

2022-2023

# Action taken on cases of Sexual Harassment in Higher Education Institutions during one year i.e. 2022-23

sophia@skcet.ac.in Switch accounts



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\* Indicates required question

Email \*

principal@skcet.ac.in

Name of University/ College/Institution:- \*

Sri Krishna College of Engineering and Techno



Select Institution Type \*

Autonomous College

University/ College/Institution AISHE Code \*

C-36995

University/ College/Institution's Address: \*

Kuniamuthur, Coimbatore

University Affiliated with: (if any)

Anna University , Chennai

City: \*

Coimbatore

State: \*

Tamil Nadu

Contact (mobile no) \*

9952966826

Contact (Landline) \*

04222678001



Email \*

principal@skcet.ac.in

Number of Cases of Sexual harassment received during 01-04-2022 to 31-03-2023. \*

0

Number of Complaints disposed off during the year. \*

0

Number of Cases pending for more than 90 days. \*

0



Number of workshops on Awareness Programmes against sexual harassment \*  
conducted during the year

4

Nature of action \*

NA

Whether the Internal Complaint Committee has been constituted or not? \*

Yes

No

if yes, kindly mention the details of the Members of the Complaints Committee \*  
such as name, phone number, address etc.

1.Dr.J.Janet,9952922826,SKCET 2.Dr.Kezevinc



whether institution have special/women cell under the administration control to deal with the issue of gender based violence and to conduct gender sensitization programmes or not? \*

- Yes
- No

If yes give details of the member such as name, phone number, address etc. \*

1.Dr.V.Ragavi,9940629899,SKCET 2. Dr. J. P. Ai

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**Internal Compliance Committee**

**DATE: 15.7.22**

**CIRCULAR**

Today, we see a large number of women walking toward achievement in both their personal and professional life. These women self-assurance and fortitude are concealed by a feminine grace that overcomes all obstacles in their path. And we at SKCET, where the population of women is equal to or even slightly more than that of men, would like to take this occasion to build a team of leaders who would represent the numerous issues faced by the students, staff, and professors.

Internal Compliance Committee is a group of members at SKCET who have a shared goal of learning, educating, and working together on concepts that have the potential to bring about significant and constructive change while overcoming the challenges they encounter!!

It is a growing network that connects SKCET women together to share knowledge, laugh, and celebrate their true selves, special talents, and personal power!

**Functions and responsibilities**

1. Receive Grievance from faculty, staff and students / parents.
2. Find the facts of the grievances and to suggest remedial and preventive measures.
3. Review the suggestions / complaints raised by the students during periodical counseling.
4. Women's empowerment through education.
5. Organizing the health awareness program.
6. Solving women related issues and complaints.
7. Creating awareness about women's welfare.
8. Handle case works and counseling.
9. Improving interpersonal skill
10. Conducting women's day program.
11. To prevent sexual harassment and to promote general well being of female students, teaching and non-teaching women staff of the institute.



12. Protection of the girl students

13. Motivation and awareness of the girl student about their strength.

**INTERNAL COMPLIANCE COMMITTEE (ICC) - WOMEN GRIEVANCE REDRESSAL**

Faculty In-Charges	Designation	Mobile Number
Dr.J.Janet	Principal	9952922826
Dr.Kezevino Aram	President, Shanti Ashram	9894060787
Dr.S.Sophia, Dean – R&D and Ranking	Presiding Officer	9894063373
Dr.V.Ragavi, Dean – Student Affairs	Member	9940629899
Dr. J. P. Ananth	Dean - Academics & Controller of Examinations	9500082524
Dr.K.Sasikala rani	HoD,CSE	9488449728
Dr.S.Balakrishnan	HoD, CSBS	9444155607
Dr.N.Susila, HoD , IT	Member	9952521673
Mrs. R. Lakshmi-Non-Teaching Faculty	Member	9369270038
Mrs .Deivanai - Non-Teaching Faculty	Member	8056448166
Sreenidhi.A	Student - I EEE	8610394372
Sharath P	Student - III CSE	9843234474
Ms.B.Keerthana	Student - II MBA	7867949262
Mr. Thirunnavukarasu	NGO - AIM TRUST	94430 39839

