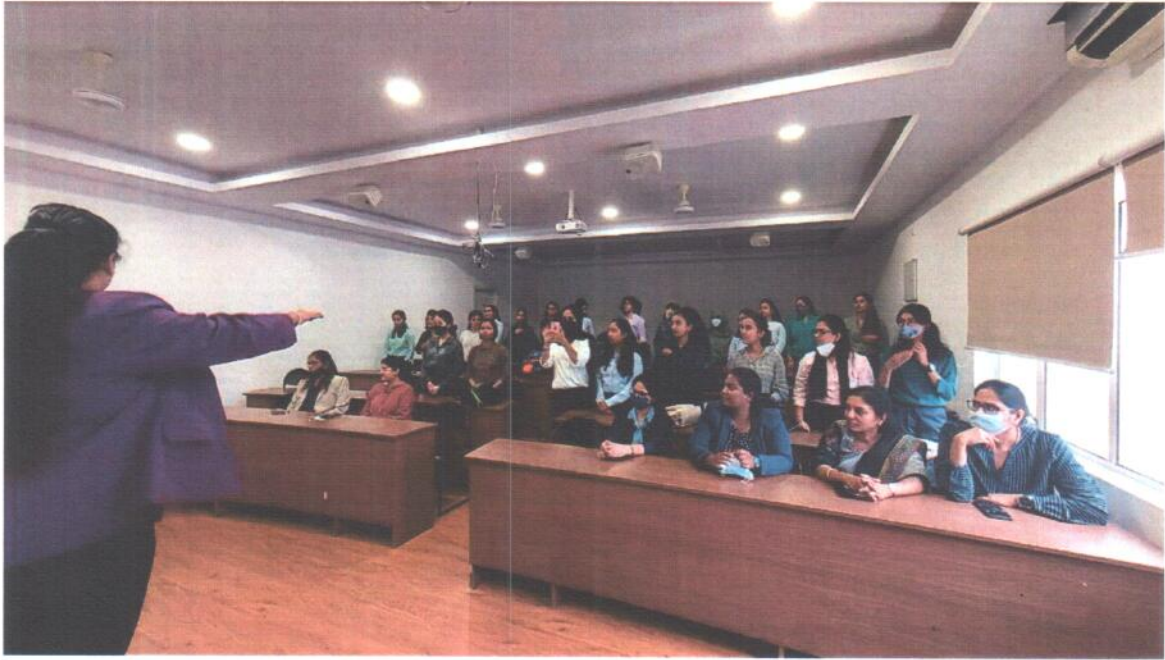
The event was conducted on 9th March 2020, at 10.00 am. The faculty and students from MBA and MCA were invited. The welcome note was occasioned by Dr. Sarita Iyer (Dean, Krupanidhi School of Management) who enlightened the audience on the women empowerment and their rights. The International Women's Day was conducted to extend the students insight, views, and understanding. Sixteen students participated in the event. Dr. Sravana Kumar judged the event based on lines of Clarity of Thought, Coherence, Structure, and Communication Skills. Among them, Ms. Halima Sadiya of Ist year (secured first place), Mr. Akshay R. of Ist year MBA (secured second place) and Ms. Lakshmi Sarvani of Ist year (secured third place) were the winners of the event. Feedback from the participants were collected and the vote of thanks ended the event. Student Coordinators, Ms. Jessicamol Sarah Joshy and Mr. Sanjay S. anchored the event.




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DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

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, 2019. The ICC Squads kept vigilance in Boys and Girls Hostels. During the KRUPACON 2019, 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.

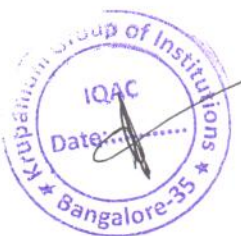


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