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KARNATAKA PROGRESSIVE EDUCATION SOCIETY'S

Dr. G.M.PATIL LAW COLLEGE

NEAR TAHASHILDAR OFFICE, D. C. COMPOUND, DHARWAD - 580001

Affiliated to Karnataka State Law University, Hubballi.

Recognised By Bar Council of India, New Delhi.

Approved by Government of Karnataka.

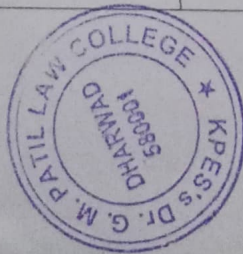


COMMITTEE ON PREVENTION OF SEXUAL HARRASSMENT

As per the guidelines issued by the UGC, our Institution has constituted Committee on Prevention of Sexual Harassment to provide a congenial and conducive atmosphere to the staff and students. Staff and students together work in an atmosphere which is free of violence, harassment of any kind and exploitation.

Composition of Committee on Prevention of Sexual Harassment

Sl.No	Names	Designation	Phone Number
1	Shri. Sanjeev G. Patil, Principal	Chairman	9448118306
2	Dr. Shweta Deshpande, Asst. Prof	Co-Ordinator	9448368564
3	Dr. Vidya S.Shettemnavar, Asst Prof	Member	9686093399
4	Shri. Shankargouda Patil, Asst Prof	Member	9113908791
5	Smt. Prafulla Naik, Senior Advocate	Member	7829101633
6	Smt. Nafeesa Banu, Alumni	Member	8660257081
7	Shrigouri Joshi Student Representative	Member	8147231566
8	Meghan Kulkarni, Student Representative	Member	9480798656



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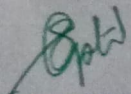
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COMMITTEE ON PREVENTION OF SEXUAL HARASSMENT

The college has formulated following guidelines on prevention of sexual harassment inside the premises of the Institution.

Introduction –

The Supreme Court of India, in the landmark judgement of *Vishakha & others Vs State of Rajasthan* has rightly observed that every instance of sexual harassment is violation of 'Fundamental Rights' and violation of 'Right to Freedom' under Articles 14,15 and 21 and Article 19(1)(g) of the Constitution of India. The Supreme Court of India also laid down detailed guidelines on prevention of all forms of sexual harassment of women at all workplaces, whether in public or private. In furtherance of guidelines laid down in *Vishakha's Case*, Government of India notified Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the


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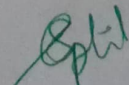
Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.

In pursuance of this, Karnataka State Law University, to which this college is affiliated has made it mandatory to constitute a dedicated Taskforce consisting of senior colleagues which can seriously monitor the security arrangements for staff and students at workplace and to adopt and publicize Anti-sexual harassment policy.

In view of this ,K.P.E.S's Dr.G.M. Patil Law College has constituted committee on Prevention of Sexual Harassment and our institution is committed to provide a congenial and conducive atmosphere to the staff and students. Staff and students together work in an atmosphere which is free of violence, harassment of any kind and exploitation.

Declaration of Policy

K.P.E.S's Dr. G.M. Patil Law College, Dharwad shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, ensure the full enforcement 'Fundamental Rights' and 'Right to Freedom' under Articles 14,15 and 21 and Article 19(1)(g) and uphold the dignity of staff , 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 are hereby


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declared unlawful. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013 , Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 is implemented in its entirety in this Institution.

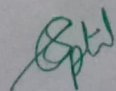
Objectives of the Committee

1. To create a secure and safe environment which is free of sexual harassment or gender based discrimination in its various forms.
2. To organise awareness and gender sensitivity programmes.
3. To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in the institution
4. To develop guidelines and policies against sexual harassment
5. To ensure equal access of all facilities and participation in the activities of the college

Procedure for filing the complaint before the Committee by the Aggrieved

Person -

- Complaints regarding Sexual Harassment must be made in writing or typed on paper and it should be legible.



