



PIMS/ANTR/001/2021-22

26-03-2022

PADMASHREE INSTITUTE OF MANAGEMENT AND SCIENCES
KOMMAGHATTA, BANGALORE

ANTI SEXUAL HARASSEMENT COMMITTEE

CIRCULAR

This is to inform all Head of the departments of Padmashree Institute of Management and Sciences to attend meeting regarding reconstitution of college Internal committee members, student representatives for anti-sexual harassment committee and revision of anti-sexual harassment redressal guidelines on 29-03-2022 at 11:30 AM in board room.

Principal

Dr Anuradha M

Dr. Anuradha. M
Principal
Padmashree Institute of
Management & Sciences



PADMASHREE INSTITUTE OF MANAGEMENT & SCIENCES

No. 149, Padmashree Campus, Kommaghatta, Sulikere, Kengeri,
Bangalore - 560060, Karnataka, India

☎ 080-2845206 ✉ pimsprincipal@gmail.com 🌐 www.pims.org.in



PIMS/ANTR/002/2021-22

PADMASHREE INSTITUTE OF MANAGEMENT AND SCIENCES

ANTI SEXUAL HARASSEMENT CELL

Meeting Minutes

Date: 29-03-2022

Academic Year: 2021-22

Venue: Board Room

Agenda:

- Reconstitution of college internal committee members for prevention of sexual harassment
- Selection of faculty and student representatives
- Revision of anti-sexual harassment guidelines if required
- Approval of application for complaint form

Meeting Attendees:

Dr Anuradha M- Principal

HOD's of all departments

Chairman welcomed the members

The faculty were first explained about the agenda of the meeting and were requested to give their inputs for revision of anti-sexual harassment guidelines.

The members for anti-sexual harassment were reconstituted as mentioned below

The application for complaint form was approved for internal complaint



Reconstituted Members list:

Si No	Name	Designation
1	Dr Anuradha- Principal	Chairperson
2	Mrs Manju Bhargavi. O. J.	Member Secretary
3	Mrs. Shreya K Rao	Member
4	Dr. Thammaiah R. B.	Member
5	Mrs Dinu Raj	Member
5	Student Representative	Ms. Yashaswini
6	Student Representative	Mr. Rahul

This is to be considered most important and for immediate necessary compliance

Signature

Dr. Anuradha. M
Principal
Padmashree Institute of
Management & Sciences



Action Taken Report: Sexual Harassment Prevention

Reporting period: 01-01-2022 to 31-06- 2022

Summary of activities:

No incidents of sexual harassment were reported during the reporting period.

Employees were reminded of the process for reporting sexual harassment through awareness program.

Anti sexual harassment committee received training on identifying and preventing sexual harassment in the workplace.

The organization's sexual harassment prevention policy was reviewed and updated to ensure compliance with current laws and best practices.

All employees received awareness on the sexual harassment prevention policy and the importance of maintaining a safe and respectful workplace.

Conclusion:

We are committed to create a safe and inclusive workplace, free from all forms of harassment and discrimination. While there were no reported incidents of sexual harassment during the reporting period, we recognize that preventing sexual harassment requires ongoing effort and vigilance. We will continue to provide training and support for all employees and managers to ensure that our workplace is a safe and respectful environment for everyone.


Chairperson

Dr. Anuradha M.

Anti sexual harassment committee

06-07-2022




Dr. Anuradhā. M
Principal
Padmashree Institute of
Management & Sciences



PIMS/IC/SGRC/001/21-22

Date: 28-07-2021

Students' Grievance Committee Meeting

Members attended:

- Dr. Anuradha M. - Principal (Chairperson)
Dr. Thammaiah R. B. - Vice-Principal (Convener)
Mrs. Manju Bhargavi. O. J. - Assistant Professor (Member)
Dr. Shilpa P. - Assistant Professor and HOD (Member)

Minutes of meeting

- The meeting started with the speech of the chairperson and was followed by addressing the committee by the conveners.
- The meeting representatives looked at the grievances and suggested ways to overcome grievances. The same were discussed with assessment of pros and cons in each case.
- Discussions were held for the issue raised by a particular student – Reshma M. S.
- The Committee came up with the resolution that as per the University norms, the student has to attend the exams during the subsequent year. This was communicated to the student on phone and got her consent.

Cc:

- Chairman
HOD
Notice boards



Dr. Anuradha. M
Principal
Padmashree Institute of
Management & Sciences



PIMS/IC/SGRC/003/21-22

Date: 09-04-2022

Students' Grievance Committee Meeting

Members attended:

- Dr. Thammaiah R. B. - Vice-Principal (Convener)
Mrs. Manju Bhargavi. O. J. - Assistant Professor (Member)
Ms. Rajani Balaji - Assistant Professor (Member)
Ms. Akhila N. – Assistant Professor (Member)

Minutes of meeting

- The meeting started with the convener sharing past activities of the Committee and the success of the resolutions taken in the last three months.
- The meeting representatives looked at the current grievances and suggested ways to overcome grievances. The same were discussed with assessment of pros and cons in each case.
- Discussions were held for the issue raised by a particular student – Chandana T. – regarding the lack of consistent maintenance of the lady's restroom facilities.
- The Committee passed the resolution that the current attenders will be monitored by the committee members and a new attender will be appointed specifically for this purpose.