Principal

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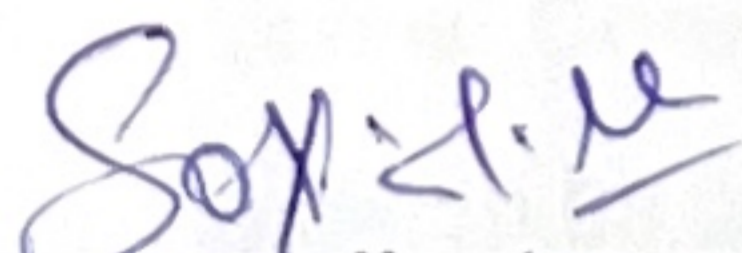


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### EVENTS CONSOLIDATION

S No.	Date of Event	Name of the Event	No. of Student Participants
1	10.08.2022	Introduction of Internal Compliance Committee Members	SKCET Students
2	20.10.2022	Launch of Police Akka	II & III Year 120 Students
3	08.11.2022	Women Grievance Redressal Meeting	100 Hostel Students
4	24.02.2023	National girl child day-2023 Prohibition and prevention of sexual harassment- An Awareness programme for girls	SKCET Students

  
Coordinator

  
Principal

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DATE: 05.08.2022

**CIRCULAR**

We are glad to inform you that our Institution is taking effective initiatives for the welfare of girls students. A meeting is planned to inform the students the Women redressal committee members and advance the general welfare of female students and make it easier for them to resolve their grievances, and address any issues or complaints they may have. The meeting welcomes proposals or recommendations from female students on matters concerning them, and appropriate action will be taken in the topic with a view to assist them. The students can also unwind and contact us at any time. The complaints will be treated in strict confidence.

**WOMEN REDRESSAL FORUM MEETING**

S.No	Date of the Programme	Title of the Programme
1	10.08.2022	Introduction of Internal Compliance Committee Members

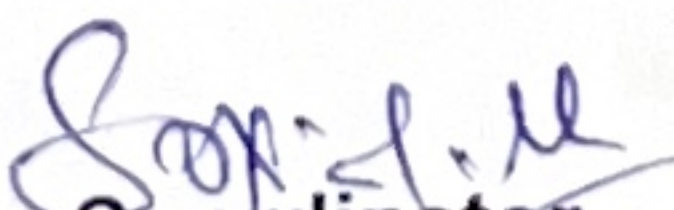
**AGENDA:**

- Introduction of Internal Compliance Committee Members
- Discuss the functions and responsibilities of Internal Compliance Committee - Women Grievance Cell

