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**SARADA VILAS COLLEGE**  
Krishnamurthypuram, Mysore – 570 004 Karnataka  
Affiliated to University of Mysore  
Re accredited by NAAC with B+ grade (CGPA: 2.70)



**Dr.Devika M, M.Sc., M. Phil., Ph. D**

**Principal**

**Mob : 9880024483**

### **Criteria 5- student support and Progression**

5.1.4 -The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

(DVV Clarification)

<b>Sl. No</b>	<b>Clarification Asked</b>	<b>Response</b>	<b>Page no.</b>
<b>1</b>	Minutes of meetings of student grievance committee	*Minutes of meeting of Grievance committee *	1 – 77
<b>2</b>	Circular/Web-link/committee report	*Circulars and Committee Reports	78 – 89
<b>3</b>	Proof of constitution of internal committee/grievance committee formation / other committee as per UGC norms	internal committee/grievance committee formation / other committee as per UGC norms	90- 122





“This is to certify that the above said DVV clarifications are true to the best of my knowledge”

  
**Principal**  
SARADA VILAS COLLEGE  
Mysore - 570 004

GRIVANCE REDRESSAL COMMITTEE FOR 2021 – 22

28/09/2022

As per the rules and regulations for students in an institute 'Grievance Redressal committee of Sarada Vilas College for the duration of 2021- 22 was constituted with following staff members in different position to enquire the nature and extent of grievance.

Staff Name	Designation	Signature
Dr. M. Devika	Principal	
Smt. Suganthi S Singh	Convener	
Dr. Govindaraju. M	Special Invitee	
Smt. Shakunthala	Member	
Smt. Usha D M	Member	

Objectives

To investigate and review the complaints or grievances of the students and faculties.

To create awareness among the students for the availability of the members and faculties to report the grievances.

To investigate the cause of grievances.

To ensure effective solution depending upon the gravity of the situation.

The grievance committee takes care of the following

Complaints of the student, from the Scheduled Castes, the Scheduled Tribes, other backward classes, minority or disabled categories.

Non publication of prospectus/ broacher as specified.

Quality education as promised at the time of admission.

Publishing any information in the prospectus, which is false or misleading and not based on facts?

Delay in conduct of examinations beyond that specified in the academic calendar.

Providing student amenities as may have been promised or required to be provided by the institution.

Non transparent or unfair evaluation practices.

Minutes of the meeting held on 28<sup>th</sup> of September 2022 at the A V Hall to solve the grievance faced by the students.

The major problems faced by the students during 2021-22 was related to the canteen, sports including gym, xerox and cleanliness in the washroom.

Few students demanded to have a good canteen Inside the college campus.

Few students demanded different types of sports activities and a gym instructor.

Few students demanded for a xerox machine inside the campus for the students.

Few students asked to maintain the hygiene of the washrooms on hourly basis.

Few students wanted hostel facilities for boys.

Few students wanted more extracurricular activities.

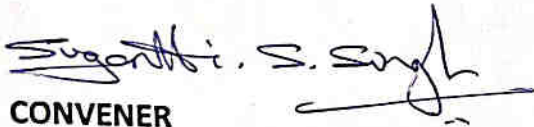
All these problems raised by the students during the grievance meeting were discussed by the grievance committee and the principal. The principal in turn discussed these issues with the management and few problems were solved immediately. Few are under process which will be taken care shortly.

#### Solution

Wash room hygiene problem was solved by appointing a house keeping team for cleanliness.

Instead of an in campus hostel few paying guest accommodations were visited by our principal and senior faculties to check the food and safety measures and such PG'S were recommended for both boys and girls . In the coming days the college will have an MOU'S between the PG'S .

Regarding the canteen issue a mobile van canteen is installed inside the campus during lunch break, to check for the utilization before going in for a permanent canteen, which is also in the agenda of our college. Few more problems require the discussion of the principal with the management. This is under discussion for future implementation.

  
CONVENER

SUGANTHI S SINGH

  
PRINCIPAL

DR. M.DEVIKA



Short list of students who attended the grievance Redressal meeting held on 28/09/22 at <sup>DATE:</sup> 3.00 pm <sup>PAGE:</sup>

ROLL NO	NAME	SIGNATURE	GRIVANCE ANY
0079	Pratham S.Raj		Hostel Facility.
0076	Prarajwal S.Raj		Nil
0110	Varun N.M	Varun N.M	Nil
0080	Prakruthi A.R.		Timings and time table
0093	Khushi M		Extra Curricular activities
0030	Meghara R		Nil
0108	Dinya K	Dinya K	Nil
0017	Shashank R		Hygen Washroom
0117	Ajith S		Canteen
0120	Indra N	Indra N	Nil
0012	Abhi J		hostel
0052	Adithya.	Adithya. M	Nil
0002	Punith V		Nil
RBSD2014	Mahendora M	Mahendora M	Xerox machine need.
RBSD2013	Madhu Kumar G		Canteen required.
RBSD2019	Naveen Kumar M.		Canteen required.
RBSD2016	Manoj Kumar G.M.		Cricket practice net
RBSD2002	Ajith S	Ajith S	Xerox machine need
VO1B93150074	Manoj B.L		Canteen & Xerox
0020	Mahadev Prasad M		Washroom hygiene
0036	Mithan gauda V.J		Hostel Facility
0016	Mahendora K		Hostel facility
0018	Nithish H.M		Cleanliness in Ground
0011	Anub S		Drinking water
0037	Karthik patel M		Drinking water
0128	Pooja shree C	Pooja shree C.	Drinking water
0008	Ramya C.S	Ramya C.S	Nil
0005	Sindhu N	Sindhu N	Nil
0014	Pooja S	Pooja S.	Nil
0010	Vaibhav Patil	Vaibhav	Canteen
0004	Praveen sharma		Xerox.



ROLL NO	NAME	SIGNATURE	GRIVANCE ANY
0113	Bishwal. BA	Bishwal. BA	Nil.
0114	Akshay - R	Akshay + R	Nil
0127	Zasavavat	Zasava	Sports, [required courts]
0029	makima Patel G.S		sports [required courts]
0041	Abhishek. A.M	Abhishek. A.M	Nil.
0125	Growtham. K		Mirror in washrooms
0118	Jeevan. S.N		Sports [Cricket]
0024	Mohammed Zain	Mohd. Zain	Cleanliness in Washrooms
0018	Shresh. S	Shresh. S	required exercise machine
0095	Dhakshar. S	Dakshar. S	required broom. Senter
0081	Subhash KR	Subhash KR	Cleanliness in Wash rooms
21178	Sambhu Vaishnav		We would like to have a canteen
21176	Raghava Raj.		canteen.
50107	Bindu. D.S	Bindu. D.S	cleanliness in the washrooms
S0004	Ashwarya. K	Ashwarya. K	Need Xerox machine in compy
50103	Harshitha. T.U	Harshitha. T.U	Require browsing centre
0099	Deekshitha M.N	Deekshitha M.N	Cleanliness & Hygiene in the washroom
S0078	Chithra. M	Chithra. M	Canteen
S0008	Darshan Nayak M	Darshan	park. [Botanical Garden]
0084	Ashwath. A.	Ashwath	Nil
0131	Anjushree	Anjushree	Canteen
21174	Menica. K	Menica	Canteen, space for lunch
0124	Thanushree. V	Thanushree. V	Space for lunch.
0123	Pallavi. R	Pallavi. R	will
0121	Vidyaashree. R	Vidyaashree. R	Washroom hygiene
01243	Prasad. K.S	Prasad. K.S	Nil.
0105	Sachin D.S	Sachin D.S	Canteen
0141	Hannanthi. D	Hannanthi. D	Canteen
0076	Abhishek. K.L	Abhishek	Gym
0104	Shivaraj. S	Shivaraj	we need Gym facilities
0089	Sumanith	Sumanith	will

Suganthi. S. Singh



## Solutions to the Grievance mentioned by Students.

Wash room hygiene problem was solved by appointing a house keeping team for cleaners.

Instead of an in campus hostel fees paying guest accommodations were visited by our principal to check the food and safety measures and such pg's were recommended for both boys and girls.

In the coming days the College will have an mov's between the Pci's. Regarding the canteen issue a mobile van canteen is installed inside the Campus during lunch break, to check for the utilization before going in for a permanent canteen, which is also in the agenda of our college. Few more problems requires the discussion of the principal with the management. This is under discussion for future implementation.

Suganthi S. Singh

Convenor

[Signature]  
Principal

Dr. M. Devika	Principal	signature
Smt. Suganthi, S. Singh	Convenor	<u>Suganthi, S. Singh</u>
Dr. Govindaraju. m	Special Invitee	<u>[Signature]</u>
Smt. Shakunthala	Member	<u>[Signature]</u>
Smt. Usha. D. m.	Member	<u>[Signature]</u> DM



**SARADA VILAS EDUCATIONAL INSTITUTIONS(R) MYSURU**  
**SARADA VILAS COLLEGE**  
Krishnamurthypuram, Mysuru

**PREVENTION OF HARASSMENT OF WOMEN COMMITTEE REPORT**  
**FOR THE ACADEMIC YEAR 2020 -2021**

Prevention of harassment of women committee works towards the prevention of sexual harassment of women/girls in the institution. The committee is continuously monitoring the matters related to the problems of harassment in the college campus. In the academic year 2020-2021, no as such cases were reported in the college.


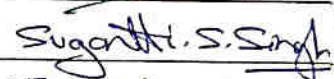
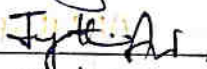

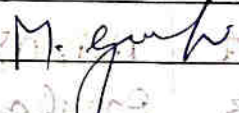
Name of the college	Number of women/girls harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons
Sarada Vilas College Mysuru	NIL	NIL	NIL

  
**Convenor**

  
**Principal**  
Principal  
Sarada Vilas College  
Mysore - 570 004

GRIEVANCE REDRESSAL COMMITTEE FOR 2020-21

The Grievance Redressal Committee of Sarada Vilas College for the duration of 2020-21 was constituted with following staff members in different position to enquire the nature and extent of grievance.

Staff Name	Designation	Signature
Dr. M. Devika	Principal	
Smt. Suganthi .S. Singh	Convener	
Dr. A.N. Jyothi	Member	
Smt. Shakuntala	Member	
Dr. Govindaraju .M.	Special Invitee	

Minutes of the meeting held on 06/09/2021 at the A.V. Hall to record and solve the grievance faced by the students.

There was nil grievance related to caste or crede. Students did not have any grievance related to teaching or notes.

The internal examination was conducted as per the Calendar of events and their IA marks was also displayed on time.

The major problem faced by the students during 2020-21, was related to the new mode of education (online mode). This problem was discussed and necessary remedial measure was implemented immediately. Few student had problem with drinking water, which was also solved then and there. Cleanliness of washroom was a problem for few students. This problem also was taken care of.



short List of students who attended the grievance Redressal meeting held on 06/09/2021 at 3:30 pm DATE: PAGE:

Roll NO	NAME	SIGNATURE	GRIVANCE Any
20104	Abhishek. M.N	Abhishek.M.N	nil.
20111	BHUVAN. G.R	Bhuvan	nil
20108	Avinash. K	Avinash	nil
20105	Ajay. K.R	Ajay	nil.
20110	Bhaskar. B	Bhaskar. B	nil
20115	DHANUSH. H. B.	Dhanush	nil.
20106	Anitha S. B	Anitha S. B	nil
20112	Chodavand. C.T	Chody	NILL
20109	Bharath. D	Bharath. D	nil
20101	ABHISHEK. D	Abhishek. D	NILL
20102	ABHISHEK. K.M.	Abhishek. K.M	NILL
20114	Dhanush. A.B	Dhanush. A.B	Nil
20107	Avinash. H	Avinash. H	nil
20113	Darshan. R. G	Darshan	Drinking water & the cleaning of
9120	Rajashekhara. M.P.	Rajashekhara. M.P.	toilet
9104	RAVE KUMAR. S	Rave	toilet
9090	Shiva kumar. C.B	Shiva	nil.
9082	Swathi	Swathi	Nil
9084	Vaushitha. S	Vaushitha. S	washroom: water problem.
9098	Vaasun kumar. B	Vaasun. B	cleaning of washroom
9083	Thejas Gowda. B	Thejas Gowda. B	Washroom imploper.
9096	Vikas. R	Vikas	Washroom imploper.
9087	Vinod kumar. H.S	V. kumar	Sometimes improper washroom facility.
9102	Yashwanthgouda. H.S	Yashwanthgouda. H.S	Washroom clean
9085	Varundhara Hegde. B.R	Varundhara	Washroom improvement
9057	Vidya. S	Vidya	Washroom problem
9065	Abhishek. S	Abhishek	clean the playing field
9066	Adithya Bhanadraj. N	Adithya	Constructi on work Hammering sound disturbs a lot.
9067	Amruth Sagar	Amruth	canteen facility: Afternoon lunch
9094	Ananya. H. B	Ananya. H. B	Nil.
9065	Archana	Archana	Nil
9088	Basavanna. C	Basavanna	extend lunch break 15 minutes.