Cc:

Honorable Chairman
HOD
Notice boards



Dr. Anuradha. M
Principal
Padmashree Institute of
Management & Sciences



**MINUTES OF THE
ANTI-RAGGING COMMITTEE MEETING**

PIMS/ANTR/002/2021-2022

09- 02-2022

Attendees:

- Dr. Anuradha. M (Chairperson)
- Dr. Thammaiah, RB (Convenor)
- Mrs. Manju Bhargavi O.J (Member)
- Mr. Roopesh Kumar (Member)
- Ms. Rajani Balaji (Member)

Student representatives

- Ms. Hema – B.Sc
- Ms. Kavya -B.Sc.
- Ms. Sharanya – M.Sc., Biochemistry
- Mr. Gowtham – M.Sc., Biochemistry
- Ms. Shashi – M.Sc., Biotechnology
- Ms. Yeshaswini – M.Sc., Clinical Nutrition and Diagnostics
- Ms. Divya. K. – M.Sc., Biotechnology
- Mr. Venkatanaidu -MSc., Microbiology

Agenda:

Anti-ragging guidelines

Role of anti-ragging committee

Selection of anti-ragging committee student representative

Complaint mechanism for ragging

Future plans to prevent ragging in the campus

Registration in the national anti-ragging portal

Review meeting scheduling



Meeting Minutes:

Dr. M. Anuradha, Principal, welcomed the members and explained the importance of anti-ragging and the college's rules and regulations against ragging to the freshers.

Dr. R. B. Thammaiah, convenor of the anti-ragging committee, explained the UGC guidelines against ragging and the anti-ragging committee's role in the college. He also explained the different activities that the committee would conduct to spread awareness and eliminate ragging from the campus.

The anti-ragging committee interacted with the students of all disciplines and explained the strict measures taken against ragging in the campus. The committee members selected the anti-ragging committee representatives from the first-year students. Mrs. Manjubhargavi explained the role of representatives in anti-ragging committee to the selected students.

The first-year students were advised on how to lodge a complaint against ragging and inform to the concerned department. The committee also discussed their future plans to avoid ragging on the campus. The first-year students were requested to register in the national anti-ragging portal. The students and faculty members were informed that the review meeting would be conducted as and when necessary.

Conclusion:

The meeting was concluded with a vote of thanks to all the attendees for their active participation and for making the event successful.

Dr Anuradha

09-02-2022

Dr. Anuradha. M
Principal
Padmashree Institute of
Management & Sciences



ACTION TAKEN REPORT: ANTIRAGGING COMMITTEE

To
The Principal,
Padmashree Institute of Management and Sciences,
Bangalore.

Dear Madam,

We are writing to inform you that the incident of ragging involving senior Kerala students in the hostel has been thoroughly investigated by the Anti-Ragging Committee. The committee has taken strong action to address this matter and ensure that such incidents are not repeated in the future.

As a result of the investigation, all senior Kerala students involved in the incident were called and warned by the Anti-Ragging Committee against engaging in any form of ragging. Furthermore, three students who were directly involved in the task were suspended for one week as per the college's disciplinary policy.

We assure you that the college is committed to creating a safe and inclusive environment for all students. The Anti-Ragging Committee and other authorities will continue to be vigilant to prevent any incidents of ragging, and to take swift and appropriate action against anyone found to be involved in such behaviour.

This matter was brought to our attention by Ist year B.Voc Ist year students, and we appreciate your cooperation in maintaining a positive and respectful campus community.

Sincerely,



Dr. Thammaiah R. B

Convenor, Anti-Ragging Committee



Dr. Anuradhà. M
Principal
Padmashree Institute of
Management & Sciences

ACTION TAKEN REPORT: ANTI-RAGGING COMMITTEE

To
The Principal
Padmashree Institute of Management and Sciences
Bangalore

Dear Madam,

We are writing to inform you that the incident of ragging reported by you has been thoroughly investigated by the Anti-Ragging Committee. The committee has taken strong action to address this matter and ensure that such incidents are not repeated in the future.

As a result of the investigation, the students who paid the bill were called and enquired about the seniors involved in the incident. Subsequently, all four M.Sc. CND Final year students involved in the incident were called and made to give back the money they had taken from you. The seniors were warned not to repeat such actions, and a fine of Rs. 1000 was imposed on each of them.

We assure you that the college is committed to creating a safe and inclusive environment for all students. The Anti-Ragging Committee and other authorities will continue to be vigilant to prevent any incidents of ragging and to take swift and appropriate action against anyone found to be involved in such behaviour.

Thank you for bringing this matter to our attention. We appreciate your cooperation in maintaining a positive and respectful campus community.

Sincerely,



Dr. Thammaiah R. B

Convenor, Anti-Ragging Committee



Dr. Anuradha. M
Principal
Padmashree Institute of
Management & Sciences