



KRUPANIDHI GROUP OF INSTITUTIONS
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ACTION PLAN FOR THE YEAR 2020-2021

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 [2020-2021] [Events to be conducted]

Date	Event
13.03.2021	Webinar On Women Empowerment
19.02.2021	Webinar On Menstrual Health And Higiene Management
26.10.2021	Awareness Session On "KGI'S Anti-Sexual Harassment Policy
22.03.2021	Fdp - Webinar On "Covid-19 And Its Impact On The Mental Health Of The Youths"
9-3-2021	International Women's Day



Prakash
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



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Date: 11.03.2021

CIRCULAR

This is to inform all the staff and students that, KGI organizing a webinar on WOMEN EMPOWERMENT through a virtual platform "Microsoft Teams"

Speaker: Dr. Rajeevi Nayak

Date: 13.03.2021

Time: 10am to 12pm

All the students and staff are requested to attend the webinar

Principal

PRINCIPAL
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035





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REPORT OF WEBINAR ON WOMEN EMPOWERMENT

One powerful being of the society is a woman who is educated and has the power to spread awareness in the society.

An educated woman is the one who frightens the advocators of taboos and stereotypes that exist in the society.

To create awareness and instill confidence amongst girl students, KGI organized webinar on WOMEN EMPOWERMENT on 13th March 2021.

Dr. Rajeevi Nayaka from SDM Degree College Honavar, Who has pursued her PhD on “Role of Public Sector, Private Sector and Regional Rural Bank in Women Empowerment with special reference to Uttara Kannada District, Karnataka” has been invited as resource person for the webinar.

Dr. Rajeevi Nayak, has spoken in details about women empowerment and essence of empowerment in woman’s life only for herself, but also for the family and society at large. She dwelled into facts on contribution of rural women to the economy as agricultural work force and the reality check on plight of Indian women who are being battered, beaten and undergone tremendous domestic violence and who are in below poverty line.

Dr. Rajeevi Nayak, reiterated on the aspect of women education that they should possess which gives confidence and makes them stand up against the atrocities committed on them.

She concluded by saying women empowerment does not mean competing with men but competing with herself to face all the challenges of the world.

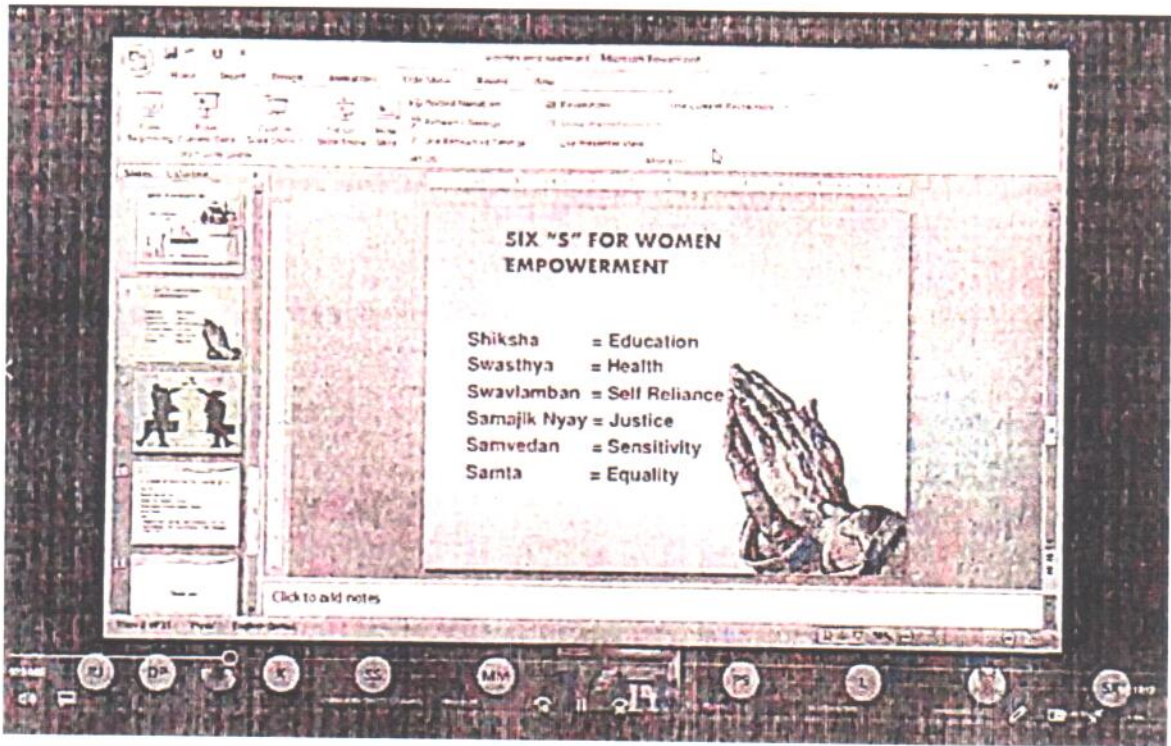
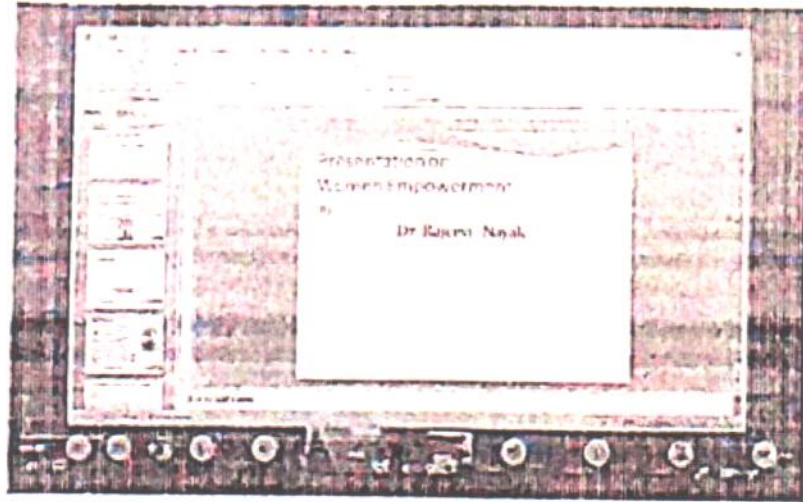
One hour long motivating session was well received by the students