Roll NO	NAME	SIGNATURE	GRIEVANCE ANY
9073	Dhanush.G	Dhanush	Extend lunch break by 15 minutes.
9072	Chethush.M	Chethush.M	Hot drinking water
9070	chandane.P	chandane	Extend lunch time
9099	C.B Sanjay	C.B Sanjay	Extend lunch break by 30 minutes.
9103	Bindu	Bindu.	Nil
9069	Bharath Kumar.R	Bharath.R	Nil
20116	Dhanya HS	Dhanya	Nil
20119	Karthik.J	Karthik.J	Nil
20121	Keerthiraj.D.R	Keerthiraj	Nil
20124	Lekshmi S.M	Lekshmi	Nil
20127	S. N Manoj	S. N Manoj	Nil
20130	Nithya T.D.	Nithya.	Nil
20129	Nithin Gowda C.S	Nithin	Nil
20126	MANOJ.K.S	Manoj	Nil
20125	MANJUNATHA.H.R	manjunatha.H.R	Nil
20123	Lakshmana G.S	Lakshmana.G.S	Nil
20120	Keerthaja T.K	Keerthaja	Nil
20118	Gramesh.D	Gramesh	Nil

Solution to the Grievance mentioned by students.  
 Drinking water problem was solved by installing a RO plant inside the College Campus. Washroom hygiene was maintained by appointing a new set of House keeping staff, whose work was monitored. Extending lunch time was difficult (teaching staff and students) were given the same lunch time duration. Hammering sound was caused because of renovation work, which was also resolved. The Committee looked into each and every aspect and solved the grievance.

Sugathi.S.Singh

CONVENER

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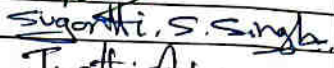
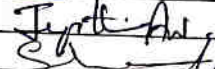

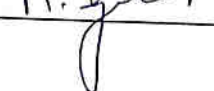
PRINCIPAL



SARADA VILAS COLLEGE , MYSURU.

GRIEVANCE REDRESSAL COMMITTEE FOR 2020 – 21

As per the rules and regulations for students in an institute 'Grievance Redressal committee 'of Sarada Vilas College for the duration of 2020- 21 was constituted with following staff members in different position to enquire the nature and extent of grievance.

Staff Name	Designation	Signature
Dr. M. Devika	Principal	
Smt. Suganthi S Singh	Convener	
Dr. A. N. Jyothi	Member	
Smt. Shakunthala	Member	
Dr. Govindaraju. M	Special Invitee	

Objectives

- To investigate and review complaints or grievances of students and faculties.
- To create awareness of availability of members for students and faculties to report grievances.
- To investigate the cause of grievances.
- To ensure effective solution depending upon the gravity of the situation.

The grievance committee takes care of the following

Complaints of the student, from the Scheduled Castes, the Scheduled Tribes, other backward classes, minority or disabled categories.

Non publication of prospectus/ broacher as specified.

Denial of quality education as promised at the time of admission.

Publishing any information in the prospectus, which is false or misleading and not based on facts?

Delay in conduct of examinations beyond that specified in the academic calendar.

On provision of student amenities as may have been promised or required to be provided by the institution.

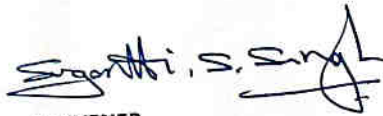
Non transparent or unfair evaluation practices.

Minutes of the meeting held on 6<sup>th</sup> September 2021 at the A V Hall to solve the grievance faced by the students.

The major problems faced by the students during 2020-21 were related to the new mode of education (online mode). Each student had a different issue depending upon the place of his/her stay. The committee tried to solve these issues so that all students were not denied of their basic education. Notes for the exam were given immediately, so they can understand it much better during the online mode. With the cooperation of students and faculty members all these problems were amicably solved and the college obtained good results. The class representatives were taken into confidence and the college put one representative in each group to monitor any issues which



was brought to the committee immediately. The committee analyzed the problems and gave solutions to it. Few students had problem related to drinking water facility. This problem was solved by the institution by installing a RO plant inside the college campus. Few students complained about the hygiene of the washrooms. This problem was also solved by appointing a new set of housekeeping staff to cater the same. Extension of lunch time was difficult, since teaching staff and students were allotted the same duration. Hammering sound was caused because of renovation work was in progress, which was also resolved. The committee looked into each minute detail and resolved all the grievances faced by the students.



CONVENER

SUGANTHI S SINGH



PRINCIPAL

Dr. M. DEVIKA



**Sarada Vilas Educational Institution ®**  
**Sarada Vilas College**  
**Krishnamurthypuram, Mysuru.**

**Report**

on

**Grievance redressal committee for the**  
**Academic Year 2019-20**

The UGC has given the guidelines for all the colleges to set up the Grievance redressal cell/committee to provide a mechanism for redressal of the student grievances and ensure the transparency in the admission process, evaluation process and to prevent the unfair practices in the college and to solve the problems of the students related to the facilities of the college. The function of the committee is to look into the matters of the harassment, ragging and problems of the students and to timely resolve the issues.

The Grievance redressal committee in our institution is constituted to resolve the issues relating to harassment, ragging and problems of the students faced related to the academic and non academic matters. The committee is actively working in order to solve the problems of the students. Our institution is having the committee of 4 members in the grievance redressal committee.

The following were the members of the grievance redressal committee:

Mrs. Sugandhi Singh-Convenor

Dr. Devika M-Member

Mrs. Jyothi A N - Member

Mr. B S Mahendra-Member

**Objective of the grievance redressal committee:**

The objective of the Grievance redressal committee is to develop the positive and responsive environment in the institute among the various stakeholders in order to maintain the pleasant atmosphere in our educational institution.

**Scope:**

The committee will deal with the following issues of the students:

- Academic matter related to admissions, evaluation, examination
- Financial Matters related to timely payment of fees dues, scholarship issues and other fees (fees Concession matters are excluded).
- Matter related to facilities and infrastructure.

### Procedure for lodging complaints:

The students can feel free to give any complaint either in writing or oral to the committee members and they can drop the complains in their respective departments for which solution is expected by the students.

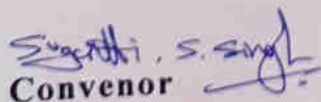
### Procedure for solving the complaints:

The committee of our institution will carefully examine the various complaints received by the students. The problems of the students will be solved generally between 3 to 5 working days. The magnitude of the problem is varied and accordingly the solution will be provided for each problem.

In the academic year 2019-20 total 15 problems were received related to academics, facilities and infrastructure problems. The problem received has been forwarded to the committee members and each problem is analysed in order to understand the magnitude of each problem. The committee carefully examined the details about the problems and the periodic meetings were conducted to resolve the issues of students and the problem generally addressed within 3 working days from the receipt of the problem. All the cases were carefully examined and genuine effort was put in order to solve the problems and some problems were forwarded to management which requires the management involvement to solve the problems. The 15 issue which were raised by the students is reflected in the minutes of the meeting which is enclosed. There were no problems related to harassment, ragging during the academic year 2019-20

The table showing the statistics of Grievances redressed during the academic year 2019-20

Name of the college	Number of women harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons	Number of Ragging cases reported	Number of complaints received related to Academics facilities and infrastructure
Sarada Vilas College, Mysuru	NIL	NIL	NIL	NIL	15

  
Sugrithi, S. Singh  
Convenor

  
Principal

Principal  
Sarada Vilas College  
Mysore - 570 004



Minutes of Meeting

Grievance Redressal

Committee - 2019-20.

Convener : Smt. Suganthi S. Singh

Members : Dr. M. Derika

Dr. S. Vimala






Smt. Shakunthala

Smt. A. N. Jyothi

①

The Grievance redressal committee meeting was conducted on 13/6/2019. At 3:00 PM in the Principal's chamber.

The following members were Present:

- smt. Suganthi S Singh 
- Dr. M Devika 
- Dr. S. Vimala 
- smt. Shakenthala 
- smt. Jyothi A N 



Agenda :

To Appoint second year students in the Grievance Redressal cell.

Minutes of meeting :

The students from second year will be appointed in the grievance cell from next academic year.

so that the student representation could be part of the committee for longer time and help us to contribute more effectively.

Sigantbi, S. Singh  
convener

P. Shankar  
Principal  
Sarada Vilas College  
Muzaffarpur-570 004

②

A meeting of grievance redressal committee was held on 29/8/2019 at 3:30 PM in the principal's office.

The following members were present.

Smt. Suganthi S Singh. Suganthi S. Singh

Dr. M. Devika. Dev

Dr. S. Vimala. S

Smt. Shakunthala. Sh

Smt. Jyothi An. Jy



### Agenda :

To discuss the problem raised by the students regarding canteen facility.

### Minutes of Meeting :

The problem raised by the students regarding canteen facility was discussed in the meeting and it was decided to bring it to the notice of the management. One of them were advised to go into the problem seriously and report the outcome by the next meeting.






Suganthi, S. Singh  
Convener

P. Shanu  
Principal  
Sarada Vilas College  
Mysore-570 004

3

A meeting of grievance redressal committee held on 3/9/2019 at 3:30 PM in the principal's office.

The following members were present

- |                       |   |
|-----------------------|---|
| Smt. Suganthi S Singh |    |
| Dr. M. Merika         |   |
| Dr. S. Kimala         |  |
| Smt. Shakunthala      |  |
| Smt. Jyothi AN        |  |



Agenda:

To discuss the problem raised by the students regarding wifi facility for computers

Minutes of Meeting :-

The problem raised by the students regarding to provide computers with high speed internet browsing facility. Access to thousands of e-journals, e-books, e-theses and digital repositories etc. was discussed in the meeting and it was decided to bring it to the notice of the management.


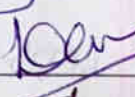
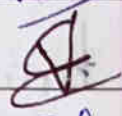

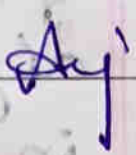
Sugathi S. Singh  
Convener

P. Shankar  
Principal

④

A meeting of grievance redressal committee held on 10/10/2019 at 3:30 PM in the principal's office.

The following members were present -

- Smt. Suganthi .S. Singh. 
- Dr. M. Devika. 
- Dr. S. Vimala 
- Smt. Shakunthala 
- Smt. Jyothi AN 



## Agenda :

To discuss the problem raised by the students regarding extra leisure time for sports.

## Minutes of meeting :

The problem raised by the students regarding the need of extra time for sports was discussed in the meeting. Since, there is shortage of time in covering syllabus, students were not made to involve in sports to a maximum extent. The committee decided to provide atleast two hours per week for indulging the students in sports.

Sugantha, S. Singh

convener

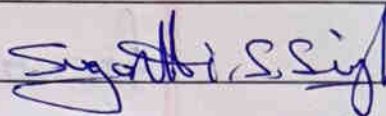




P. Shankar

Principal.

5

A meeting of grievance redressal committee held on 4/1/2020 at 3:30 PM in the Principal's office

The following members were present

Smt. Suganthi S Singh	
Dr. M. Alevika	
Dr. S. Vimala	
Smt. Shakunthala	
Smt. Jyothi An	



Agenda:-  
Students requested for one day  
colour dress.

Minutes of Meeting:-

The students had requested for one day colour dress. But because of many problems and it is difficult to identify the students in colour dress. Committee have decided not to permit the students in colour dress but later the committee members decided to grant one day for colour dress with proper dress code.

Sugathi. S. Singh

Convener.

