

SRI SARVAJNA COLLEGE OF EDUCATION

Vijayanagara Bangalore-40

Anti Sexual Harassment Cell

The Supreme Court of India, in a landmark judgment in August 1997 (Vishaka & others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated that sexually harassing behaviour "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated that sexual harassment "is a violation of the fundamental right to gender equality and the right to life and liberty".

Declaration of Policy:

Sri Sarvajna College of Education, shall value the dignity of every individual. enhance the development of its human resources, guarantee full respect for human rights, ensures the full enforcement of "Fundamental Rights" under articles 14, 15, 19(1) (g) and 21 of the Constitution of India, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.

As per the guidelines of UGC, NAAC, and the Supreme Court an Anti-Sexual Harassment Cell has been established by Sri Sarvajna College to provide a healthy and congenial atmosphere to atmosphere to the staff and students of the college. The cell was constituted to meet the objectives.

Objectives of the Anti Sexual Harassment Cell

1. To develop the guidelines and norms for a policy against harassment.
2. To develop principles and procedures for combating sexual Harassment.
3. To work out details for the implementation of the policy.
4. To prepare a detailed plan of action, both short and long term.

Procedure of Inquiry

- Committee should receive written complaint.
- Inquiry should be done based on written complaint.
- Should complete the Inquiry process within 90 days of receiving complaint.
- The committee will submit the report of findings to the principal within 10 days of completing the inquiry
- The report should be available to concerned parties.
- If the allegations are Provan Internal compliance committee will recommend appropriate punitive actions.
- Principal should act on the recommendations within 60 days.

Punishment against Sexual Harassment

- Warning.
- Written apology
- Bond of good behaviour
- Adverse remarks in the confidential report.
- Debarring of membership of statutory bodies.
- Denial of re-employment/re-admission
- Stopping of increment/Promotions/Denying admission ticket
- Reserving, demotion
- Suspension
- Dismissal
- Any other relevant mechanism.

Anti – Sexual Harassment / Internal Compliance Cell of SSCE

Chairperson:	Dr. Madhumati. B.P. Principal
IQAC Coordinator	Dr. Umashree D.K. Asst. Professor
Convenor:	Dr.Veena M. S Asst. Professor
Members:	Dr Vijayendra.M.C, Asst. Professor Dr Sushma Patil , Asst. Professor
Office staff :	Smt. Prema R Smt. Umashankaramma J

Representatives from student teachers 2022-2024

Smt. Mamatha N.S.
Mr. Tejus N.