Rajeevi
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



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Rajesh Nyak
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



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Date: 17.02.2021

CIRCULAR

This is to inform all the staff and students that, KGI in Association with Global Hunt Foundation and Unicharm India, is organizing a webinar to the Students and Staff through a virtual platform "Microsoft Teams"

Topic: Menstrual Health and Higiene Management

Speaker: Ms. Roshnee Bhowrick (CSR Executive – Unicharm)

Date: 19.02.2021

All the students and staff are requested to attend the webinar


PRINCIPAL
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Vārthur Hobli
Bangalore - 560 035





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Report on Webinar On Menstrual Health and Hygiene Management

KGI in Association with Global Hunt foundation has organized Gender Equity awareness programme. Global Hunt Foudnation with its sponsor and knowledge partner has conducted webinar as their CSR Initiative to th students and Faculties of the College on 19.02.2021.

Prof. Ramalakshmi welcomed the resource person, Principal KGI and the participants. She briefed on initiation taken to conduct impactful events.

Principal Dr. Pravesh Soti expressed on the importance of caring for women's health and happiness and appreciated the Department for organizing a meaningful session.

Ms. Roshnee Bhowmick, CSR Executive, Unicharm India, is the Resource person of the webinar. She has spoken on varied aspects that relate to Menstruation process in girls, women. She expressed that though Menstruation is a natural fact of life and a monthly occurrence for the 1.8 billion girls, women, transgender men and non-binary persons of reproductive age. Yet millions of menstruators across many countries in the world including in India, are denied the right to manage their monthly menstrual cycle in a dignified, healthy way.

She explained medical aspects of the menstrual process, and reproductive system. She also spoke on biological, harmonial and emotional changes occurs during the period.

The session also focused on Gender Inequality, discriminatory social norms, cultural taboos, poverty and lack of basic services associated with natural phenomenon which resulting in girls' and women's menstrual health and hygiene needs to go unmet.



Pravesh Soti
Principal -
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



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Ms Roshnee Bhowmick emphasized on the importance of menstrual hygiene and how safety measure to be taken during the period. She opined that boys and men should also be made understand the natural process happens in female gender.

