



# BANGALORE INSTITUTE OF TECHNOLOGY

(Affiliated to Visvesvaraya Technological University Belagavi, Recognised by AICTE, New Delhi)

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*Dr. Aswath M.U*

*Principal*

## **Internal Complaints Committee (ICC)**

### **Internal Complaints Committee related to Sexual Harassment and Violence against women at their work-place**

With the rise of acts of violence and offenses against women in the country in recent times, the issues of women's safety and security has sparked a slew of fresh deliberations in the nation. In the backdrop of this larger debate, with due attention to the facts that there has been a substantial increase of female students and some untoward incidents of offensive behavior towards the women (students, faculty and campus residents) do happen at work place, women's safety is both a timely and important issue.

In pursuance of the direction of the AICTE, the Institute constituted a Standing Committee on Women Cell to effectively deal with cases of violence against female students, staff, faculty and campus residents.

Presently, this cell functions as the "Internal Complaints Committee" as designated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

One or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- Physical contact or advances; or
- A demand or request for sexual favours; or
- Making sexually coloured remarks; or
- Showing pornography; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

The following circumstances, among other circumstances if it occurs or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:-

- Implied or explicit promise of preferential treatment in her employment; or
- Implied or explicit threat of detrimental treatment in her employment; or
- Implied or explicit threat about her present or future employment status; or
- Interference with her work or creating an intimidating or offensive or hostile work or Environment for her; or
- Humiliating treatment likely to affect her health or safety.

This cell undertakes inquiries with regard to complaints of sexual harassment from aggrieved women employees (as defined under the Act, 2013). The complaint is kept totally confidential, and adequate protection is provided to the complainant, where necessary. Complaints are heard expeditiously while adhering to the principles of Natural Justice. Necessary recommendations are provided to the Authority on the basis of the findings of the inquiry.

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## Where and Whom to Lodge a Complaint

If you are a victim of sexual harassment or perceive yourself to be, immediately contact (personally or through telephone / written request / e-mail)-any of the committee members of the Cell. Alternatively, e-mail can be sent to portal [www.bitbangalore.edugrievanve.com](http://www.bitbangalore.edugrievanve.com). The complaint and the identity of the complainant will be kept CONFIDENTIAL.

**Act, Rules and Procedure** as defined under the Act, 2013

<b>Committee Members</b>					
<b>Sl. No.</b>	<b>Name &amp; Designation</b>	<b>Designation</b>	<b>Department</b>	<b>Position</b>	<b>Phone Number</b>
1.	Dr. Roopa K.M.	Prof.& H.O.D	Mathematics	Presiding Officer	9483860830
2.	Prof. Meena D.R.	Assoc. Prof	Chemistry	Member	9686005075
3.	Prof. Mahesh Chandra	Asst. Prof	Civil	Member	9844796253
4.	Prof. Vidya S.S.	Asst. Prof	IEM	Member	8660396530
5.	Smt. Uma Rani	Computer Operator	BIT Office	Member	8050007751

Internal Complaints Committee will examine all matters relating to women in the workplace and will make suggestions and proposals to the institute administration regarding such matters.

The committee will arrange programs on Women's Day and at other times, as is necessary.

a) The committee will admit complaints from

- Female employees on harassment and discrimination in the workplace by other employees.
- Female students on harassment and discrimination in the classroom and in relation to academic activities by faculty and staff (Student to student cases will not be handled and will be referred to the Dean Student Affairs)
- Female residents on harassment, assault and other forms of misbehavior by employees.

b) The committee will follow relevant Acts, Rules, OM of Government of India and Court Orders etc. as applicable from time to time.

c) The Committee will institute Enquiry Committee as it deems fit to examine particular complaints.

d) The Committee will make recommendations on actions to be taken on specific complaints.

The Committee will report to the Chairman and the Principal for necessary action.

## Women Grievances Redressal Cell consists of the following members:

Sl. No.	Name	Designation	Department	Position
1.	Dr.Pramila P	Prof.& HOD	EEE	Coordinator
2.	Ms.Archana D P	Asst. Prof	CIV	Member
3.	Ms.Shanthala N L	Asst. Prof	MECH	Member
4.	Ms.Veena H S	Assoc. Prof	ECE	Member
5.	Ms.Sudha B	Asst. Prof	ETE	Member
6.	Ms. Vidya S S	Asst. Prof	EIE	Member
7.	Ms.Gunavathi HS	Asst. Prof	CSE	Member
8.	Ms.Anupama K C	Asst. Prof	ISE	Member
9.	Ms.Preethi K H	Asst. Prof	IEM	Member
10.	Ms.Seema Nagaraj	Asst. Prof	MCA	Member
11.	Dr.Chaitra Bocheer K S	Assoc. Prof	MBA	Member
12.	Dr.Roopa K M	Prof & HOD	Mathematics	Member
13.	Dr.Geethanjali HS	Asst. Prof	Physics	Member
14.	Ms.Meena DR	Assoc. Prof & HOD	Chemistry	Member
15.	Dr.Vijayalakshmi Pandit	Professor	Psychiatrist, KIMS	Member
16.	Sri Vishwas	Inspector of Police	Central Police Station	Member
17.	Ms. Bhavana CB	Student	E&CE	Member
18.	Ms. Rachitha	Student	ME	Member

**Sd/-  
PRINCIPAL  
B.I.T**