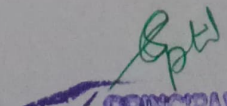
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- Nature of the complaint should be clearly stated in detail with dates and locations.
- As per stipulation of The Act the aggrieved person can make the written complaint of sexual harassment at workplace within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.
- The complaint must be in no case anonymous and the aggrieved person's name and address should be legible.
- As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or an officer of the National Commission for Woman or State Women's Commission or any person who has knowledge of the incident, with the written consent of the aggrieved woman.
- All the complaints shall be made to Committee constituted in the college namely 'Committee for prevention of sexual harassment'

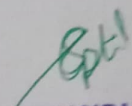
Sanctions and Disciplinary Measures –

Anyone who is found guilty under the terms of this policy, is liable for any of the following sanctions-


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- Verbal or written warning
- Adverse performance evaluation
- Suspension
- Dismissal

The nature of the sanction and deterrence its will depend upon the gravity and extent of the harassment.


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Following are the awareness programmes conducted by the Institution on
Prevention of Sexual harassment

Sl.No	Date	Name of the Programme	Page
1	15-01-2021	Law Relating to Prevention of Sexual Harassment of Women at Work Place	2-5
2	05-03 -2020	Women Empowerment and Gender Equality	6-8
3	05-04-2019	Gender Sensitization	10-14
4	8-03-2018	Sexual Harassment at Work Place and Managing Psychological Stress	15-19




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An IQAC Initiative

Awareness Programme On

***Law Relating to Prevention of Sexual
Harassment of Women at work place***

Resource Person : Smt. Kusuma Mantur
Senior Advocate, Dharwad

President : Shri. Sanjeev G. Patil
Principal, K. P. E. S's Dr. G. M. Patil Law College, Dharwad

Date: 15-01-2021 Time: 9.30am Venue: College Auditorium

Dr. Shweta Deshpande
IQAC Co-Ordinator

Teaching Staff, Non Teaching Staff & Students
K.P.E.S's Dr. G. M. Patil Law College, Dharwad

Shri. Sanjeev G. Patil
Principal

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Photo 1: Smt. Kusuma Mantur, Resource Person addressing the students



Photo 2: Smt. Kusuma Mantur, Resource Person addressing the students on Law Relating to Prevention of Sexual Harassment of Women at work place

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PROFILE OF THE RESOURCE PERSON


Smt Kusuma Mantur has completed her Masters in Science and Bachelor's in Law from Karnatak University, Dharwad. She is the proud alumni of K.P.E.S's Dr. G.M Patil Law College, Dharwad. She is practicing advocacy since 1983. She is Ex-Senate member and member of internal complaints committee of Karnatak University, Dharwad.



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REPORT

15-01-2021 – With the initiative of the IQAC, Special Lecture on Law Relating to Prevention of Sexual Harassment of Women at work place was organized for the students. Smt. Kusuma Mantur, Senior Advocate, Dharwad was invited as Resource person for the program. The resource person addressed the students and elaborately discussed the provisions relating to Prevention of Sexual Harassment of Women at work place (Prevention, Prohibition and Reddressal) Act 2013. Addressing the students the resource person told it is very important to be sensitive regarding the issue. Shri. Sanjeev Patil, Principal gave Presidential remarks.


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Initiative of Committee on Prevention of Sexual Harassment