The webinar was attended by 112 students of the college. Session was concluded with answering the queries by the resource person

Prof. Ramalakshmi proposed vote of thanks.

The entire webinar was a meaningful interaction and it was grand success.

Roshnee Bhowmick
Principal

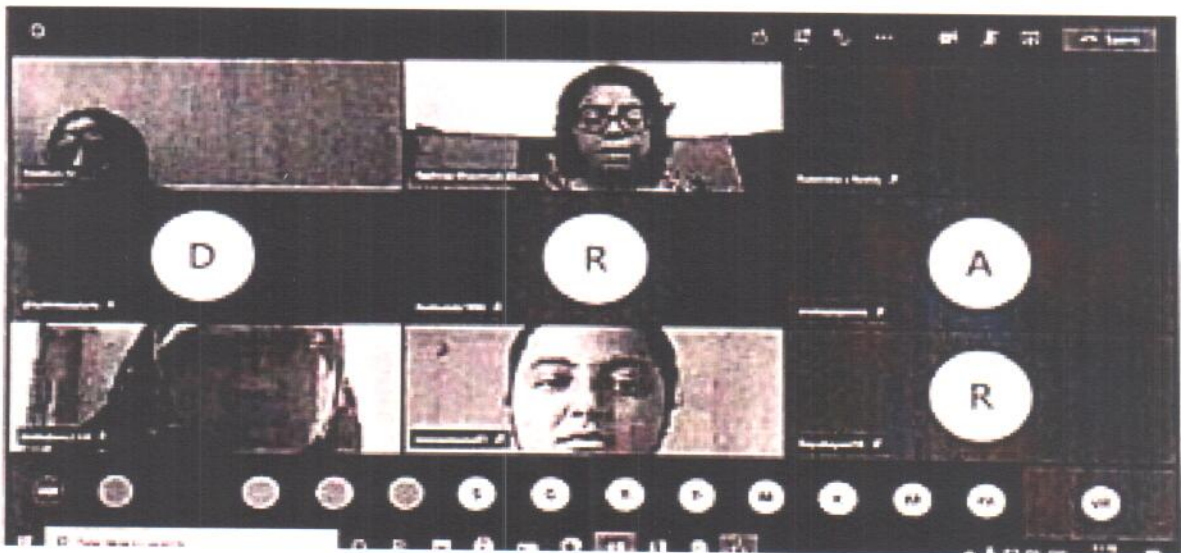
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore-560075





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Photos of the Programme

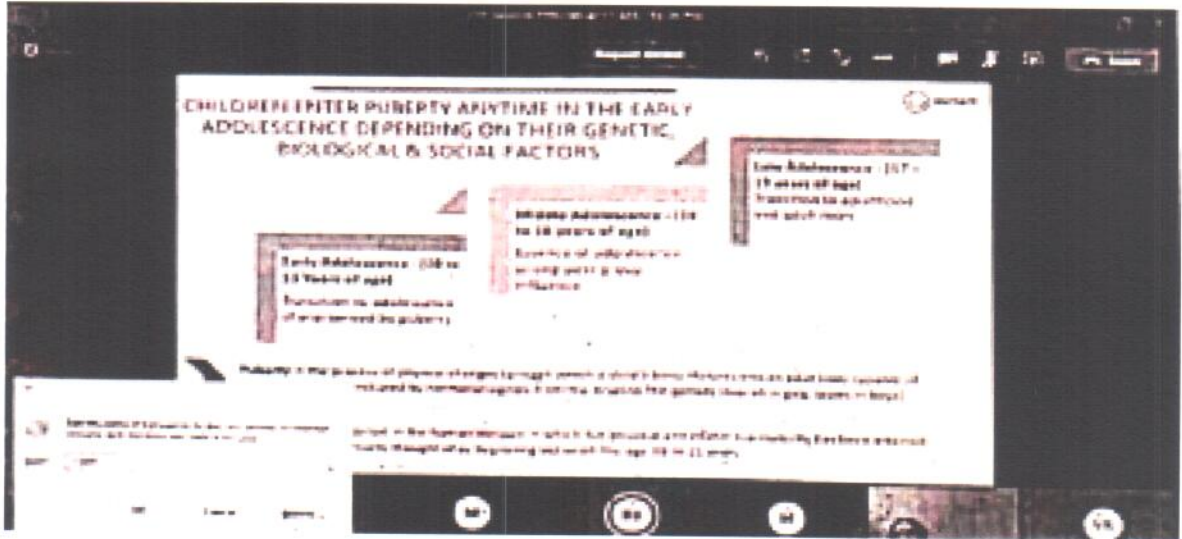


Prakash
Principal

Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



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Praveesh
Principal
Krupanidhi Group of Institutions
12/1 Chiklabellandur Village,
Carmelaram Road, Post: Arthur Hobli
Bangalore - 560024