P. Shankar

Principal.

A meeting of grievance redressal committee held on 17/2/2020 at 4:30 PM in the Principal's office.

The following members were present.

Smt. Suganthi. S. Singh	<u>Suganthi.S.Singh</u>
Dr. M. Devika	<u>10/2/20</u>
Dr. S. Vimala	<u>S</u>
Smt. Shakunthala	<u>S</u>
Dr. Smt. A.N. Jyothi	<u>Aj</u>



Agenda:

To discuss the Problem raised by the students regarding drinking water Problem.

Minutes of Meeting:

The committee members discussed the Problems faced by the students i.e. to have a drinking water facility in the campus as the students are facing many diseases Problems and so many health issues.

so the committee members are discussing about it seriously and the members are decided to provide a good RO drinking water facility.

in the college campus

Suganthi, S. Singh  
convenor

P. Shant  
Principal

Principal  
Sarada Vilas College  
Mysore-570 004



(7)

A meeting of grievance redressal committee held on 24/2/2020 at 3:30 PM in the principal's office.

The following members were present -

Smt. Suganthi . S. Singh	<u>Suganthi, S. Singh</u>
Dr. M. Devika	<u>Devika</u>
Dr. S. Vimala	<u>Vimala</u>
Smt. Shakunthala	<u>Shakunthala</u>
Smt. Jyothi AN.	<u>Jyothi</u>

## Agenda :-

To discuss the problem raised by the students regarding restroom problem.

## Minutes of meeting :-

The problem raised by the students regarding the need of a proper restroom was discussed in the meeting. Girl students were in need of a sanitary napkin disposal system. This was taken seriously and was decided to bring it to the notice of the management.

Suganthi S. Singh

Convener

P. Shankar


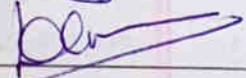



Principal



8

A meeting of grievance redressal committee held on 9/3/2020 at 3:00 PM in the principal chamber.

The following members were present,

Smt. Suganthi S. Singh	
Dr. M Devika	
Dr. Vimale	
Smt Shakunthala	
Smt Jyothi	

Agenda :-

To discuss the problem raised by the students regarding parking facility.

Minutes of meeting

The problem raised by the students regarding the need of proper parking facility inside the campus. On this regards it was decided to meet management along with principal to give request for solving the problems. As street parking is not safe for the vehicles.

Suganthi S. Singh  
Convener






P. Shankar  
Principal.



9

A meeting of grievance redressed committee held on 13/3/2021 at 2:30 pm in the Principal chamber

The following members were present:-

- Smt. Suganthi S Singh 
- Dr. M. Denika 
- Dr. S. Kimala 
- Smt. Shakunthala 
- Smt. Tyothi 

## Agenda

To discuss the problem raised by the students regarding smart class facility.

## Minutes of Meeting:

The problem raised by the students regarding the need of proper smart class facility. On this regard it was decided to meet management along with principal to give request for solving the problems.

Sugata S. Singh  
Convener






P. Shankar  
Principal



(10)

A meeting of grievance redressal committee held on 18/3/20 at 2.00 pm in the principal chamber.

The following members were present.

Smt. Suganthi Singh	
Dr. M. Devika	
Dr. S <sup>r</sup> Vimala	
Smt. Shaluntala	
Smt. Jyothi	

Agenda:-

To discuss the problem raised by the students regarding aquaguard facilities in few corners of the college.

Minutes of meeting.

The problem raised by the students regarding the need of aquaguard was discussed and was brought to the notice of the principal for further action.

S. S. Singh  
Convener

P. Shant  
Principal  
Sarada Vilas College  
Mysore-570 004



1. (11)

A meeting of grievance redressal committee held on 26/3/2020 at 2:00 PM in the principal chamber.

The following members were present :-

Smt. Suganthi Singh Suganthi S. Singh

Dr. M. Devika Devika

Dr. S. Vimala S. Vimala

Smt. Shakuntala Shakuntala

Smt. Jyothi Jyothi

# Agenda :-

To discuss the problem raised by the students regarding facilities providing Gym equipment.

## Minutes of meeting :-

The students given request for facilitating Gym equipments for the purpose of improve their physical fitness. In the meeting the members ~~are~~ discussed problems and give the solutions to students. ~~It should taking~~ <sup>was</sup> the decision & given the equipments very shortly. The matter was forwarded to management.

Suganti S Singh  
Commodore

P. Shankar  
Principal  
Sardar Patel College  
Rayachoti-570 017



(19)

A meeting of grievance redressed committee held on at 2:00 pm in the principal chamber 27/3/2020

The following members were present

Smt. Suganthi Singh *Suganthi S. Singh*

Dr. M. Denika

*Denika*

Dr. S. Vimala

*Vimala*

Smt. Shakuntala

*Shakuntala*

Smt. Jyothi

*Jyothi*

Agenda :

To discuss the problem raised by the students regarding indoor games facility in the campus.

Minutes of meeting:

The problem raised by the students regarding the need of indoor game facility in the college campus. On this regards it was decided to meet management along with principal to give request for solving the problems.

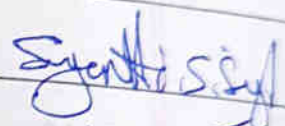




Sugantha S. Srinivas  
Convener

P. Shankar  
Principal.



A meeting of grievance redressal committee held on 3/4/2020 at 3:30 PM in the principal's office

The following members were present

- Smt. Suganthi. S. Singh 
- Dr. M. Devika 
- Dr. S. Vimala 
- Smt. Shakunthala 
- Smt. Jyothi A. N 

Agenda:-

To extend library hours to students during examination period

Minutes of Meeting:-

The students given request for extend library hours during exam time. So that it will be more helpful for students to read and score good marks in exams. On this regards it was decided to solve this problem bring it to the notice of the management.

Singh S. Singh  
Convener

P. Shankar  
Principal



(14)

A meeting of grievance redress committee held on 16/4/2020 at 12:30 PM in the Principal chamber.

The following members were present.

- Smt. Suganthi S. Singh
- Dr. M. Devika
- Dr. S. Vimala
- Smt. Shakunthala
- Smt. Jyothi A. N.

Agenda:

TO Provide Internet facility for students.

minutes of meeting

The Problem raised by the students regarding the need of internet facility was discussed in the meeting it was taken seriously and decided to bring this problem to the notice of the management

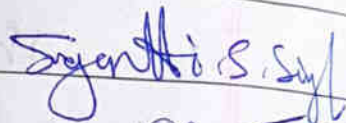




Suganthi S. Singh  
Convener

P. Shankar  
Principal



A meeting of grievance redressed committed held on at 23/4/2020 in the principal chamber.

The following members were present

- Smt. Suganthi S Singh 
- Dr. M. Deika 
- Dr. S. Vimala 
- Smt. Shakunthala 
- Smt. Jyothi. A. N. 

## Agenda

To provide proper bench for students.

## Minutes of Meeting

The problem raised by the students regarding the need of proper bench was discussed in the meeting it was taken seriously and decided to bring this problem to the notice of the management for further needful action.

Suganthi S. Singh  
Convener

P. Shankar  
Principal.



Report

on

**Grievance redressal committee for the**

**Academic Year 2018-19**

The UGC has given the guidelines for all the colleges to set up the Grievance redressal cell/committee to provide a mechanism for redressal of the student grievances And the ensure the transparency in the admission process, evaluation process and to prevent the unfair practices in the college and to solve the problems of the students related to the facilities of the college. The function of the committee is to look into the matters of the harassment, ragging and problems of the students and to timely resolve the issues.

The harassment, ragging and problems of the students in our institution is constituted to resolve the issues relating to harassment, ragging and problems of the students faced related to the academic and non academic matters. The committee is actively working in order to solve the problems of the students. Our institution is having the committee of 4 members in the grievance redressal committee.

The following were the members of the grievance redressal committee:

Mr. K Umakanth-Convenor

Mr. A V Ravikumar-Member

Mr. B S Mahendra-Member

Mrs. H S Roopa-Member

**Objective of the grievance redressal committee:**

The objective of the Grievance Cell is to develop the positive and responsive environment in the institute among the various stakeholders in order to maintain the pleasant atmosphere in our educational institution.

**Scope:**

The committee will deal with the following issues of the students:

- Academic matter related to admissions, evaluation, examination
- Financial Matters related to timely payment of fees dues, Scholarship issues and other fees (fees Concession matters are excluded).
- Matter related to facilities and infrastructure.

**Procedure for lodging complaints:**

The students can feel free to give any complaint either in writing or oral to the committee for which solution is expected by the students.

**Procedure for solving the complaints:**

The committee of our institution will carefully examine the various complaints received by the students. The problems of the students will be solved generally between 3 to 5 working days. The magnitude of the problem is varied and accordingly the solution will be provided for each problem.

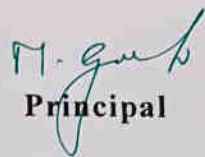
In the academic year 2018-19 total 10 problems were received related to facilities and infrastructure problems. The periodic meetings were conducted to resolve the issues of students. All the cases were carefully examined and genuine effort was put in order to solve the problems and some problems were forwarded to management which requires the management involvement to solve the problems. The 10 issue which were raised by the students is reflected in the minutes of the meeting which is enclosed. There were no problems related to harassment, ragging during the academic year 2018-19

The table showing the statistics of Grievances redressed during the academic year 2018-19

Name of the college	Number of women harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons	Number of Ragging cases reported	Number of complaints received related to facilities and infrastructure
Sarada Vilas College, Mysuru	NIL	NIL	NIL	NIL	10



**Convenor**



**Principal**



Minutes of Meeting  
Grievance Redressal  
Committee — 2018-19

Convener : Sri. K. Umakanth,

Members : Sri. A.V. Ravishankar

Sri. B.S. Mahendra

Smt. A.S. Roopa,

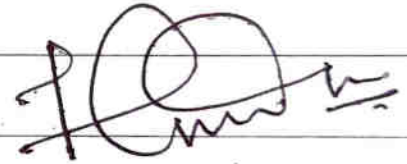
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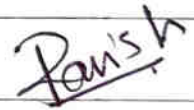
A meeting of grievance redressal committee held on 08-06-2018 at 3.30 pm in the principal's office.

The following members were present.

1) Sri. K. Umakanth



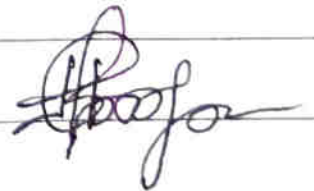
2) Sri. A.V. Ravishankar



3) Sri. B.S. Mahendra



4) Smt. H.S. Roopa





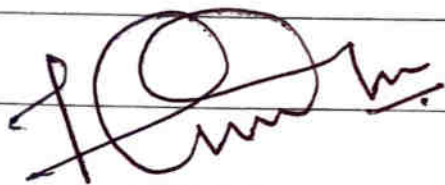
## Agenda :

→ To discuss the problems raised by the students regarding the water problem.

## Minutes of Meeting :-

→ The problem raised by the students regarding the water problem was discussed in the meeting and it was decided to bring the problem to the notice of management and also decided to nominate one person to look into the water level in tank and to switch ~~the~~ on the motor regularly in the working hours.

→ An their is no other matters, the meeting was concluded with the vote of thanks.



Convener

Principal



Principal  
Sree's Vyas College  
Mysore-570 004







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A meeting of grievance redressal committee held on <sup>10/01/2018</sup> at 3:00pm in the Principal's office.

The following members were present

- 1) Sri. K. Umakanth 
- 2) Sri. A.V. Ravishankar 
- 3) Sri. B.S. Mahendra 
- 4) Smt. H.S. Roopa 

## Agenda :

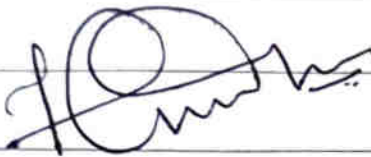
→ To discuss the problem raised by the students regarding the Canteen facility

## Minutes of Meeting :

→ The problem raised by the students regarding the canteen facilities in the meeting and it was decided to bring the problem to the notice of management because due to short of lunch timings, students are not able to go out of campus and had their lunch in the short time. So in the meeting, decided to open canteen in college premises shortly.



→ As there is no other matter,  
the meeting was concluded with  
the vote of thanks.