**Venue: Convention Centre**

**Date:10.08.2022**

**Coordinator: Dr.S.Sophia , Dean of Ranking and Accreditation  
Dr.V.Ragavi , Dean of Student Affairs**

  
Coordinator

  
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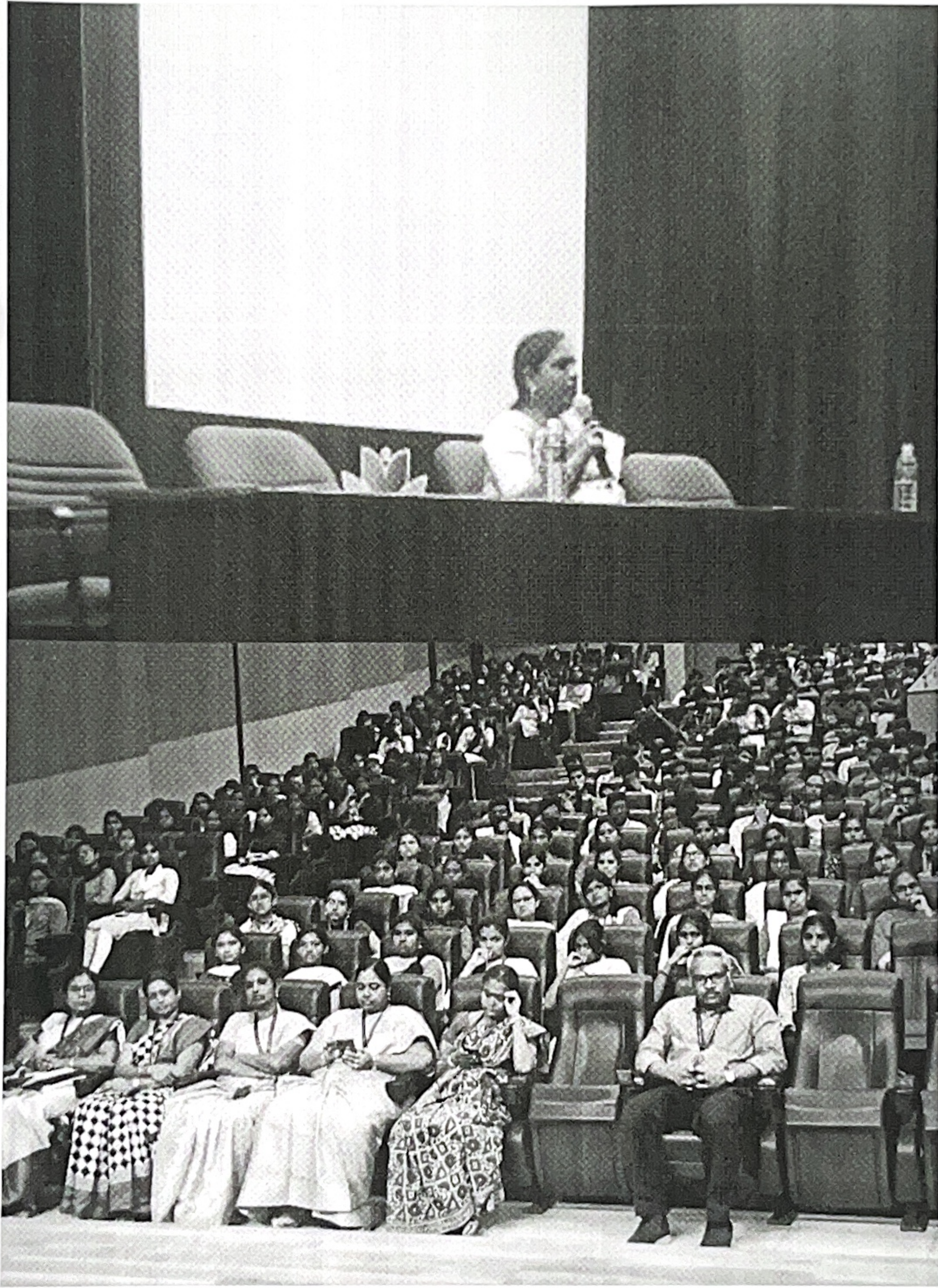


### Minutes of Meeting

Our Principal Madam Dr. J. Janet addressed second year students regarding the Women Redressal Committee Formation, Committee members and educated the students about the committee roles and responsibilities.

#### Key points discussed:

- Introduction to students about Grievance Redressal Cell Committee
- To ensure effective solution to the students grievances with an impartial and fair approach
- To guide ways and means to the students to redress their problems
- Explanation regarding roles and responsibilities of Grievance Redressal Cell mentioned below.
  1. Receive Grievance from faculty, staff and students / parents.
  2. Find the facts of the grievances and to suggest remedial and preventive measures.
  3. Review the suggestions / complaints raised by the students during periodical counselling.
  4. Women's empowerment through education.
  5. Organizing the health awareness program.
  6. Solving women related issues and complaints.
  7. Creating awareness about women's welfare.
  8. Improving interpersonal skill
  9. Conducting women's day program.
  10. To prevent sexual harassment and to promote general well being of female students, teaching and non-teaching women staff of the institute.



Principal introducing the Internal Compliance Committee Members

*S. P. U.*  
Coordinator

*J. L. P.*  
Principal  
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**DATE: 20.10.2022**

**CIRCULAR**

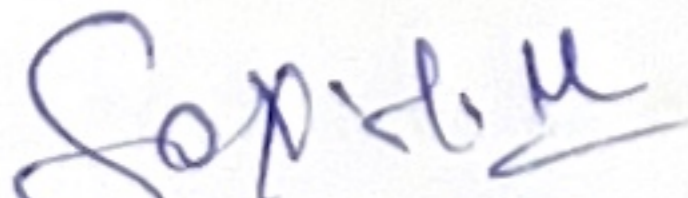
We are happy to inform you that our institution is making excellent efforts to ensure the welfare of female students. Internal Compliance Committee in the campus conducts many programmes to promote general well being of female students, teaching and non-teaching women staff of the institute. Police Akka Launch is one such programme organized by Internal Compliance Committee – Women Grievance Redressal Cell to sensitize all issues related to women to make the college campus a safe place for girl students and faculty members.