**Awareness Programme on
"Women Empowerment and Gender Equality"**

Resource Person : Smt. Sadhana Pote, KAS

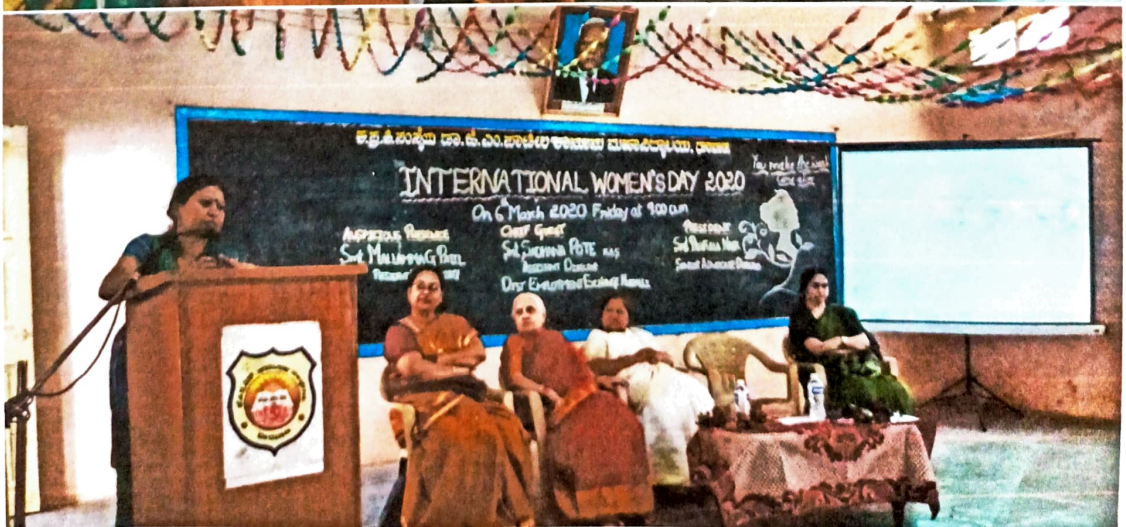
Date: 6-02-2020 Time: 10.00am Venue: College Auditorium

All Are Cordially Invited

**Co-Ordinator on Committee on Prevention of Sexual Harassment
Dr. Shweta Deshpande
Asst. Prof., K. P. E. S's Dr. G. M. Patil Law College**

**Principal
Shri. Sanjeev G. Patil**

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Resource Person addressing the gathering on 08-03-2021

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PROFILE OF RESOURCE PERSON

Smt Sadhna Pote has completed her Masters in Zoology, Masters in Hindi, Masters in Business Administration and qualified for KAS in the year 1997. She has many achievements to her credit like Best National Level Debator in 1987, Best NCC officer in 1996, Best Officer Award in 1999, Akkashri Award in 2015 to name a few. Presently, she is serving as Joint Director, Commissionerate of Industrial Training and Employment, Bangalore.


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REPORT

On the eve of International Women's Day, Smt Sadhana Pote, KAS was invited as the Resource person. Smt Sadhana Pote addressing the gathering emphasized that gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Although there has been over the progress over last decades like more girls are going to school, fewer girls are forced into early marriage, more women are serving in parliament and positions of leadership, and laws are being reformed to advance gender equality, still there has not been a satisfactory result on Gender Disparity and the responsibility lies on us to overcome this challenge



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Initiative of Prevention of Sexual Harassment Cell
Awareness Programme On
"Gender Sensitization"

Resource Person : Smt. Prafulla Naik
Senior Advocate, Dharwad

President : Shri. Sanjeev G. Patil
Principal, K. P. E. S's Dr. G. M. Patil Law College, Dharwad

Date: 05-04-2019 **Time:** 10.00am **Venue:** College Auditorium

Teaching Staff, NonTeaching Staff & Students
K.P.E.S's Dr. G. M. Patil Law College, Dharwad

Shri. Sanjeev G. Patil
Principal



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Photo 1: Dr. Shweta Deshpande, Asst. Prof. welcoming the Resource Person



Photo 2: Smt. Prafulla Naik, Resource Person addressing the students



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Photo 3: Smt. Prafulla Naik, Resource Person addressing the students on Gender Sensitization




Photo 4: Ms. Meghana Kulkarni, proposing vote of thanks on the occasion


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PROFILE OF THE RESOURCE PERSON

Smt. Prafulla Naik is a senior and distinguished Advocate of Dharwad, Smt. Prafulla Naik has completed her Masters in Science from Karnatak University, Dharwad. She is proud Alumni of this prestigious institution and has completed her masters in law from Poona University in the year 1998.