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unicharm
NOLARDOIA

UNICHARM INDIA PRIVATE LIMITED
5th Floor, Unit No. 501-508 & 510-518,
Centrum Plaza Building, Golf Course
Road, Sector-53, Gurgaon-122002,
Haryana Tel: 0124-4351300
CIN: U51399HR2008FTCO08151
E-mail: id: customercare@unicharm.com
Web: www.unicharm.co.in

To

The Principal,

Greetings from Unicharm India.

Unicharm India was established in 2008 as an extended arm of the Japanese based Unicharm Corporation. Unicharm India has launched products in child healthcare with our flagship product MamyPoko Pants diaper and Wipes, forayed into feminine health care segment with Sofy sanitary napkins and the adult diaper segment with brand Lifree.

Unicharm India's **Corporate Social Responsibility** interventions revolve around a campaign that aims to **prepare women and adolescent girls (pre-menarche and post menarche) on Menstrual Hygiene Management and prepare them for healthy and productive womanhood.**

Menstruation and related problems are issues that every female has to deal with but still it is not discussed openly. The religious and cultural norms associated with it pose many barriers at the individual level in seeking knowledge and skills for its effective management. The taboos surrounding this issue in Indian society prevent girls from articulating their menstrual needs. For the majority, the source of information on menarche is a friend or the mother. The information is available mostly post-menarche rather than pre-menarche. Lack of information on menstruation management leads to increase absenteeism in formative years of Education and Work and thereby hinder in building social and interpersonal relations. Therefore, reaching to the women on the issue of health and hygiene is critical as cultural and gender norms prevent women in articulating their reproductive health and menstrual needs.

To take this agenda forward, we seek your support and assistance. We would like to conduct a workshop for all students. We also seek your co-operation in reaching out to mothers via our unique mother – daughter session as we collectively work toward breaking taboos & lead young girls to dream of life with activity.

The workshop will include:

- 1) Presentation/education to the audience through PPT / Flipcharts
- 2) Distribution of leaflets and Posters on the subject with the gist of the topics covered in the workshop
- 3) Question –Answer Round
- 4) Distribution of Sanitary Napkin

We request you to kindly provide us an early appointment to discuss the agenda and seek a possible date for the workshop.

Your Sincerely

Daman Wale
Daman Wale
Senior Manager
Corporate Social Responsibility

Kindly Note that there is no cost involved in program

*10-4am
1st week Feb
2nd week Feb*

Praveesh
Principal
Krupanidhi Group of Institutions
Chikkaballur Village,
Krupanidhi Degree College,
No. 12, 1st Cross Road, Post: Varthur Hobli
Carmelaram Post, Bangalore - 560 035





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KRUPANIDHI GROUP OF INSTITUTIONS
DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

NOTICE

Date: 25th October 2021

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 expert Dr. Prakash and Dr. Pravesh Soti on 26th October 2021 to promote a culture of Sexual Harassment free environment. All faculty members along with the students are requested to attend the same.

Time: 3:15 PM Onwards

Venue: MBA, Atlantis (Boys) & Athena (Girls)



Pravesh Soti
Principal

Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur
Bangalore - 560 035



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DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