Co 

Convener

Principal  
M. Gokh  
Principal  
Sarada Vilas College  
Mysore-570 004

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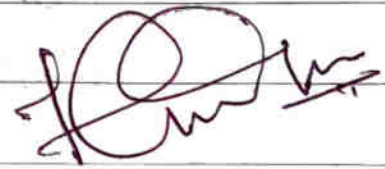
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A meeting of grievance redressal committee held on 14/09/2018 at 4.00 pm in the principal's office.

The following members were present.

1) Sri. K. Umakanth



2) Sri. A.V. Ravishankar

Ravishankar

3) Sri. B.S. Mahendra

B.S.

4) Smt. H.S. Roopa

Roopa



## Agenda:

- To discuss and solve the problems raised by the students.
- To discuss the issue of request for providing one day casual for colour dress to the students.

## Minutes of the meeting:

- The issue regarding the colour dress for students once in a week was discussed in the meeting with the members.
- The matter was discussed in the ~~the~~ meeting and

members expressed their opinion about the students request and majority of the members were of the opinion that, In our college premises many ninder concern college are also working, It is highly difficult to trace & monitor our students  
 → Hence the decision was taken not to provide any colour idem to the students  
 → As there is no other issues, the meeting was concluded.

Convener

Principal

Sarada Vilas College  
 Mysore-570 004

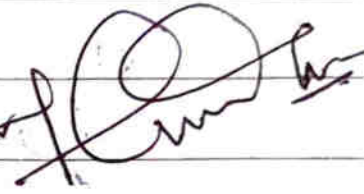
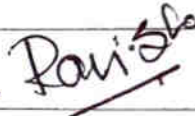

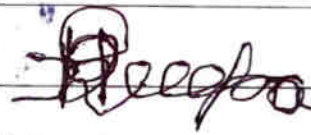


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A Meeting of grievance redressal committee held on 9/10/2018 @ 3:30 PM in principal office.

The following members were present:

- (1) Sri K. Umabanth. 
- (2) Sri. A.V. Ravishankar. 
- (3) Sri B.S. Mahendra. 
- (4) Smt. H.S. Roopa. 

## Agenda :-

\* To discuss and solve the issues raised by students.

\* To discuss the issues about facilitate indoor games inside of college campus.

## Minutes of meeting :-

① The problems about the facilitate Indoor games inside of college campus, students are requesting about the indoor games, members are discussing the issues.

② The Subject was discussed in the meeting and members




are expressed their opinion regarding Majority of sports students are studied in our college. Those students are requesting Indoor games, some students are participated in sports events ~~for~~, university level. For this reason the subject was discussed in the meeting.

③ The same issues discussed & Forwarded to management.



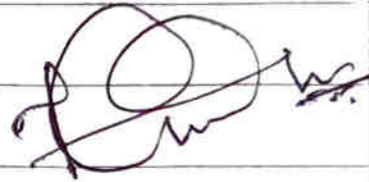
Convener

  
Principal  
Vilas College  
Hydrabad-570 004

A meeting of grievance redressal committee held @ 3:30pm in principal office.

The following members were present

i) Sri. K. Umakanth



ii) Sri. A.V. Ravishankar



iii) Sri. B.S. Mahendra



iv) Smt. H.S. Roopa





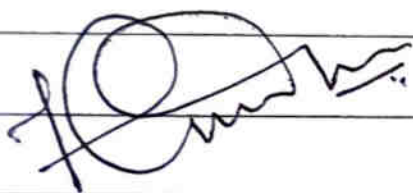
## Agenda :

- ▷ To discuss and solve the issue raised by students.
- ii) To discuss the issue about facilitate <sup>more no. of</sup> wash room in the college campus.

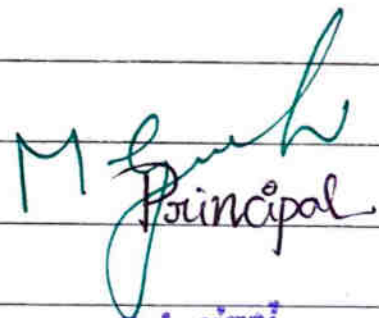
## Minutes of meeting:

- ▷ The problems about the facilitate more number of washroom in the college campus students were facing and discussing the problem.
- ⇒ The students was discussed in the meeting and members

are expressed their opinion regarding the more no of washroom. In the college campus only less no of washroom are there and it was not clean. Hence students requested more no of washroom. For this reason the subject was discussed in the meeting and the meeting details were forwarded to management for further needful action.



Convener



Principal  
Arun Vilas College  
Mysore-570 004



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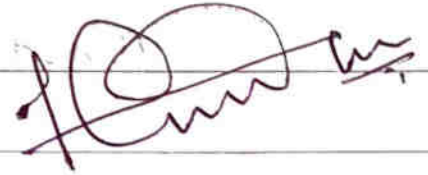
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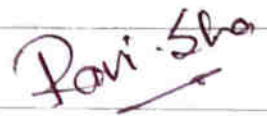
A meeting of grievance redressal committee held on 26/12/2018 in principal office.

The following members were present.

1) Sri K. Umakanth.



2) Sri D.V. Ravishankar



3) Sri B.S. Mahendree.



4) Smt H.S. Roopa.



Agenda:-

17. To discuss and solve the issue of ceiling fans in the classroom.

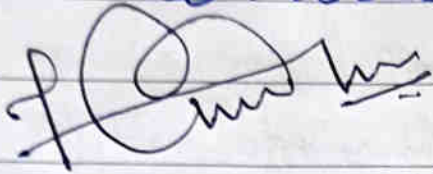
Minutes of meeting.

17. The problem was discussed with the principal where the suggestion and approval was given by principal for the replacement and repair wherever necessary.

2). Approval to be taken by the management for new ceiling fans.



Further no points were there  
to be discussed so the meeting  
was concluded.



Convenor

Principal.



Principal  
Jyoti Vilas College  
Mysore-570 004

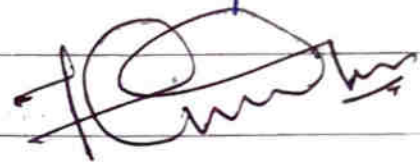
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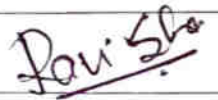
A meeting of grievance redressal Committee held on 10-01-2019.  
In principal office.

The following members were present.

1. Smt. K. Umakanth



2. Smt. D.V. Ravichandran



3. Smt. B.S. Mahendee



4. Smt. H.S. Roopa





## Agenda:-

1. To discuss and solve the issue of lunch timings / break from  $\frac{1}{2}$  hour to 45 minutes.

## Minutes of Meeting:-

It was discussed that the lunch timings for the students to be increased by 15 minutes as they need to go out to take lunch and there is no canteen facility inside the campus also.

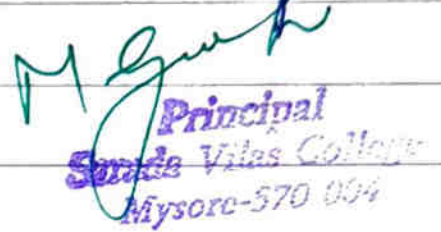
If they come late the students will miss the afternoon classes

Further no points were there to be discussed so the meeting was ended up by vote of thanks.

Convenor



Principal.



Principal  
Sri Sri Vilas College  
Mysore-570 004



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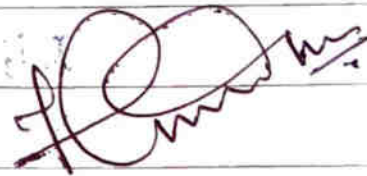
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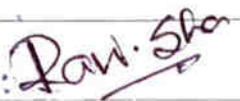
A Meeting of grievance redressal Committee held on 14/02/2019 in principal office.

The following members were present.


1) Sri. K. Umakanth



2) Sri. D.V. Ravishankar



3) Sri. B.S. Mahendra



4) Smt. H.S. Roopa



## Agenda:

1. To discuss and solve the problems of providing wifi facilities within the classroom.

## Minutes of meeting :-

It was discussed that the providing wifi facility to students within the classroom.

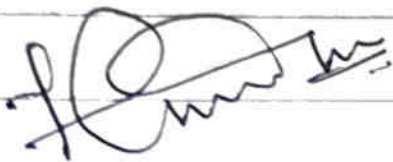
Students are searching the information regarding subject. For this reason they requesting facilitate wifi.

Some students are not get internet facility, so for that they request wifi connection.

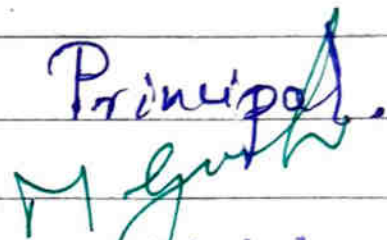
Above the problems raised by

The students its forwarded to  
management office.

The meeting was ended up  
by note of thanks.



Convent



Principal

Vilas College

Phone-570 004



Agenda:

- 1) To discuss and solve the problems of providing podium facilities within the classroom.

Minutes of meeting:

It was discussed that the providing podium in the classroom

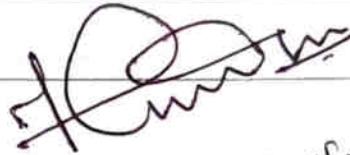



Faculty are facing the problem while teaching in the classroom. Why because at the time of explaining and writing the in front of students we used keep up some material like Books and attendance and laptop etc. that if the require we required very urgent podium to classroom.

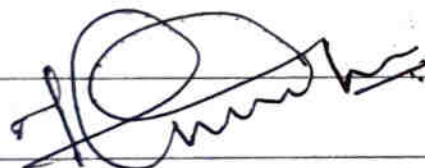
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The meeting was concluded by  
Committee members.

The following members were  
present.

- 1) Sr: K. Umakanth 
- 2) Sr: D.V. Raviphankar 
- 3) Sr: B.S. Mahendra 
- 4) Smt H.S. Roopa 

  
Commissioner -

M. G. Sub  
Principal  
Vidya College  
Mangalore

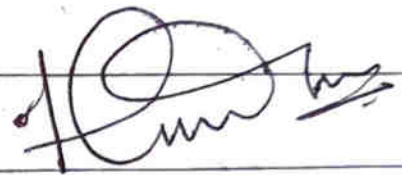
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A Meeting of Grievance redressal Committee held on 09/04/2019 in principal office.

The following members were present :-

1) Sri K. Umakant



2) Sri D. V. Ravishankar



3) Sri B. S. Mahandra



4) Smt. A. S. Roopa



# to Agenda

TO discuss and solve the issue to providing Smart class to students.

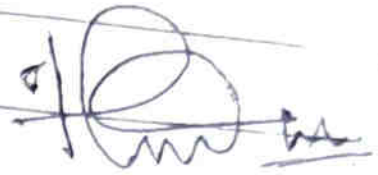
## Minutes of meeting: —

It was discussed that the smart class for the students. If providing smart class to student will increase knowledge regard update knowledge and easy to understand, learning easily so in that present format it will help to students. So that in this meeting we were discussed about smart class the <sup>meeting</sup> was concluded by all the committee members.

Convinos

Principal

1) Sri K. Umakantlu

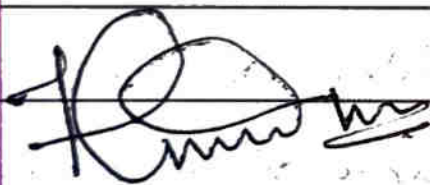
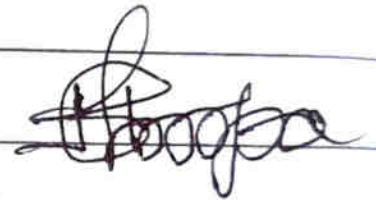


2) Sri D.V. Raviphanthas

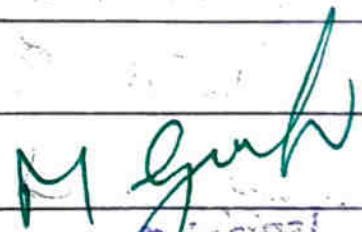
Prin. Sec

3) Sri B.S. Mahendra

4) Smt H.S. Roopa



Convinos



Principal  
Sri Venkateswara College  
Appt-570 004

**SARADA VILAS EDUCATIONAL INSTITUTIONS(R) MYSURU**  
**SARADA VILAS COLLEGE**  
Krishnamurthypuram, Mysuru

**PREVENTION OF HARASSMENT OF WOMEN COMMITTEE**  
**REPORT FOR THE ACADEMIC YEAR 2021 -2022**

The committee works toward the prevention of sexual harassment of women/girls in the institution. The committee is looking into the matters of the safeguarding the women/girls in the Institution. In the academic year 2021-22, no as such cases were reported in the college.