Coimbatore Commissioner of Police V Balakrishnan along with Inspector Baskaran and Sub-inspector launched the project \*Police Akka\* to ensure the safety of girl students in colleges in and around the city on 18-10-2022. Officials will visit our college campus today and inaugurate the above said programme in our campus by 4.00 P.M. at BS-03. All 2<sup>nd</sup> and 3<sup>rd</sup> year girl students must attend the awareness of \*Police Akka\* launch programme.

**Venue: BS-03 Hall**

**Date:20.10.2022**

**Coordinator: Dr.S.Sophia , Dean of Ranking and Accreditation  
Dr.V.Ragavi , Dean of Student Affairs**

  
Coordinator

  
Principal

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DATE: 20.10.2022



### **Report on LAUNCH OF POLICE AKKA**

Women's Grievance Redressal Cell in the campus conducts many programmes to promote general well being of female students, teaching and non-teaching women staff of the institute. Police Akka Launch is one such programme organized by grievance addressal cell to sensitize all issues related to women to make the college campus a safe place for girl students and faculty members.

Coimbatore Commissioner of Police V Balakrishnan along with Inspector Baskaran and Sub-inspector launched the project "Police Akka" to ensure the safety of girl students in colleges in and around the city on 18-10-2022. Officials visited our college campus today by 4.00 P.M. and all 2<sup>nd</sup> and 3<sup>rd</sup> year girl students attended the awareness of "Police Akka" launch programme. Mrs.PON NITHYA, Head Constable was appointed as Police Akka, to our institution from Kuniyamuthur Police Station.

The inspector Baskaran addressed the gathering during which he said "The Coimbatore Police has introduced a scheme called 'Police Akka' with the aim of providing immediate solutions to various problems faced by college girls. Through this program, the appointed female police officer will discuss with the students in the colleges, participate in public events from time to time, find solutions to the sexual problems, sale of drugs, and so on. These problems are brought to the attention of the concerned department and actions will be taken to resolve them.

At the same time, the inspector said, "Police officials implementing the scheme will be middle-aged personnel trained in active listening and non-judgmental communication. The information provided by the students will be kept confidential and actions will be taken through this scheme, policewomen (Police Akka) are going to act as good sisters to the college students. They visit the colleges once a week or once in 15 days and discuss with the students and ask for information". The designated police 'akka' will provide psychological counselling to students, prevent sexual offences and control sale of drugs in colleges with information gathered from students. So

- 1) Students were advised to report any kind of violence to the Police Akka.
- 2) Students should feel free to tell them their problems.



Coimbatore Commissioner of Police V Balakrishnan addressing the girl students





Dean of Ranking and Accreditation felicitating the Commissioner of Police

Coordinator: Dr.S.Sophia , Dean of Ranking and Accreditation  
Dr.V.Ragavi , Dean of Student Affairs

*Sophia*  
Coordinator

*J. L. K.*  
Principal

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DATE: 04.11.2022

**CIRCULAR**

We are glad to inform you that our Institution is taking effective initiatives for the welfare of girls students. A meeting is planned to advance the general welfare of female students and make it easier for them to resolve their grievances, and address any issues or complaints they may have. The meeting welcomes proposals or recommendations from female students on matters concerning them, and appropriate action will be taken in the topic with a view to assist them. The students can also unwind and contact us at any time. The complaints will be treated in strict confidence.

**Women Grievance Redressal Meeting**

S.No	Date of the Programme	Title of the Programme
1	08.11.2022	Women Grievance Redressal Meeting

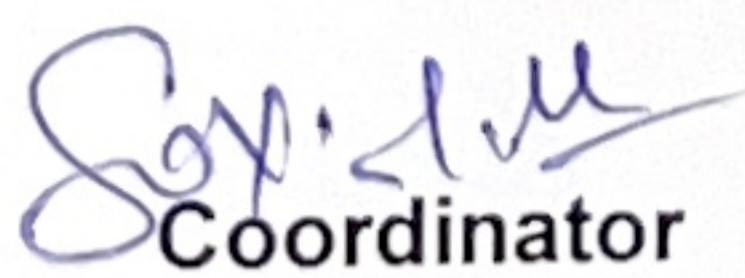
**AGENDA:**

- Brief insight on how the students should mould themselves into a disciplined person
- Review on hostel Cleanliness and Accommodations.

