



KSSEM
K.S. SCHOOL OF ENGINEERING AND MANAGEMENT

KAMMAVARI SANGHAM (R), 1952
K.S. School of Engineering and Management

Approved by AICTE-1-5279601, Affiliated to VTU, Belagavi
15, Near Vajarahalli, Mallasandra, off Kanakapura Road,
Bengaluru - 560 019, www.kssem.edu.in
Tel : +91 80 28425012/013/163, Fax : +91 80 28425164, Mob : 8884444408

From

Date: 27th November 2019

The Principal,

K.S. School of Engineering and Management,

Bengaluru - 560109

To

The Registrar,

VTU, Belagavi

Subject: Formation of the College Internal Complaints Committee (CICC) regd.

Respected Sir,

As per the instructions and formats provided by VTU, We have constituted the College Internal Complaints Committee (CICC) in our institution on 23rd November 2019. We have also conducted its first meeting on 25th November 2019.

Please find all the required documents related to this committee.

Thanks and Regards,

K. Rama
PRINCIPAL

27/11/19

Dr. K. RAMA NARASIMHA

Principal/Director

K S School of Engineering and Management

Bengaluru - 560 109

Encl:

1. Circular with committee members name and contact information
2. Acceptance by all the members
3. Letter of acceptance by chairperson of the committee
4. Minutes of meeting and attendance of the present members



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CIRCULAR

This is to inform you all that KSSEM constitutes the College Internal Complaints Committee (CICC) w.r.t Prevention, Prohibition and Redressal of Sexual Harassment as per VTU norms. Following are the members of this committee:

S.No	Name and Designation	Position in CICC	Gender	Mobile Number and Email - id	Official Number
1.	Dr. Vandana Jha Assoc. Prof., CSE	Chairperson	F	9663722448 vandanaajha@kssem.edu.in	080-28425012
2.	Dr. Vyshali Bhat Assoc. Prof., Civil Engg.	Faculty Member	F	8861638225 vyshali@kssem.edu.in	
3.	Mr. Channabasava U. Asst. Prof., CSE	Faculty Member	M	8095913556 ugranada.channabasava@kssem.edu.in	
4.	Mr. B. N. Satish Foreman, Mech Engg.	Member (Non-Teaching Employee)	M	8217814580 Satish.bn@kssem.edu.in	
5.	Ms. Hemavathy S. Office Suptd.	Member (Non-Teaching Employee)	F	9900297410 Hemavathy.s@kssem.edu.in	
6.	Ms. Likitha Shree R. J. B.E. - V th sem ECE	Student	F	8277209908 Likithashreerj19@gmail.com	
7.	Ms. Amulya H. M M.E - Structures Engg.	Student	F	9482114689 Amulyamarimadaiah97@gmail.com	
8.	Ms. Vasantha Lakshmi Research Scholar - Civil Engg.	Student	F	9482464756 Vasanthalakshmi07@gmail.com	
9.	Ms. Lavanya Nataraj Website - Robinhoodarmy.com	Member from the NGO	F	9916985353 Nlavanya02@gmail.com	

K. Rama 23/11/19

PRINCIPAL

Dr. K. RAMA NARASIMHA
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2.	Dr. Vyshali Bhat Assoc. Prof., Civil Engg.	Faculty Member	F	8861638225 vyshali@kssem.edu.in	
3.	Mr. Channabasava U. Asst. Prof., CSE	Faculty Member	M	8095913556 ugranada.channabasava@kssem.edu.in	
4.	Mr. E. N. Satish Foreman, Mech Engg.	Member (Non-Teaching Employee)	M	8217814580 Satish.bn@kssem.edu.in	
5.	Ms. Hemavathy S. Office Suptd.	Member (Non-Teaching Employee)	F	9900297410 Hemavathy.s@kssem.edu.in	
6.	Ms. Likitha Shree R. J. B.E. - V th sem ECE	Student	F	8277209908 Likithashreerj19@gmail.com	
7.	Ms. Amulya H. M M.E - Structures Engg.	Student	F	9482114689 Amulyamarimadaiah97@gmail.com	
8.	Ms. Vasantha Lakshmi Research Scholar - Civil Engg.	Student	F	9482464756 Vasanthalakshmi07@gmail.com	
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CICC - 2019-20

LETTER OF ACCEPTANCE

(To be compulsorily submitted by CICC Chairman / Member)

Name	:	Dr. Vandana Jha
Designation	:	Associate Professor
Department	:	Computer Science and Engineering
College / Institute	:	K. S. School of Engineering and Management
Address for correspondence	:	#15, Mallasandra, Off. Kanakapura Road, Bengaluru - 560109
Contact Details (Please specify the STD Code)	:	Off: 080-28425012 Mobile: 9663722448 E-mail ID: vandana.jha@kssem.edu.in
Accepted / Not Accepted the Assignment (If not accepted, mention the reason)	:	Accepted

Date: 22/11/2019


Signature of the CICC Chairman / Member

K. S. Group of Institutions, Bengaluru-560109
K.S. School of Engineering & Management
Minutes of the Meeting

Date: 25/11/2019

Time: 11.15 AM to 11.45 AM

Points Discussed:

Constitution of Internal Complaints Committee:

A Complaints Committee consisting of 9 members has been constituted known as the "Internal Complaints Committee" for redressal of any such issues. The Internal Committee will preferably comprise of a senior level woman employee nominated as a Presiding Officer, two faculty members (1M+1F), two non-teaching employees (1M+1F), three female student's representative and one member from NGO background.

Objectives:

- i. Sexual harassment at a workplace is considered violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourages women's participation in work, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth.
- ii. With more and more women joining the workforce, both in organized and unorganized sectors, ensuring an enabling working environment for women through legislation is felt imperative by the Government. The proposed legislation contains provisions to protect every woman from any act of sexual harassment irrespective of whether such woman is employed or not.
- iii. To comply with the directives of Hon'ble Supreme Court of India requiring all employers to develop and implement a policy for prevention of sexual harassment at the workplace
- iv. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the workplace.
- v. To follow and implement the Act enjoining all employers to constitute an "Internal Complaints Committee" and lay down guidelines for redressal of complaint related to sexual harassment of Women at the workplace.

Conditions: The "sexual harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- i. Physical contact and advances ; or
- ii. Demand or request for sexual favours; or
- iii. Making sexually coloured remarks; or
- iv. Showing pornography; or
- v. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature



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