Name of the college	Number of women/girls harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons
Sarada Vilas College Mysuru	NIL	NIL	NIL

  
**Principal**  
M.Sc., M.Phil., Ph.D.  
Principal  
Sarada Vilas College,  
Krishnamurthypuram, Mysuru.



**SARADA VILAS EDUCATIONAL INSTITUTIONS.(Regd.)  
MYSURU**

**SARADA VILAS COLLEGE, MYSORE**

**ANTI - RAGGING CELL**

In the nut-shell, ragging is any act resulting in mental/physical, verbal and sexual abuse, and indecent behaviour, criminal intimidation/wrong restraint, under mining human dignity, financial exploitation and use of force. As per the guidelines of UGC, ragging constitutes one or more of any intention by any student or group of students on:

- Display of noisy, disorderly conduct, teasing, excitement by rough or rude treatment.
- Handling unruly activities which may cause annoyance.
- Undue hardship, physical or psychological harm or create apprehensive fear in a fresher.
- Asking the students to do any act or perform something which any student would not do in the ordinary course and which causes him/her shame or embarrassment or danger to his/her life, etc.
- which may put human dignity a threat.

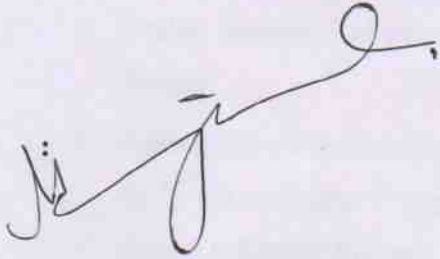
The college has a vigilant anti-ragging committee to prevent and eradicate the menace of ragging of any type within the college campus under this banner a student may raise a complaint regarding any matter related to their stay in the college campus or beyond, any instance of workplace harassment is solved at lowest possible level of authority.

The Committee comprises of faculty members and student representatives from different streams. The committee meets offline time to time to discuss the anti-ragging directives received from UGC and put them into action. The committee meets invariably in the beginning of the academic session to discuss the modalities. The anti-ragging committee is reconstituted every year like any other staff association committee as per the college directive. It ensures prevention of ragging by frequent and surprise rounds in the campus.

We are proud to ensure a safe environment.

**Members :**

<b>President</b>	<b>Dr. M. Devika, Principal SVC, Mysuru</b>
<b>Convener</b>	<b>Dr, M.K. Manjula Associate Professor of Chemistry, SVC</b>
<b>Members</b>	<b>Sri H.R. Krishnamurthy Assistant Professor of Chemistry, SVC</b>
	<b>Sri. D. Shivashankar Physical Education Director, SVC</b>
<b>Student Representatives</b>	<b>Vasundhara Hegade (CBZ)</b>
	<b>Nethra B (PCM)</b>



Dr. M. K. Manjula  
Convener  
Anti - Fraggung cell  
SVC, Mysuru

  
Principal  
Sarada Vilas College  
Mysore - 570 004

SARADA VILAS EDUCATIONAL INSTITUTIONS.(Regd.) MYSURU

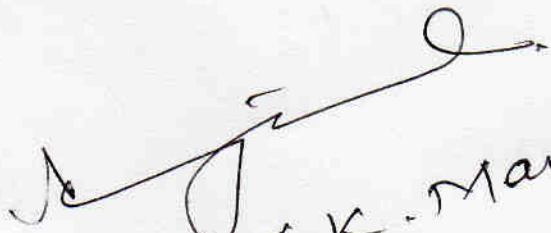
**SARADA VILAS COLLEGE**

**Krishnamurthy Puram, Mysuru**

**ANTI RAGGING COMMITTEE**

**A REPORT**

Name of the college	Number of women harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons
Sarada Vilas College Mysuru	NIL	NIL	NIL

  
Dr. M.K. Manjula  
Convener,  
Anti ragging Committee,  
Sarada Vilas College,  
Mysuru.

  
Principal  
Sarada Vilas College  
Mysore-570 004



**SARADA VILAS EDUCATIONAL INSTITUTIONS(R) MYSURU**  
**SARADA VILAS COLLEGE**  
Krishnamurthypuram, Mysuru

**PREVENTION OF HARASSMENT OF WOMEN COMMITTEE REPORT**  
**FOR THE ACADEMIC YEAR 2020 -2021**

Prevention of harassment of women committee works towards the prevention of sexual harassment of women/girls in the institution. The committee is continuously monitoring the matters related to the problems of harassment in the college campus. In the academic year 2020-2021, no as such cases were reported in the college.

<b>Name of the college</b>	<b>Number of women/girls harassment cases reported</b>	<b>Number of persons against whom action is initiated</b>	<b>Number of Harassment cases resulting in death of persons</b>
Sarada Vilas College Mysuru	NIL	NIL	NIL

  
**Convenor**

  
**Principal**  
Principal  
Sarada Vilas College  
Mysore - 570 004

**SARADA VILAS EDUCATIONAL INSTITUTIONS(R) MYSURU**  
**SARADA VILAS COLLEGE**  
Krishnamurthypuram, Mysuru

**PREVENTION OF HARASSMENT OF WOMEN COMMITTEE**  
**REPORT FOR THE ACADEMIC YEAR 2019 -2020**

Prevention of harassment of women committee in the Institution is formed in order to monitor the matter relating to the prevention of sexual harassment of women/girls in the institution. The committee is continuously monitoring the matters related to the problems of harassment in the college campus. In the academic year 2019-20, no as such cases were reported in the college.

Name of the college	Number of women/girls harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons
Sarada Vilas College Mysuru	NIL	NIL	NIL

  
**Convenor**

  
**Principal**  
Principal  
Sarada Vilas College  
Mysore-570 004

**Sarada Vilas Educational Institution ®**  
**Sarada Vilas College**  
**Krishnamurthypuram, Mysuru.**

**Report**

on

**Grievance redressal committee for the**  
**Academic Year 2019-20**

The UGC has given the guidelines for all the colleges to set up the Grievance redressal cell/committee to provide a mechanism for redressal of the student grievances and ensure the transparency in the admission process, evaluation process and to prevent the unfair practices in the college and to solve the problems of the students related to the facilities of the college. The function of the committee is to look into the matters of the harassment, ragging and problems of the students and to timely resolve the issues.

The Grievance redressal committee in our institution is constituted to resolve the issues relating to harassment, ragging and problems of the students faced related to the academic and non academic matters. The committee is actively working in order to solve the problems of the students. Our institution is having the committee of 4 members in the grievance redressal committee.

The following were the members of the grievance redressal committee:

Mrs. Sugandhi Singh-Convenor

Dr. Devika M-Member

Mrs. Jyothi A N - Member

Mr. B S Mahendra-Member

**Objective of the grievance redressal committee:**

The objective of the Grievance redressal committee is to develop the positive and responsive environment in the institute among the various stakeholders in order to maintain the pleasant atmosphere in our educational institution.

**Scope:**

The committee will deal with the following issues of the students:

- Academic matter related to admissions, evaluation, examination
- Financial Matters related to timely payment of fees dues, scholarship issues and other fees (fees Concession matters are excluded).
- Matter related to facilities and infrastructure.



### Procedure for lodging complaints:

The students can feel free to give any complaint either in writing or oral to the committee members and they can drop the complains in their respective departments for which solution is expected by the students.

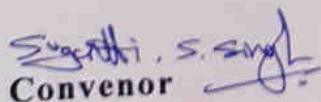
### Procedure for solving the complaints:

The committee of our institution will carefully examine the various complaints received by the students. The problems of the students will be solved generally between 3 to 5 working days. The magnitude of the problem is varied and accordingly the solution will be provided for each problem.

In the academic year 2019-20 total 15 problems were received related to academics, facilities and infrastructure problems. The problem received has been forwarded to the committee members and each problem is analysed in order to understand the magnitude of each problem. The committee carefully examined the details about the problems and the periodic meetings were conducted to resolve the issues of students and the problem generally addressed within 3 working days from the receipt of the problem. All the cases were carefully examined and genuine effort was put in order to solve the problems and some problems were forwarded to management which requires the management involvement to solve the problems. The 15 issue which were raised by the students is reflected in the minutes of the meeting which is enclosed. There were no problems related to harassment, ragging during the academic year 2019-20

The table showing the statistics of Grievances redressed during the academic year 2019-20

Name of the college	Number of women harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons	Number of Ragging cases reported	Number of complaints received related to Academics facilities and infrastructure
Sarada Vilas College, Mysuru	NIL	NIL	NIL	NIL	15

  
Sugathi, S. Singh  
Convenor

  
Principal

Principal  
Sarada Vilas College  
Mysore - 570 004

**SARADA VILAS EDUCATIONAL INSTITUTIONS(R) MYSURU**  
**SARADA VILAS COLLEGE**  
Krishnamurthypuram, Mysuru

**PREVENTION OF HARASSMENT OF WOMEN COMMITTEE**  
**REPORT FOR THE ACADEMIC YEAR 2018 -2019**

Prevention of harassment of women committee works towards the prevention of sexual harassment of women/girls in the institution. The committee is continuously monitoring the matters related to the problems of harassment in the college campus. In the academic year 2018-2019, no as such cases were reported in the college.

Name of the college	Number of women/girls harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons
Sarada Vilas College Mysuru	NIL	NIL	NIL

  
Convenor

Principal

  
Principal  
Sarada Vilas College  
Mysore - 570 001

**Sarada Vilas Educational Institution ®**  
**Sarada Vilas College**  
**Krishnamurthypuram, Mysuru.**

**Report**  
**on**  
**Grievance redressal committee for the**  
**Academic Year 2018-19**

The UGC has given the guidelines for all the colleges to set up the Grievance redressal cell/committee to provide a mechanism for redressal of the student grievances And the ensure the transparency in the admission process, evaluation process and to prevent the unfair practices in the college and to solve the problems of the students related to the facilities of the college. The function of the committee is to look into the matters of the harassment, ragging and problems of the students and to timely resolve the issues.

The harassment, ragging and problems of the students in our institution is constituted to resolve the issues relating to harassment, ragging and problems of the students faced related to the academic and non academic matters. The committee is actively working in order to solve the problems of the students. Our institution is having the committee of 4 members in the grievance redressal committee.

The following were the members of the grievance redressal committee:

Mr. K Umakanth-Convenor  
Mr. A V Ravikumar-Member  
Mr. B S Mahendra-Member  
Mrs. H S Roopa-Member

**Objective of the grievance redressal committee:**

The objective of the Grievance Cell is to develop the positive and responsive environment in the institute among the various stakeholders in order to maintain the pleasant atmosphere in our educational institution.

**Scope:**

The committee will deal with the following issues of the students:

- Academic matter related to admissions, evaluation, examination
- Financial Matters related to timely payment of fees dues, Scholarship issues and other fees (fees Concession matters are excluded).
- Matter related to facilities and infrastructure.

**Procedure for lodging complaints:**

The students can feel free to give any complaint either in writing or oral to the committee for which solution is expected by the students.



**Procedure for solving the complaints:**

The committee of our institution will carefully examine the various complaints received by the students. The problems of the students will be solved generally between 3 to 5 working days. The magnitude of the problem is varied and accordingly the solution will be provided for each problem.