**Venue: BS-03 Hall**

**Date:08.11.2022**

**Coordinator: Dr.S.Sophia , Dean of Ranking and Accreditation  
Dr.V.Ragavi , Dean of Student Affairs**

  
Coordinator

  
Principal

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### Minutes of Women Grievance Redressal Meeting

Date: 08.11.2022

#### Points Discussed:

Principal discussed about the

- The value of maintaining good personal hygiene
- How to discipline oneself to become a better person.
- Importance of safety and security for girls.
- To refrain from engaging in bad habits
- To use social media platforms in a secure and safe manner
- Regarding the updated cuisine and improved hostel cleanliness
- Revised rules and regulations.

Students were asked to discuss about the issues regarding hostel facilities. The female students received helpful advice on how to practice self-discipline and take safety precautions.





Grievance Meeting

*S. P. M.*  
Coordinator

*J. K. A.*  
Principal

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**CIRCULAR**

Dear professors,

We are glad to inform you that our Institution is taking effective initiatives for the welfare of girls students. In view of celebrating "NATIONAL GIRL CHILD DAY - 2023", School of Management of SKCET is organizing an "AN AWARENESS PROGRAMME TO GIRLS ON PROHIBITION AND PREVENTION OF SEXUAL HARASSMENT" for the college students to provide support and opportunities to the girls, spread awareness about the inequalities faced by girl students, and also to promote awareness about the rights of the girl child and the importance of female education, health, and nutrition.

*S. P. K.*  
Coordinator

*J. L. A.*  
Principal



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INVITATION

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**POSH Cell of SKCET & SCHOOL OF MANAGEMENT**  
Cordially inviting you all for the  
"Prohibition and prevention of Sexual harassment  
An awareness program to Girls"  
under the aegis of  
"NATIONAL GIRL CHILD DAY"  
An USVA Outreach Programme