REPORT ON ANTI SEXUAL HARASSMENT CELL

26THOCTOBER 2021

KRUPANIDHI GROUP OF INSTITUTIONS, DEPARTMENT OF MANAGEMENT STUDIES(MBA) hosted a seminar on Workplace Sexual Harassment, separately for men and women. The men's programme took place at Atlantis under the leadership of Dr. Prakash & girls programme took place in Athena under the leadership of Dr. Pravesh Soti. Both the hosts presented the welcome address for the event and conveyed the message on workplace sexual harassment how it could come from a co-worker, a supervisor, or a customer or client, and ranges from unwanted touching, inappropriate comments or jokes, or someone promising a promotion in exchange for sexual favours. Creation of a hostile work environment through unwelcome sexual advances • Sexually coloured remarks or jokes, letters, phone calls or e-mails, gestures, showing of pornography or other visual displays of degrading sexual images, lurid stares • Physical contact or molestation • Stalking • Sounds of a derogatory nature Dealing with cases of discrimination and sexual harassment against men and women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment. With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against student's & men and women at the universities and colleges. It has further advised the universities to be proactive by developing a conducive atmosphere on the campus, where the status of men and woman are respected and they are treated with. The Indian Penal Code has an act established in 2013 which seeks to offer protection to women in their place of work. The act defines sexual harassment and establishes it as a criminal offense. Therefore, it is a criminal offense to sexually harass a woman, The act currently only protects women from men. The law is criticized for not including men They too deserve to be protected from unwanted sexual advances. After the fascinating speech, a vote of thanks was appropriately given to Dr. Prakash and Dr. Pravesh Soti for their wonderful



Pravesh Soti
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



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and insightful interaction and also to thank all the people who helped to make this event successful.

Principal

Krupanidhi Group of Institutions
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Carmelaram Road Post Varthur Hobli
Bangalore - 560 035





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PICTURES



Praveesh
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



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Praveesh
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road, Bengaluru-560075



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FDP - Webinar on "Covid-19 and its impact on the mental health of the youths"

Date: 22/03/2021

Place: Online

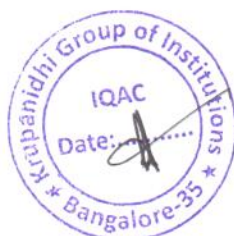
Resource Person: Dr. Anurene Roy

Event Report:

On March 22, 2021, the KGI hosted a webinar on the topic "Covid-19 and its Impact on Youth Mental Health." Dr. Anurene Roy, who worked as an Assistant Professor in the KDC Department, was the webinar's main speaker. Dr. Roy holds a doctorate in sports psychology from the University of California, Berkeley. The focus of the two-hour discussion was on the importance of mental health amid the Covid-19 pandemic.

Ms Roy's presentation covered a variety of topics, including why one should not overlook one's mental health and what measures and tactics can be employed to keep one's sanity in today's world. She also talked about how mental health may affect one's physical health and vice versa; how mental health is just as essential as any other condition and can be treated as such; and she gave several instances of researchers that were working on the topic of mental health and Covid-19. She also discussed the various approaches that can be used to reduce stress and anxiety during these trying times.

Physical activity, not worrying too much about problems in life or worrying for a short period of time, indulging in hobbies, communicating or keeping tabs on distant relatives/loved ones via phones or social media are some of the strategies to help reduce stress.




Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560075



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DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

NOTICE

Date: 24th November 2021

This is to inform that the Department of Management Studies has planned to conduct an awareness session on "POSH" by an external expert Ms. Anubha Srivastava on 24th November 2021 to promote a culture of Sexual Harassment free environment. All faculty members along with the students are requested to attend the same.

Time: 1:00-2:00 pm

Venue: MBA, Sparta



Anubha Srivastava
Principal
PRINCIPAL
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



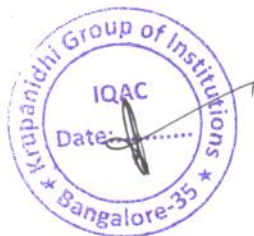
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DEPARTMENT OF MANAGEMENT STUDIES
BANGALORE

REPORT ON ANTI SEXUAL HARASSMENT CELL

24th November 2021

KRUPANIDHI GROUP OF INSTITUTIONS, DEPARTMENT OF MANAGEMENT STUDIES(MBA) hosted a seminar on POSH, the programme took place at Sparta under the leadership of Dr. Pravesh Soti. Mr. David presented the welcome address for the event addressed by Ms. Anubha Srivastav and conveyed the message on workplace sexual harassment how it could come from a co-worker, a supervisor, or a customer or client, and ranges from unwanted touching, inappropriate comments or jokes, or someone promising a promotion in exchange for sexual favours. Creation of a hostile work environment through unwelcome sexual advances, Sexually coloured remarks or jokes, letters, phone calls or e-mails, gestures, showing of pornography or other visual displays of degrading sexual images, lurid stares, Physical contact or molestation, Stalking, Sounds of a derogatory nature Dealing with cases of discrimination and sexual harassment against men and women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment. She also shared the recent verdict by the Honorable Supreme Court. The session had question answer round. After the fascinating speech, a vote of thanks was appropriately given to Ms. Anubha Srivastav for her wonderful and insightful interaction and also to thank all the people who helped to make this event successful.