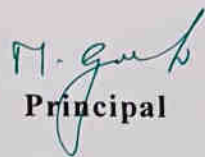
In the academic year 2018-19 total 10 problems were received related to facilities and infrastructure problems. The periodic meetings were conducted to resolve the issues of students. All the cases were carefully examined and genuine effort was put in order to solve the problems and some problems were forwarded to management which requires the management involvement to solve the problems. The 10 issue which were raised by the students is reflected in the minutes of the meeting which is enclosed. There were no problems related to harassment, ragging during the academic year 2018-19

The table showing the statistics of Grievances redressed during the academic year 2018-19

Name of the college	Number of women harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons	Number of Ragging cases reported	Number of complaints received related to facilities and infrastructure
Sarada Vilas College, Mysuru	NIL	NIL	NIL	NIL	10



**Convenor**



**Principal**

SARADA VILAS EDUCATIONAL INSTITUTIONS(R) MYSURU

SARADA VILAS COLLEGE

Krishnamurthypuram, Mysuru

PREVENTION OF HARASSMENT OF WOMEN COMMITTEE


REPORT FOR THE ACADEMIC YEAR 2017 -2018

The committee is works round the clock toward the prevention of sexual harassment of women/girls in the institution. The committee is periodically examining the matters related to the problems of harassment in the college campus. In the academic year 2017-18, no as such cases were reported in the college.

Name of the college	Number of women/girls harassment cases reported	Number of persons against whom action is initiated	Number of Harassment cases resulting in death of persons
Sarada Vilas College Mysuru	NIL	NIL	NIL

  
Convenor

Principal

  
ಸಾರದಾ ವಿಲಾಸ ಕಾಲೇಜು  
ಮೈಸೂರು-570 004



- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केंद्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके द्वारा स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उसकी सुनवाई कर ली गई हो।

[[विज्ञापन-III/4/असा/53]

जसपाल एस. रंधु, सचिव, यूजीसी

## MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

## NOTIFICATION

New Delhi, the 2nd May, 2016

**University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015**

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
  - (2) They shall apply to all higher educational institutions in India.
  - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,-
  - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
  - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
  - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short- term placements, places used for camps , cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;



- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
  - (b) demand or request for sexual favours;
  - (c) making sexually coloured remarks
  - (d) physical contact and advances; or
  - (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
  - (b) implied or explicit threat of detrimental treatment in the conduct of work;
  - (c) implied or explicit threat about the present or future status of the person concerned;
  - (d) creating an intimidating offensive or hostile learning environment;
  - (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;



- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;  
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;  
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
  - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
  - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

### 3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-

- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- publicly commit itself to a zero tolerance policy towards sexual harassment;
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual



harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 Supportive measures.—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.



- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.
- 4. Grievance redressal mechanism.—**(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-



- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice- Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- contravenes the provisions of section 16 of the Act; or
  - has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
  - he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
  - has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

**5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:**

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;



- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. **The process for making complaint and conducting Inquiry** – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. **Process of making complaint of sexual harassment** - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. **Process of conducting Inquiry-** (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the



case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. **Interim redressal-**The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. **Punishment and compensation-** (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
  - (b) suspend or restrict entry into the campus for a specific period;
  - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
  - (d) award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
  - (b) the loss of career opportunity due to the incident of sexual harassment;
  - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
  - (d) the income and status of the alleged perpetrator and victim; and
  - (e) the feasibility of such payment in lump sum or in instalments.

11. **Action against frivolous complaint.**—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)



(6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.

(7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.

(8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.

(9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.

(10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.

(11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.

(12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.

(13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.

(14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.

(15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.

(16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

**4. Grievance redressal mechanism.—**(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-



of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

**12. Consequences of non-compliance.—**(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
  - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
  - (c) withholding any grant allocated to the institution;
  - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
  - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
  - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
  - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
  - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
  - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC

**SARADA VILAS COLLEGE**

**MYSURU**

**PREVENTION OF  
HARASSMENT OF WOMEN**

*Guidelines*



## Guidelines

**BACKGROUND** According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment.

Functioning of the Cell is prepared with the following aims:

1. Sensitize all the stakeholders of SVC towards the Constitutional and Supreme Court mandate of prohibition of gender discrimination and sexual harassment at work place;
2. The cell shall publicize the objectives, definitions, functions, complaint redressal procedure, ethical responsibilities to the complainants and the alleged perpetrator. These Guidelines are applicable to all SVC students and staff.

Following are the objectives of the cell:

1. Prevent gender discrimination and sexual harassment, by promoting gender amity amongst all.
2. Make recommendations to the Principal for resolution, settlement and prosecution of acts of sexual harassment.
3. Deal with cases of sexual harassment, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;

### DEFINITIONS

According to the Code of Conduct prepared by the National Commission for Women in 1998, sexual harassment includes such unwelcome sexually determined behaviour by any person either individually or in association with other persons or by any person in authority, whether directly or by implications, such as the following:

- Eve Teasing
- Unsavoury remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like

- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy

Complainant Accused- Alleged Perpetrator

### FUNCTIONS

The main functions of the cell are

- Promotion of Gender amity
- Programmes concerning women's welfare
- Documentation and Dissemination
- Deal with Cases of Gender Discrimination/Sexual Harassment
- Organize awareness workshops/training programmes for members of the TWC on different aspects of gender amity.
- Organize awareness lectures/workshops
- Provide information/consultation on gender amity to any student or employee who seeks it. Programmes concerning women's welfare
- Organize seminar/workshops on legal rights of women.

Meetings The cell shall meet once a year. The meetings may be chaired by the Convenor. The quorum for the meetings will be presence of 30% members. In emergency situations, the meetings may be called at a shorter notice and held with fewer members, after an explanation for doing so. In the absence of the Convenor, the members present shall appoint a female member to act as the Chairperson for the said meeting.

  
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 M.Sc., M.Phil., Ph.D.  
 Principal  
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 Krishnamurthypuram, Mysuru.



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**SARADA VILAS COLLEGE**

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*Affiliated to University of Mysore*

*Re accredited by NAAC with B+ grade (CGPA: 2.70)*

**Dr. K J Muralidhara, M.Sc, Phd**

**Principal**

**Mob: 9886584419**

## **Grievances Redressal Committee 2017-18**

As per the rules and regulations addressed by the UGC for student and other stake holders in a Higher Education, “**Grievances Redressal Committee 2017-18**” of **Sarada Vilas College, Mysuru**, has been constituted with following Staff in different positions to enquire the nature and extent of grievance.

**Dr. G Vishwanath**

**Sri. A V Ravishankar**

### **Objectives:**

- To formulate the policy, to investigate and review complaints or grievances of students and faculties.
- To create awareness of availability of members for students and faculties to report grievances.
- To investigate the cause of grievances.
- To ensure effectual solution depending upon the gravity.

  
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**Dr. K J Muralidhara, M.Sc, Phd**

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**Mob: 9886584419**

### **Grievances Redressal Committee 2018-19**

As per the rules and regulations addressed by the UGC for student or other stake holders in a Higher Education, “**Grievances Redressal Committee 2018-19**” of Sarada Vilas College, Mysuru, has been constituted with following Staff in different positions to enquire the nature and extent of grievance.

<b>Sri.K Umakanth</b>	<b>Convener</b>
<b>Sri. A V Ravishankar</b>	<b>Member</b>
<b>Sri B S Mahendra</b>	<b>Member</b>
<b>Smt. H S Roopa</b>	<b>Member</b>

#### **Objectives:**

- To formulate the policy to investigate and review complaints or grievances of students and faculties.
- To create awareness of availability of members for students and faculties to report grievances.
- To investigate the cause of grievances.
- To ensure effectual solution depending upon the gravity.

  
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**Dr. M Govindaraju , M.Sc, Phd**

**Principal**

**Mob: 9480441985**

## **Grievances Redressal Committee 2019-20**

As per the rules and regulations addressed by the UGC for student or other stake holders in a Higher Education, “**Grievances Redressal Committee 2019-20**” of **Sarada Vilas College, Mysuru**, has been constituted with following Staff in different positions to enquire the nature and extent of grievance.

<b>Smt. Suganthi S Singh</b>	<b>Convener</b>
<b>Dr. M Devika</b>	<b>Member</b>
<b>Dr.S Vimala</b>	<b>Member</b>
<b>Smt. Shakunthala</b>	<b>Member</b>
<b>Smt. A N Jyothi</b>	<b>Member</b>

### **Objectives:**

- To formulate the policy to investigate and review complaints or grievances of students and faculties.
- To create awareness of availability of members for students and faculties to report grievances.
- To investigate the cause of grievances.
- To ensure effectual solution depending upon the gravity.

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**Dr. Devika M, M.Sc., M. Phil., Ph. D**

**Principal**

**Mob : 9880024483**


**Grievances Redressal Committee 2020-21**

As per the rules and regulations addressed by the UGC for student or other stake holders in a Higher Education, “**Grievances Redressal Committee 2020-21**” of Sarada Vilas College, Mysuru, has been constituted with following Staff in different positions to enquire the nature and extent of grievance.

<b>Smt. Suganthi S Singh</b>	<b>Convener</b>
<b>Smt. Shakunthala</b>	<b>Member</b>
<b>Smt. A N Jyothi</b>	<b>Member</b>

**Objectives:**

- To formulate the policy to investigate and review complaints or grievances of students and faculties.
- To create awareness of availability of members for students and faculties to report grievances.
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**Dr. Devika M, M.Sc., M. Phil., Ph. D**

**Principal**

**Mob : 9880024483**

### **Grievances Redressal Committee 2021-22**

As per the rules and regulations addressed by the UGC for student or other stake holders in a Higher Education, “**Grievances Redressal Committee 2021-22**” of Sarada Vilas College, Mysuru, has been constituted with following Staff in different positions to enquire the nature and extent of grievance.

<b>Smt. Suganthi S Singh</b>	<b>Convener</b>
<b>Smt. Shakunthala</b>	<b>Member</b>
<b>Ms. Usha D M</b>	<b>Member</b>

#### **Objectives:**

- To formulate the policy to investigate and review complaints or grievances of students and faculties.
- To create awareness of availability of members for students and faculties to report grievances.
- To investigate the cause of grievances.
- To ensure effectual solution depending upon the gravity

  
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**Dr. K J Muralidhara, M.Sc, Phd**

**Principal**

**Mob: 9886584419**

**Formation of Anti-ragging Committee 2017-18**

Under Section 26(1) (g) of the University Grants Commission Act, 1956, Anti Ragging Committee is formed in the institution to combat ragging. In order to raise awareness among students, the rules and regulations have been displayed on the notice board. In addition, the posters of warning against ragging and its consequences have also been displayed in the areas such as class rooms and other student sections.

Following the modification, the Sarada Vilas College has established protocols/procedures mandating that members of the anti-ragging committee attend meetings at regular intervals and conduct unexpected campus visits to ensure the same.

The anti-ragging committee during the year 2017-18 is listed below to address ragging – related issues.

**Dr. M Govindaraju**

**Smt. P Dhanalakshmi**

**Smt. S Kanchana**

  
Principal  




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**Formation of Anti-ragging Committee 2018-19**

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The anti-ragging committee during the year 2018-19 is listed below to address ragging –related issues.

**Smt. S Kanchana - Convenor**

**Sri N Sreenivasa -Member**

**Sri D Shivashankar –Member**

  
Principal  


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**SARADA VILAS COLLEGE**

*Krishnamurthypuram, Mysore – 570 004 Karnataka*

*Affiliated to University of Mysore*

*Re accredited by NAAC with B+ grade (CGPA: 2.70)*

**Dr. M Govindaraju , M.Sc, Phd**

**Principal**

**Mob: 9480441985**

**Formation of Anti-ragging Committee 2019-20**

Under Section 26(1) (g) of the University Grants Commission Act, 1956, Anti Ragging Committee is formed in the institution to combat ragging. In order to raise awareness among students, the rules and regulations have been displayed on the notice board. In addition, the posters of warning against ragging and its consequences have also been displayed in the areas such as class rooms and other student sections.

Following the modification, the Sarada Vilas College has established protocols/procedures mandating that members of the anti-ragging committee attend meetings at regular intervals and conduct unexpected campus visits to ensure the same.

The anti-ragging committee during the year 2019-20 is listed below to address ragging –related issues.

**Dr. M K Manjula - Convenor**

**Sri D Shivashankar - Member**

**Sri H.R Krishnamurthy – Member**

*M. Govindaraju*  
Principal  
Principal  
Sarada Vilas College  
Mysore-570 004

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**Dr. Devika M, M.Sc., M. Phil., Ph. D**

**Principal**

**Mob: 9880024483**

## **Formation of Anti-ragging Committee 2020-21**

Under Section 26(1)(g) of the University Grants Commission Act, 1956, Anti Ragging Committee is formed in the institution to combat ragging. In order to raise awareness among students, the rules and regulations have been displayed on the notice board. In addition, the posters of warning against ragging and its consequences have also been displayed in the areas such as class rooms and other student sections.


