



S. S. Education Trust's

S. G. BALEKUNDRI INSTITUTE OF TECHNOLOGY



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Five UG branches are accredited by NBA (CV, ME, EEE, ECE & CSE)
An ISO 21001:2018 certified institution

Anti-Sexual Harassment Cell 2026-27



S. S. Education Trust's

CET Code: E-175 (UG)/T-942 (PG)

S. G. BALEKUNDRI INSTITUTE OF TECHNOLOGY

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Anti-Sexual Harassment Committee

On 13th Aug 1997, the Supreme Court of India issued a judgment, Vishaka judgment that recognized and addressed sexual harassment at the workplace as a human rights violation. The Supreme Court in its judgment said every woman has a right to a safe workplace. The court gave directives for all employers/organizations making it mandatory to institute sexual harassment complaints committees at workplaces. The judgment also created sexual harassment prevention guidelines for the workplace. The sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 has replaced the guidelines/norms laid down by Hon' able Supreme Court on sexual harassment and came into force from 9 December 2013. The Govt. of India made rules for carrying out the provisions of this Act, 2013.

The Internal Complaints Committee is responsible for investigating every formal written complaint of sexual harassment and taking appropriate remedial measures to respond to any substantiated allegations of sexual harassment.

The Internal Complaints Committee shall inquire into the complaints as per the provisions of Section 11 of the Act, 2013. The Committee may give recommendations as may be considered necessary under the provision of Section 12 of the Act, 2013 and based on these recommendations, the Competent Authority shall take appropriate action.

Objectives:

- Prohibition of any hierarchical oppression exercised based on gender inequality that prohibits intellectual or academic growth.
- Prevention of gender biased attitude when it comes to adjudication of efficacy of work allocated within working hours.
- Protection of the fundamental rights of a woman.

Roles & Responsibilities:

- To help women to realize their rights of freedom.
- To treat sexual harassment as a misconduct and initiate punitive actions for such misconduct.
- To assist the aggrieved woman to place the complaint.
- To safe guard the one who is victimized.
- To educate and train students about sexual harassment.

Anti-Sexual Harassment Cell

Internal Complaint Committee (ICC)

The college has committed itself to provide a conducive environment in which the students, teachers and non-teaching staff can work together in an environment free of violence, harassment and exploitation. As per University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the institution has an Anti-Sexual Harassment Committee, which is now renamed as Internal Complaints Committee (ICC).

The ICC is constituted to keep a watch on sexual harassment cases in the campus. The Committee meets at regular intervals to monitor and ensure that no cases of sexual harassment are reported in the campus.

The responsibilities of the cell include:

- To ensure provision of a safe educational and work environment that is free from sexual harassment.
- To take active steps against prevention of sexual harassment
- To ensure the creation of a mechanism of complaint creation that is safe, accessible and sensitive
- To adopt stringent measures against cases reported in the institution
- To provide emotional and psychological support to students in need.

Any student who wishes to complaint against an incident of sexual harassment can report to the members of the ICC, whose names are published in the College Handbook and Website. Friends, relatives, co-students or any other associate of the victim may file the complaint where the aggrieved person is unable to make a complaint on account of physical or mental incapacity. The Committee will investigate the matter thoroughly and complete an inquiry within a period of ninety days from the receipt of the complaint.

**Members of Anti-Sexual Harassment Cell / Internal Committee
(IC)(AY:2026-27)**

Sl. No.	Name and Designation	Position In CICC	Gender	Mobile Number & Email ID	Official Number
1	Dr. Shailaja Mali	Chairperson	Female	6361453932 chairperson.ic@sgbt.edu.in	6361453932
2	Dr. Yasmeen Shaikh	Faculty Member	Female	9902465178 yasmeenshaikh@sgbt.edu.in	9902465178
3	Dr. Suvarna Patil	Faculty Member	Female	8088908061 suvarna74patil@sgbt.edu.in	8088908061
4	Prof. Jaya Pattanshetti	Faculty Member	Female	8884050211 jayamp@sgbt.edu.in	8884050211
5	Shri. S. S. Dharmatti	Faculty Member	Male	9880511146 dharmattishridhar@gmail.com	9880511146
6	Mrs. Sanjana Sambannavar	Member (Ladies Hostel Supervisor)	Female	7090319180 sanjana19180@gmail.com	7090319180
7	Mrs. Angeli Pandit	Member (Counsellor)	Female	9341412744 mindfunda@gmail.com	9341412744
8	Dr. Sonali Sarnobat	Member (NGO)	Female	9632613269 drsonalisarnobat@gmail.com	9632613269
9	Ms. Harshita Mulimani 2BU24EE009	Student (UG)	Female	919448831674 harshitamulimani00@gmail.com	919448831674
10	Ms. Vinita V Phadake 2BU25CSE11	Student (PG)	Female	9113608730 phadakevinita123@gmail.com	9113608730
11	Mrs. Sushiladevi Vantamuri	Student (Research Scholar)	Female	7676309432 sushiladeviv@sgbt.edu.in	7676309432

Definitions

- Sexual Harassment: Unwanted conduct of a sexual nature that makes an individual feel intimidated, degraded, humiliated, or offended, including but not limited to:
- Physical acts of a sexual nature, including inappropriate touching, pinching, or brushing up against someone.
- Unwelcome sexual advances or suggestive behaviour.
- Comments or jokes of a sexual nature.
- Displaying or circulating sexual or pornographic images.
- Sending or soliciting sexually explicit emails or messages

Responsibilities

Employer Responsibilities:

SGBIT has a duty to take all reasonable steps to prevent sexual harassment and to protect employees from third-party harassment. This includes:

- Providing regular training on sexual harassment prevention.
- Implementing clear reporting procedures.

- Conducting prompt investigations into complaints.
- Taking appropriate action against perpetrators.

Employee Responsibilities: All employees are responsible for:

- Complying with this policy.
- Treating colleagues with dignity and respect.
- Reporting any incidents of harassment, they experience or witness.

Reporting Procedures

Employees should report any sexual harassment to HR either verbally or by email, or alternatively to any of the firm's Equity Partners.

Investigation Process

All complaints will be taken seriously and investigated promptly. The investigation will be conducted in a fair and unbiased manner, ensuring confidentiality as much as possible and in line with the firm's grievance procedures. Where a complaint is substantiated, appropriate disciplinary action will be taken, which may include dismissal.

Support for Victims

Employees affected by sexual harassment will receive support from the partners and firm. Counselling services are available through the firm's private medical insurance.

Training and Awareness

Mandatory Training

All employees must complete sexual harassment training annually.

Awareness

Internal communication will reinforce the firm's zero-tolerance stance on harassment.

Consequences of Breaching the Policy

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment. For third parties, it may lead to a termination of contracts or services.

Monitoring and Review

This policy will be reviewed regularly to ensure compliance with the latest legislation and best practices. Updates will be made as necessary following changes in the law or case law developments.


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Coordinator ASHC


Dr. Manjunath Sharappanavar
Dean Student Welfare


Dr. B. R Patagudi
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