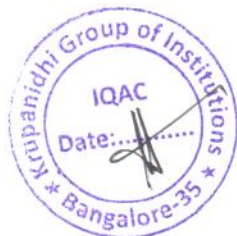
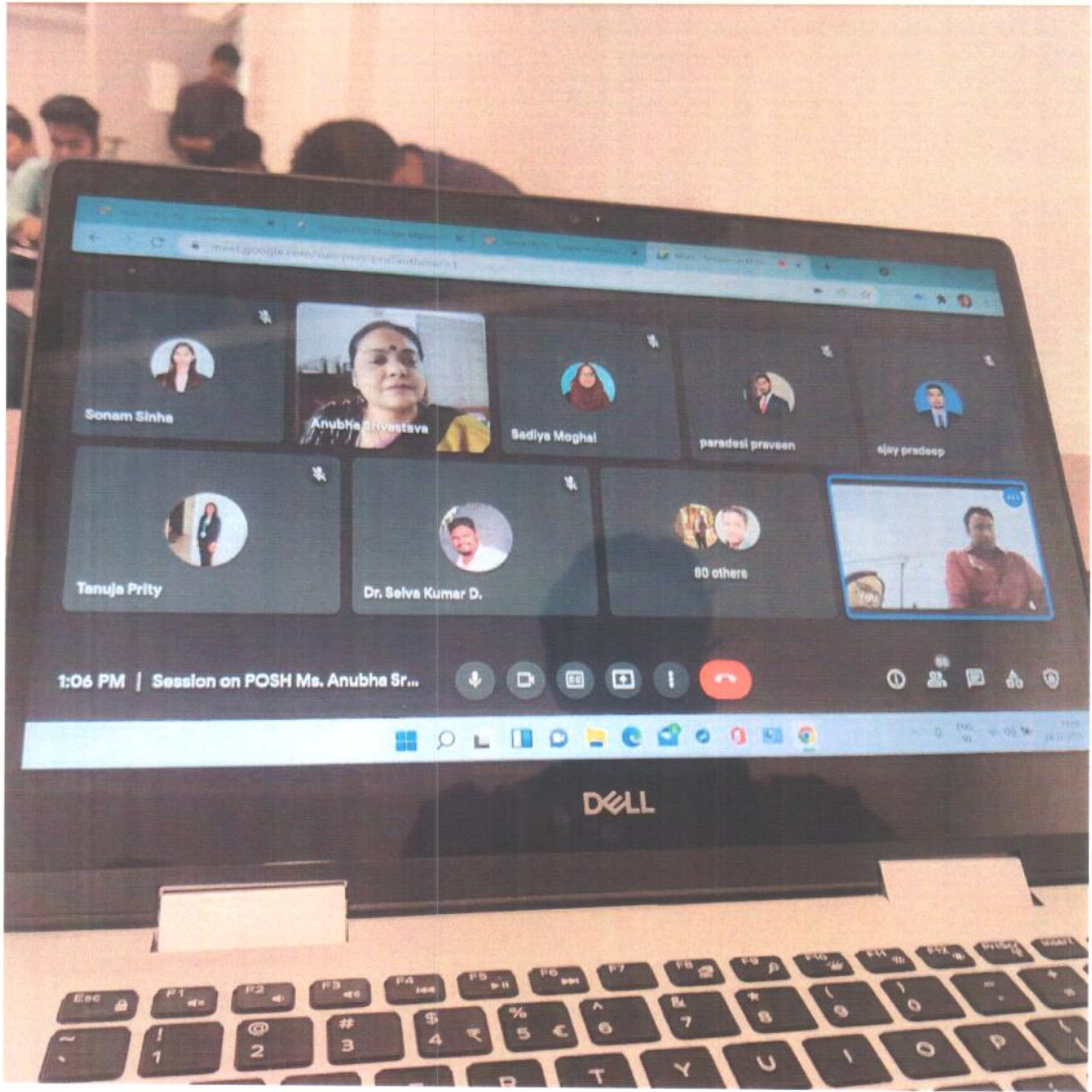