Following the modification, the Sarada Vilas College has established protocols/procedures mandating that members of the anti-ragging committee attend meetings at regular intervals and conduct unexpected campus visits to ensure the same..

The anti-ragging committee during the year 2020-21 is listed below to address many ragging –related issues.

**Dr. M.K Manjula - Convenor**

**Sri H.R Krishnamurthy - Member**

**Sri D Shivashankar - Member**

  
**Principal**  
Sarada Vilas College  
Mysore - 570 004



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**Dr. Devika M, M.Sc., M. Phil., Ph. D**

**Principal**

**Mob : 9880024483**

### **Formation of Anti-ragging Committee 2021-22**

Under Section 26(1)(g) of the University Grants Commission Act, 1956, Anti Ragging Committee is formed in the institution to combat ragging. In order to raise awareness among students, the rules and regulations have been displayed on the notice board. In addition, the posters of warning against ragging and its consequences have also been displayed in the areas such as class rooms and other student sections.


Following the modification, the Sarada Vilas College has established protocols/procedures mandating that members of the anti-ragging committee attend meetings at regular intervals and conduct unexpected campus visits to ensure the same..

The anti-ragging committee during the year 2021-22 is listed below to address many ragging –related issues.

**Ms Pushpa K. - Convenor**

**Sri H R Krishnamurthy - Member**

**Sri Shivakumar G - Member**

  
**Principal**  
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**Dr. Devika M, M.Sc., M. Phil., Ph. D**


**Principal**

**Mob : 9880024483**

**Formation of Prevention of Sexual Harassment committee 2021-2022.**

As per the rules and regulations of University Grants Commission (Prevention, Prohibition and Redressal of Sexual harassment of Women employees and Students in Higher educational Institution) Regulations, 2015; the following members are appointed for **Prevention of Harassment committee for the academic year 2021-2022.**

<b>Dr.Saroja Yellappa Talwar</b>	<b>Convener</b>
<b>Dr.Rekha H L</b>	<b>Member</b>
<b>Smt. Shakunthala</b>	<b>Member</b>

  
**Principal**  
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**Formation of Prevention of Sexual Harassment committee 2020-2021.**

As per the rules and regulations of University Grants Commission (Prevention, Prohibition and Redressal of Sexual harassment of Women employees and Students in Higher educational Institution) Regulations, 2015; the following members are appointed for **Prevention of Harassment committee for the academic year 2020-2021.**

<b>Dr.M K Manjula</b>	<b>Convener</b>
<b>Smt. Suganthi S Singh</b>	<b>Member</b>
<b>Smt. Shakunthala</b>	<b>Member</b>

  
**Principal**  
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**Principal**

**Mob: 9480441985**

**Formation of Prevention of Sexual Harassment committee 2019-2020.**

As per the rules and regulations of University Grants Commission (Prevention, Prohibition and Redressal of Sexual harassment of Women employees and Students in Higher educational Institution) Regulations, 2015; the following members are appointed for **Prevention of Harassment committee for the academic year 2019-2020.**

<b>Dr. M Devika</b>	<b>Convener</b>
<b>Smt. Suganthi S Singh</b>	<b>Member</b>
<b>Dr.M K Manjula</b>	<b>Member</b>
<b>Smt. Shakunthala</b>	<b>Member</b>

*M. Govindaraju*  
Principal  
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**Dr. K J Muralidhara, M.Sc, Phd**

**Principal**

**Mob: 9886584419**

**Formation of Prevention of Sexual Harassment committee 2018-2019.**

As per the rules and regulations of University Grants Commission (Prevention, Prohibition and Redressal of Sexual harassment of Women employees and Students in Higher educational Institution) Regulations, 2015; the following members are appointed for **Prevention of Harassment committee for the academic year 2018-2019.**

**Smt.P Dhanalakshmi- Convener**

**Smt. M Devika- Member**

**Smt. S Kanchana-Member**

**Sri. Nagendra Kumar-Member**

**Sri. Mahendra B S**

Principal

**Principal**  
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**Dr. K J Muralidhara, M.Sc, Phd**

**Principal**

**Mob: 9886584419**

**Formation of Prevention of Sexual Harassment committee 2017-2018.**

As per the rules and regulations of University Grants Commission (Prevention, Prohibition and Redressal of Sexual harassment of Women employees and Students in Higher educational Institution) Regulations, 2015; the following members are appointed for **Prevention of Harassment committee for the academic year 2017-2018.**

**Smt.P Dhanalakshmi**

**Smt. Suganthi S Singh**

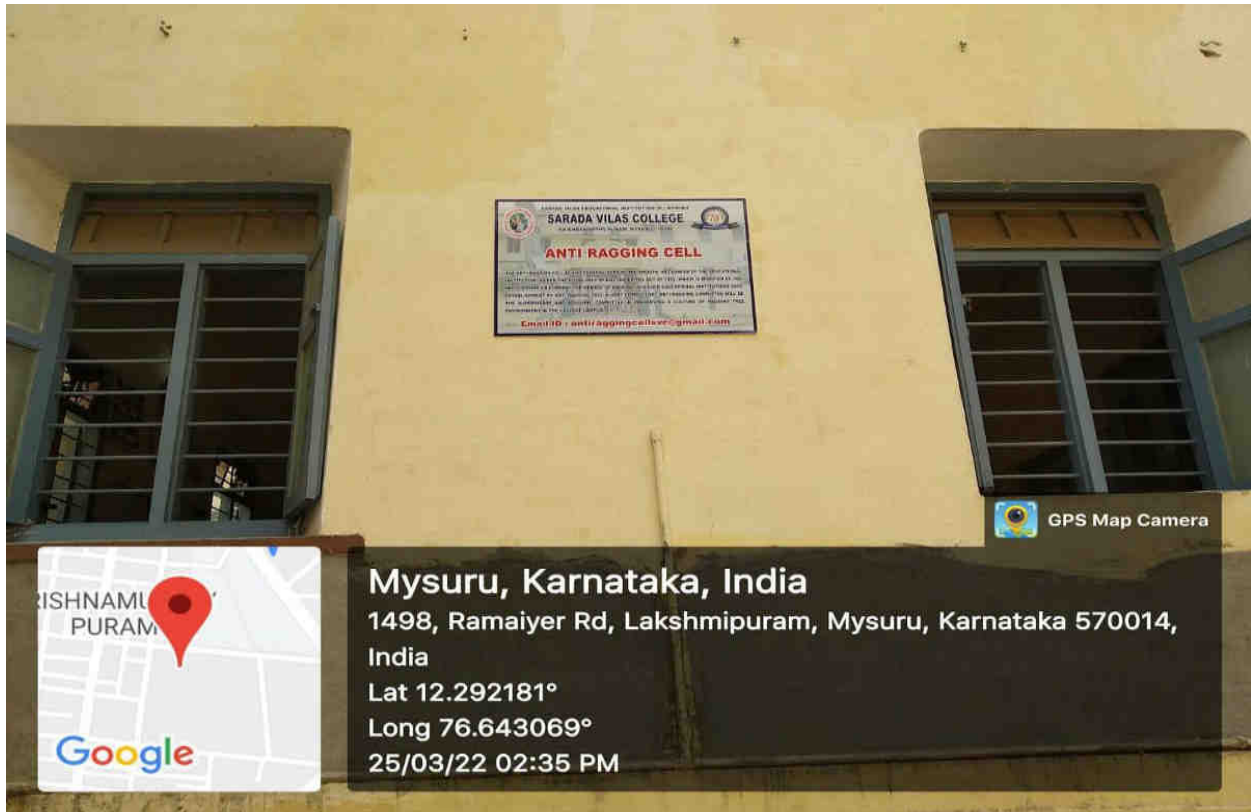
**Sri. M Govindaraju**

Principal

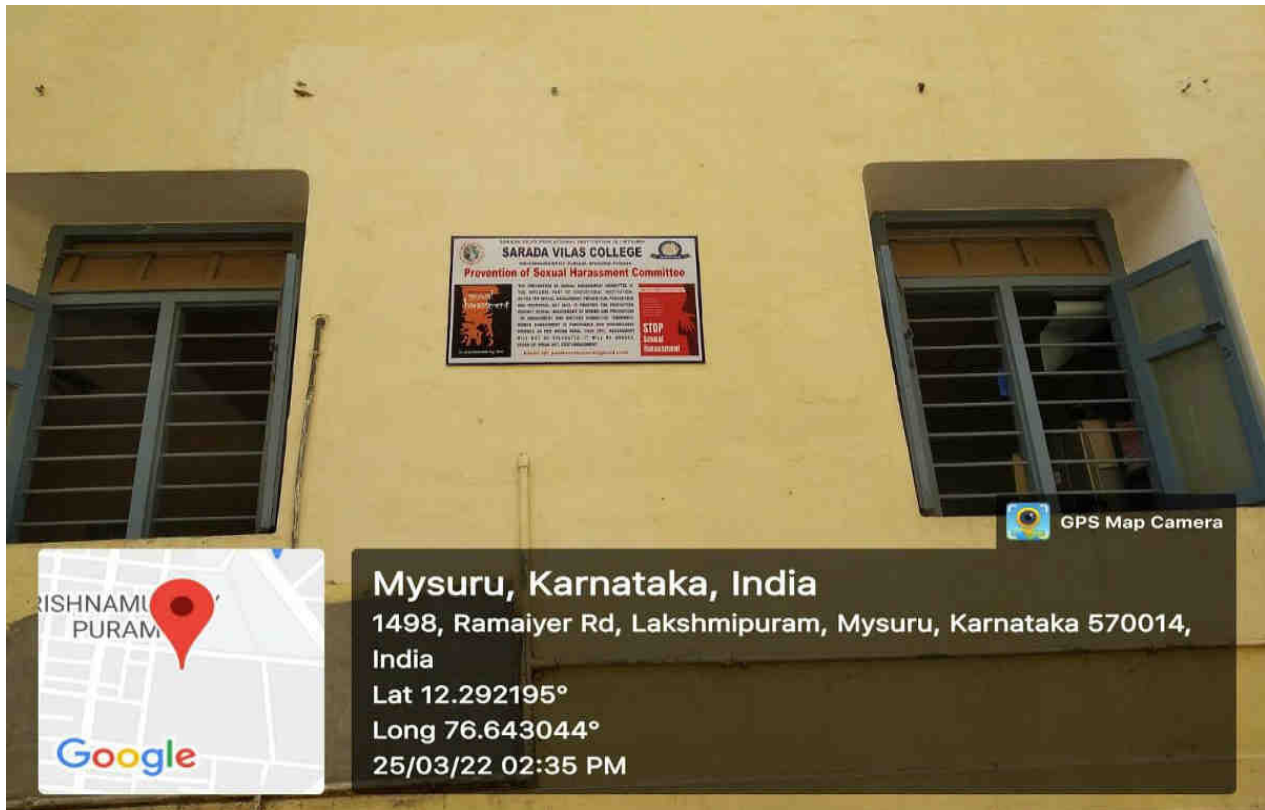
**Principal**  
**Sarada Vilas College**  
**Mysore-570 004**