Smt Prafulla Naik has experience of more than 40 years in practicing Advocacy in both civil and criminal laws and has practiced before High Court and all the trial Courts. She was in the panel of Karnataka State Road Corporation and United Radio Insurance Company. She also has worked as honorary lecturer at Karnatak College, Dharwad, Karnatak University, Dharwad and Akkihal Institute. Presently, she is associated with our institution as Honorary Faculty.


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REPORT

05-04-2019 –The Prevention of Sexual Harassment Cell of the college organized Special Lecture on “Gender Sensitization” for the students. Smt. Prafulla Naik, Senior Advocate, Dharwad was invited as Resource person for the program. Addressing the students madam expressed that the topic “Gender Sensitization”, is extremely important as it helps students and employees feel valued and cared in the institution. She also said that the concept of gender sensitivity is a way to reduce the barriers caused due to discrimination and gender bias. Creating the right kind of gender sensitive environment leads to mutual respect. Shri. Sanjeev Patil Principal gave Presidential remarks.


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Initiative of Prevention of Sexual Harassment Cell
Awareness Programme On

Sexual Harassment at Work Place and Managing Psychological Stress

Resource Person : Dr. Geeta Patey

Faculty, Psychology Dept., Karnataka College, Dharwad

President

: Smt. Bhageerathi Kalkambakar

Principal, K. P. E. S. Pri. Eng. Medium School, Dharwad

Date: 08-03-2018

Time: 9.30am

Venue: College Auditorium

Teaching Staff, Non Teaching Staff & Students
K.P.E.S's Dr. G. M. Patil Law College, Dharwad

Shri. Sanjeev G. Patil
Principal

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Photo 1: Dr. Shweta Deshpande, Asst. Prof. welcoming the Resource Person and the gathering on 8-03-2018



Photo 2: Dr. Geeta Pастey, Resource Person addressing the gathering



Photo 3: Smt. Bhageerathi Kalkambkar, giving presidential remarks.



Photo 4: Smt. Mahadevi Hutagi, proposing vote of thanks on the occasion


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PROFILE OF THE RESOURCE PERSON

Dr. Geeta Pастey holds post graduate and Doctorate degree in psychology from Karnatak University, Dharwad. After successfully completing her training programme in Anthroposophy in 1998 from United Kingdom, she worked as Assistant Director at Dr. Steiner's Education and as Counsellor in Family Counselling Centre. Presently she is working as Guest Faculty at Dept of Psychology at Karnatak University, Dharwad.


She was a fellow of Karnataka Knowledge Commission during the year 2010-11, fellow of Bal Vikas Academy during the year 2012. She was the Chairperson of Dharwad District Child Welfare Committee from 2014 to 2017. She has three publications in peer reviewed National Journals and has presented many papers in National and International Conferances.



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Report

With the initiative of the Prevention of Sexual Harassment Cell, Special Lecture on Sexual Harassment at work place and Psychological Stress was organized on 8-3-2018 at 9.30 am for the faculty of K.P.E.Society. Dr. Geeta Pастey, Faculty, Psychology Dept., Karnatak University, Dharwad was invited as Resource person for the program. The resource person addressing the gathering told that victims of sexual harassment are at risk for many possible negative health consequences including anxiety, depression, sleep disorders, lowered self esteem. She expressed that sexual harassment was found as one of the major factors that is responsible for the poor mental health status of the victim, it is necessary for every institution to adopt anti sexual harassment policies and to take actions against it to create a healthy learning environment. Smt. Bhageerathi Kalkambakar Principal, K. P. E. S Primary English Medium School, Dharwad gave Presidential remarks. Teachers of K. P. E Society and students of K.P.E.S's Dr. G. M. Patil Law College, Dharwad participated in the program.


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