 **Resource Person**  
**Monica Cristina Irudayaraj**  
Programme Coordinator,  
Shanthi Ashram

24.02.2023  
3.00 P.M to 4.00 P.M  
Convention Centre

  
Coordinator

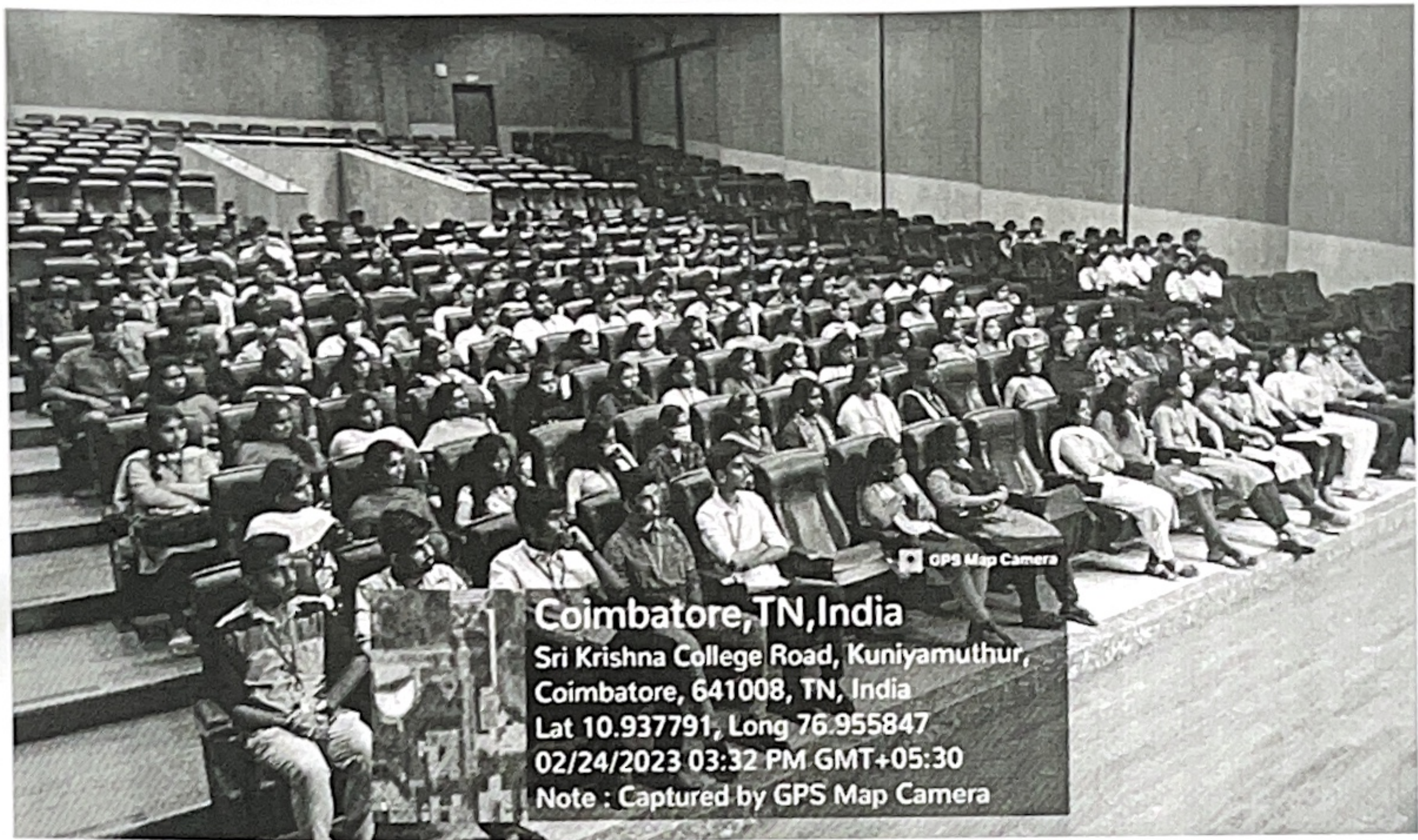
  
Principal  
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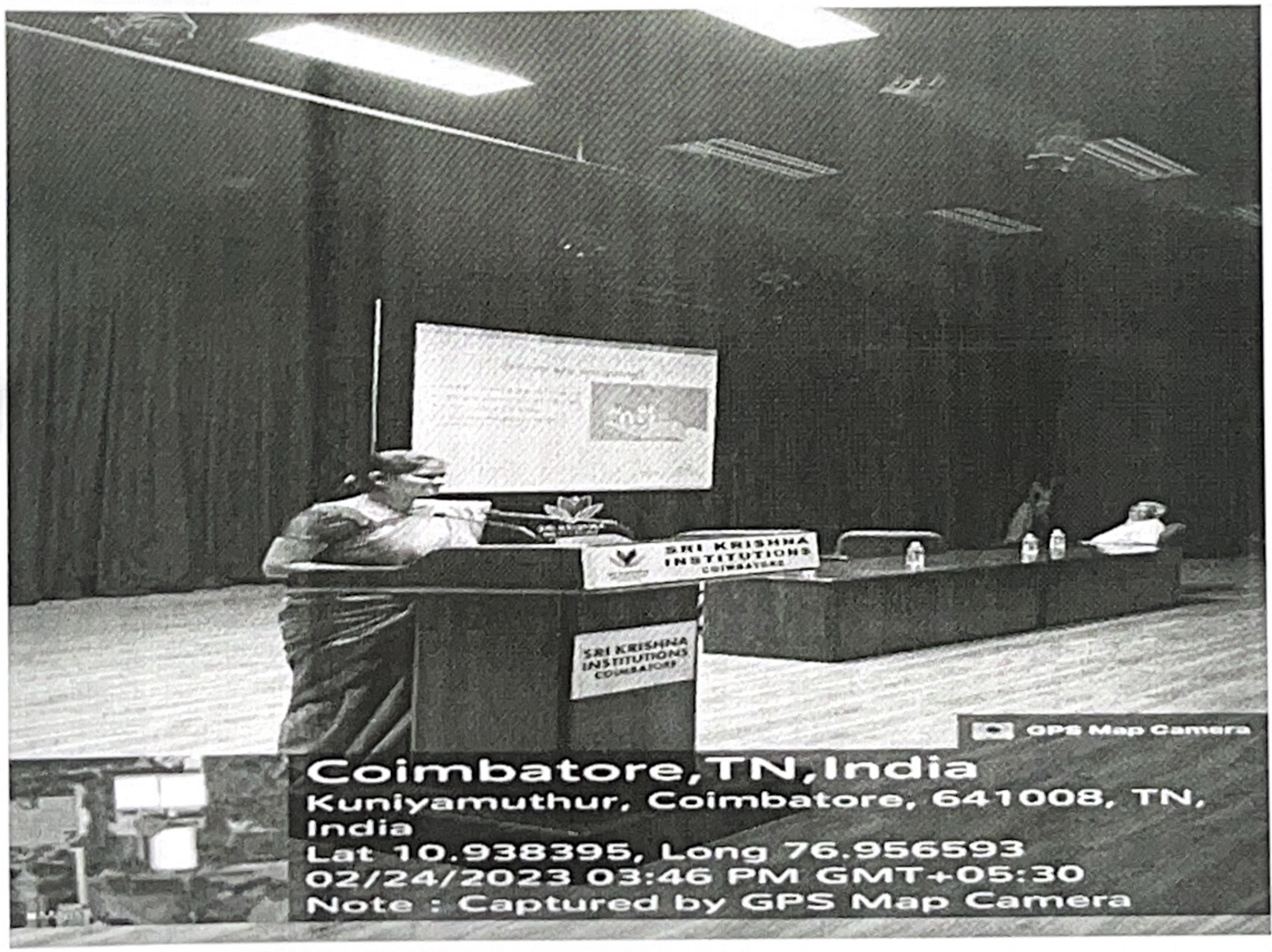
**Report of the Awareness Program:**