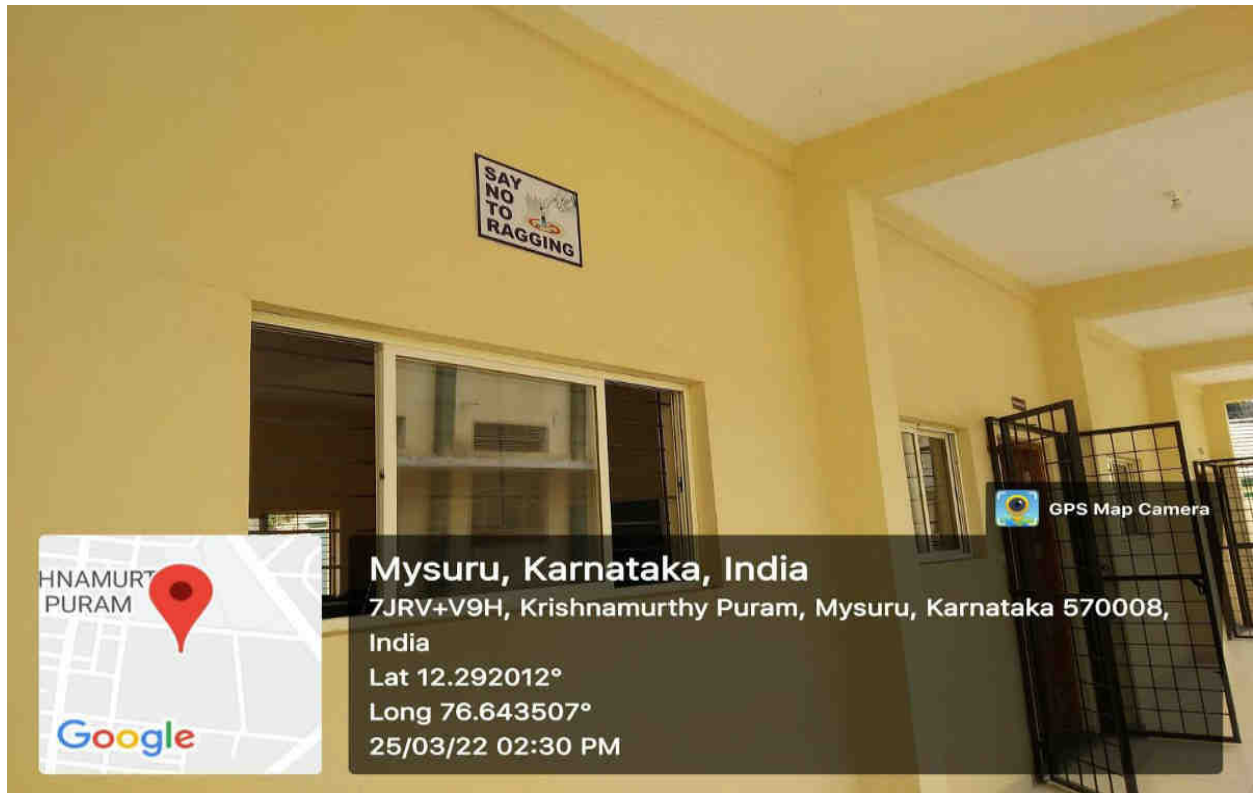
Display boards of Anti ragging cell in college



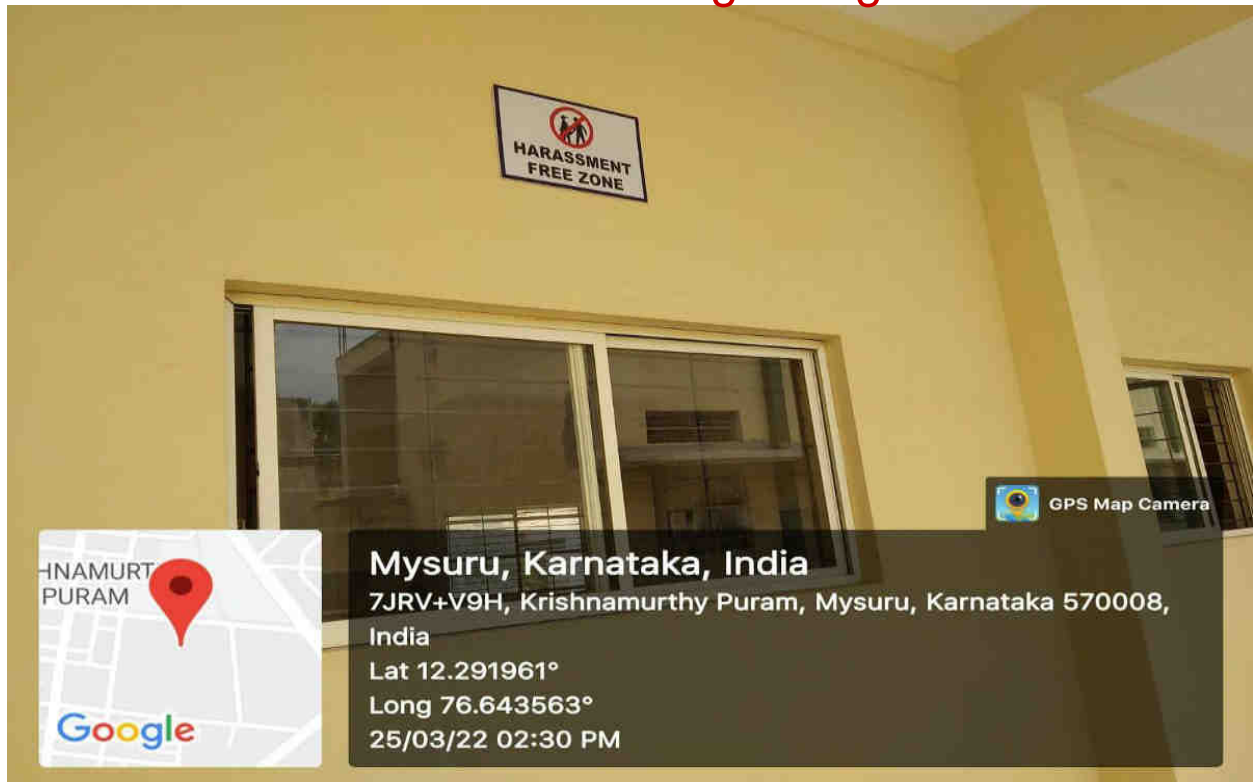
Display boards of Prevention of Sexual Harassment cell in college



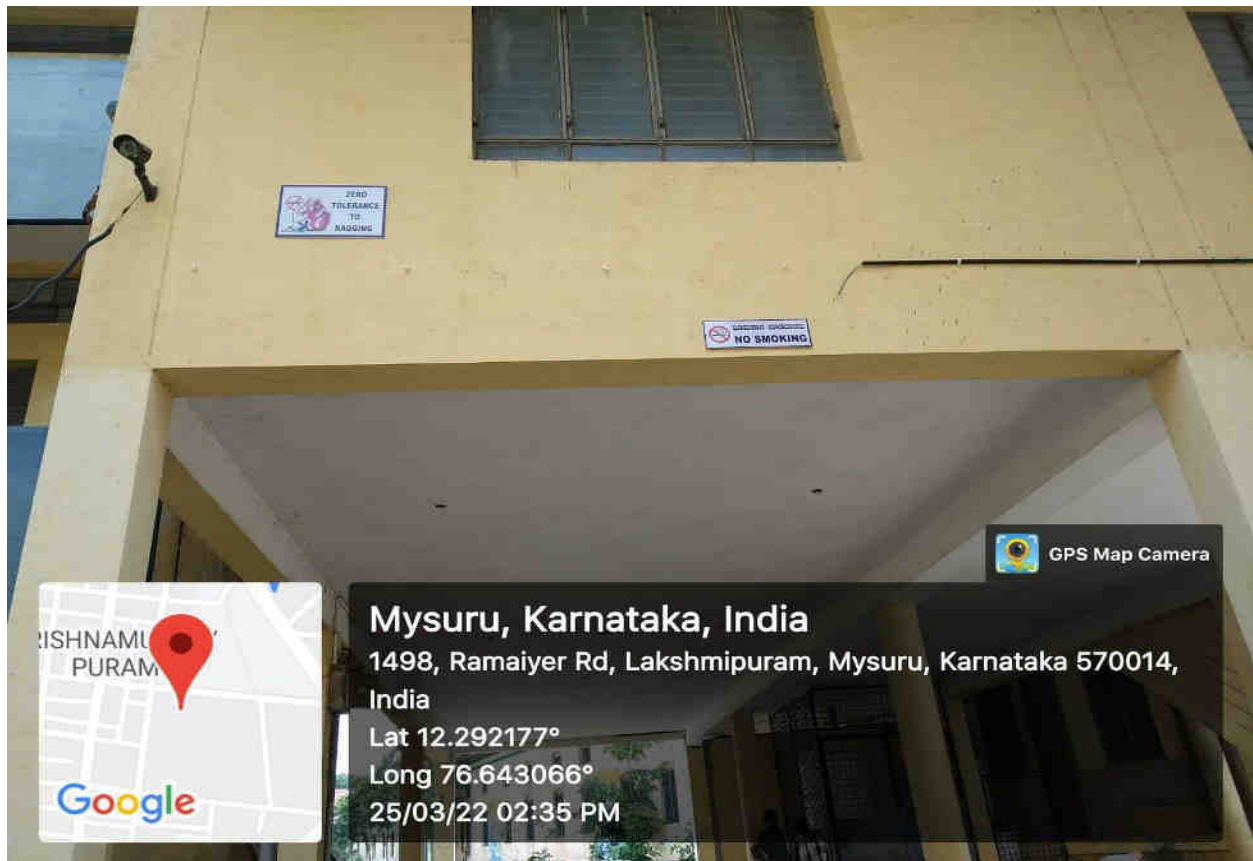
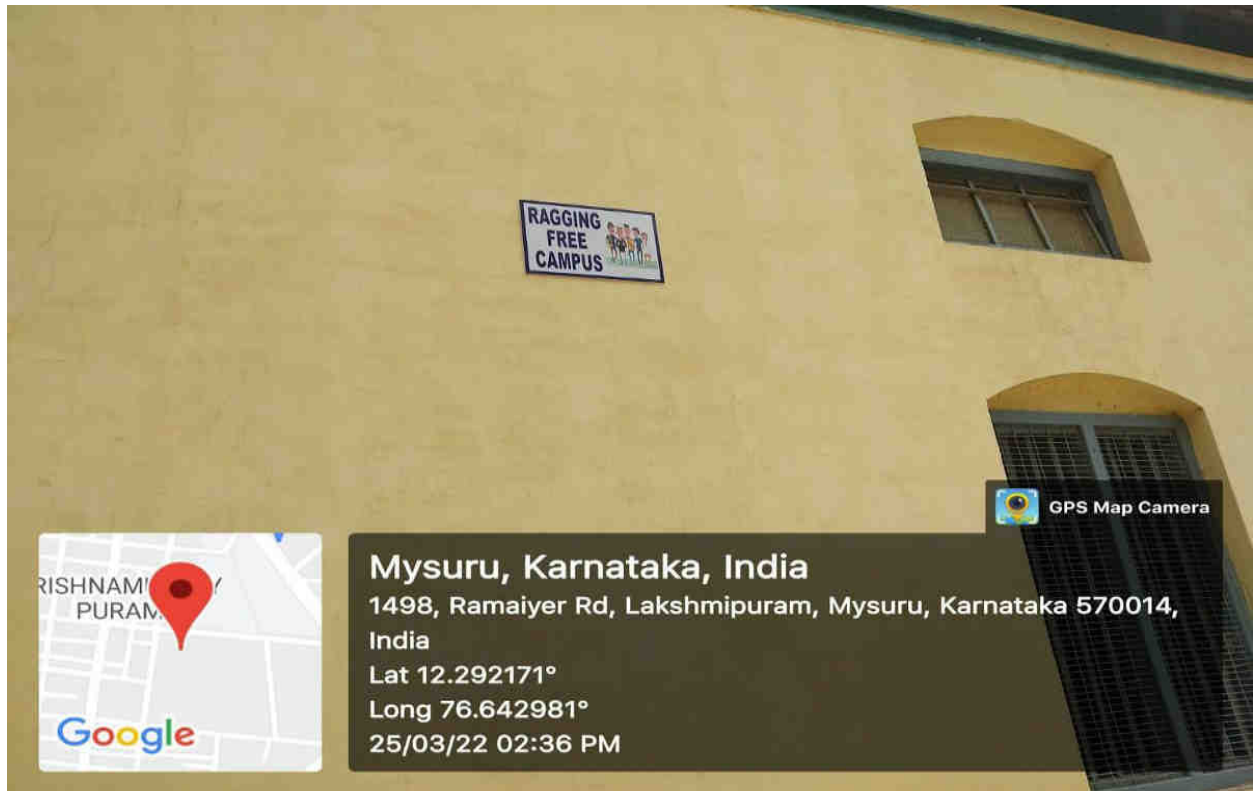
## Awareness boards regarding ragging



## Awareness boards regarding harassment



# Display boards regarding ragging free campus





## Photo of Grievance redressal cell



# Display boards regarding 'Harassment free zone' and 'No to Sexual harassment'