Pravesh Soti
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 035



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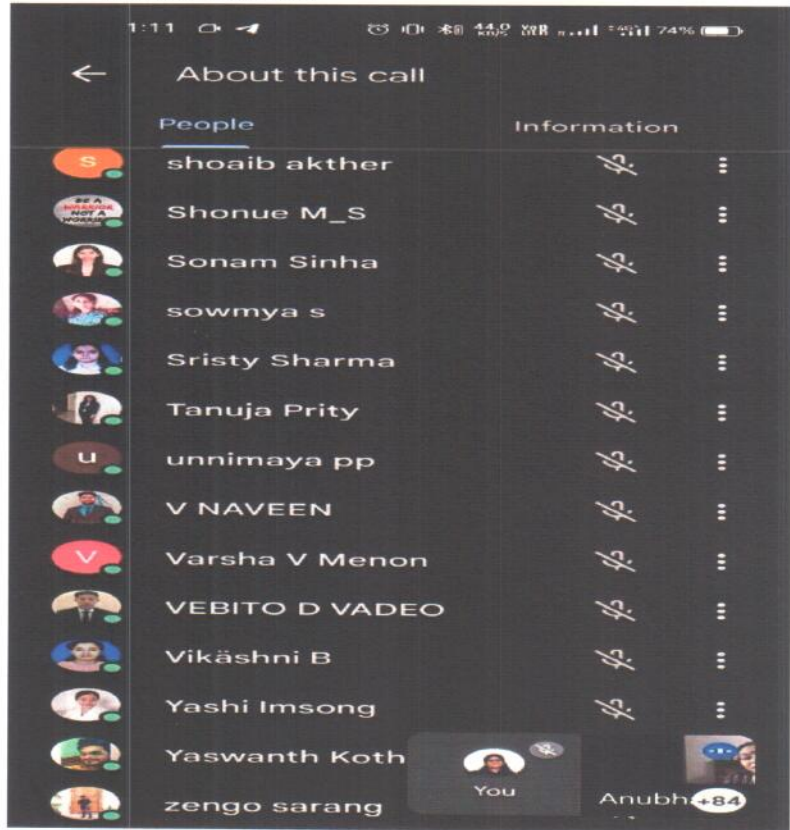
PICTURES



Praveen
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 075



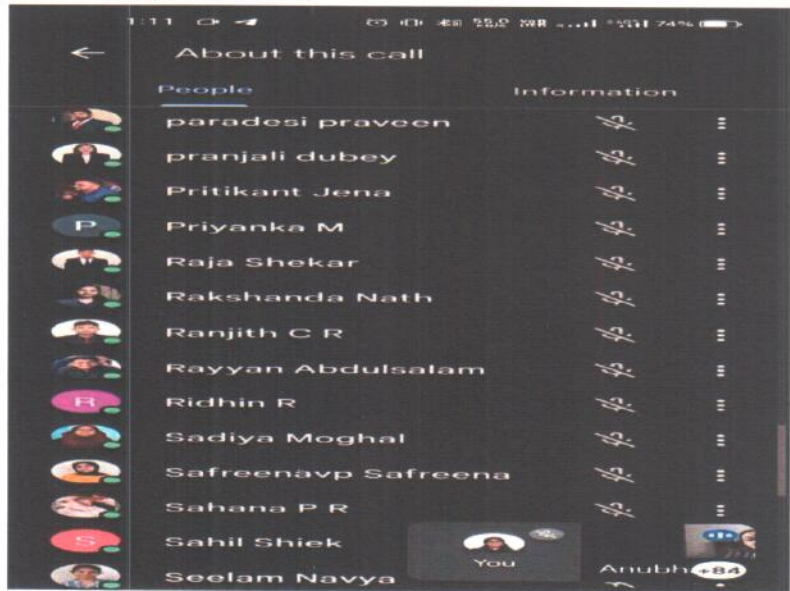
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Prasenjit
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
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Ramesh
Principal
Krupanidhi Group of Institutions
12/1 Chikkabellandur Village,
Carmelaram Road Post Varthur Hobli
Bangalore - 560 075