POSH CELL of SKCET and School of Management organized an event on “**Prohibition and prevention of sexual harassment - An awareness Program to girls**” under the aegis of “**NATIONAL GIRL CHILD DAY**” - An USVA Outreach Programme on 24<sup>th</sup> February 2023 at “**The Convention Centre, SKCET**”.

The Resource persons are **Mr. Subramaniam** and **Ms. Monica Cristina Irudayaraj, Programme Coordinators, Shanthi Ashram, Kovaipudur**. The Key takeaways of the session are that emphasis was given on the importance of Gender Equality and the pressing need for addressing the Issue. The speaker told that the change should begin from within and also from the family members who deal with the youngsters. On the part of Sexual Harassment introduction of the POSH Act was given. The Introduction stated that The POSH Act is the Prevention of Sexual Harassment at the Workplace Act and It was enacted to provide a safe and secure working environment for all employees regardless of gender. Also it was told that The Act provides a legal framework to protect employees from any sexual harassment in the workplace. Also they said that The POSH Act has taken components such as gender equality in the workplace, gender-specific violence, and inappropriate sexually coloured behavior. Finally they concluded that it is all due to the impact of biological changes and provided the ways to deal with it



Students attending the awareness programme

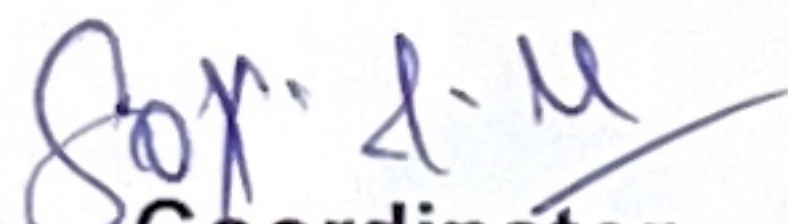


Resource person Ms. Monica Cristina Irudayaraj addressing the gathering



## OUTCOME OF THE EVENT

POSH CELL of SKCET and School of Management organized an event on "Prohibition and prevention of sexual harassment - An awareness Program to girls" under the aegis of "NATIONAL GIRL CHILD DAY" and this programme was really an eye-opener for the students as to what kind of external environment they have to face when they move out of college to work places. The session was attended by both boys and the girls and the boys were also given awareness about the Gender Equality which they have to follow. This session has also given insights into the existence of POSH Act and the ways it protects the women in the work place. The girls were told that they have to break the shells and of their comfort zones bravely to face the work environment.

  
Coordinator

  
Principal

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