



WAYANAMAC EDUCATION TRUST®

# DON BOSCO INSTITUTE OF TECHNOLOGY



- Approved by AICTE, New Delhi
- Recognised by Govt. of Karnataka

- Affiliated to VTU, Belagavi
- Accredited by NAAC

DBIT/IQAC//2022-23/JULY/

01/07/2022

## “Anti Sexual Harassment Committee”

As per direction of Principal and IQAC Director the following members are nominated to Constitute “Anti Sexual Harassment Committee” for the year 2022– 2023 to work under IQAC.

Sl.No	Name	Designation	Role	Mobile Number	Mail- Id
1	Prof. Umashankar. B. S	Principal	Chairman	9972550099	<a href="mailto:principal@dbit.co.in">principal@dbit.co.in</a>
2	Dr. Ranjini P. S	Professor, S &H	Convener	9483186572	<a href="mailto:drranjini@dbit.co.in">drranjini@dbit.co.in</a>
3	Dr. Sajani Bhat	College counselor	Member	9739884604	<a href="mailto:scc@dbit.co.in">scc@dbit.co.in</a>
4	Mr. Ramachandra Rao	NGO, Director Training, Pyra Windo Power Academy, Bangalore.	Member	9482136360	<a href="mailto:pyrawindo9@gmail.com">pyrawindo9@gmail.com</a>
5	Dr. Chandrashekhar. N.S	Associate Professor (ECE)	Member	9986347615	<a href="mailto:chandrashekarns.dbit@gmail.com">chandrashekarns.dbit@gmail.com</a>
6	Dr. Anguraja. R	HOD & Professor(EEE)	Member	9845236837	<a href="mailto:angurajar@dbit.co.in">angurajar@dbit.co.in</a>
7	Mrs. Sharmila. R. S	Associate Professor (EEE)	Member	9448957472	<a href="mailto:sharmilars@dbit.co.in">sharmilars@dbit.co.in</a>
8	Ms. Sudha. K	Assistant Professor (CIVIL)	Member	9964264431	<a href="mailto:sudha1yashu@dbit.co.in">sudha1yashu@dbit.co.in</a>
9	Mrs. Sheeba. S	Assistant Professor (CSE)	Member	9591213671	<a href="mailto:sheebas@dbit.co.in">sheebas@dbit.co.in</a>
10	Mrs. Hemalatha. M	Assistant Professor (CSE)	Member	9980900604	<a href="mailto:hemalathadbit@dbit.co.in">hemalathadbit@dbit.co.in</a>

*Ranjini*  
CONVENER

*R. L. Ramessh*  
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## Objectives

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers to adopt measures of positive discrimination in favour of women.

The objective of this team is to promote a culture of respect and equality for female gender and to organize awareness programs on gender sensitization. Also this team aims to provide the opportunities and programs for girls and women to financially, mentally and emotionally empower to promote their growth as individuals in their own right.

Women's equality in power sharing and active participation in decision making, including all levels of college activities will be ensured for the achievement of the goals of empowerment. All measures will be taken to guarantee women, equal access to and full participation in decision making bodies at every level, the advisory board, Committees, Trusts etc. Women-friendly personnel policies will also be drawn up to encourage women to participate effectively in the developmental process.

This committee will deal with all the Grievances directly which is related to the common problems at Institute level both Academic and Administrative.

## Roles and responsibilities of the Committee:

- Equal access to participation and decision making of women.
- Changing societal attitudes and community practices by active participation and involvement of both men and women.
- Elimination of discrimination and all forms of violence against women and the girl child.
- To create the awareness on the objectives of women cell among girl students for their enthusiastic participation.

- To encourage women to undertake activities that strengthens their self-confidence.
- To participate actively in the events and competitions organized by the cell and encourage other girl students to participate.
- To empower female faculty, staff and students about general economic and social issues.
- To review safety and security measures for female employees and girl students at DBIT campus.
- Encouraging the Students to express their grievances / problems freely and frankly, without fear of being victimized.
- Suggestion / complaint Box have been installed in front of the Administrative Block in which the Students, who want to remain anonymous, put in writing their grievances and their suggestions for improving the Academics / Administration in the College want to remain anonymous, put in writing their grievances and their suggestions for improving the Academics / Administration in the College.
- Advising Students of the College to respect the right and dignity of one another and show utmost restraint and patience whenever any occasion of rift arises.
- Ragging in any form is strictly prohibited in and outside the institution. Any violation of ragging and disciplinary rules should be urgently brought to the notice of the Principal.

## Standard Operating procedure

As part of our constant endeavor to ensure the transparency in all the activities at different stages, College provides proper mechanism to students for women empowerment. The aggrieved member shall submit his/her petition to the Women Empowerment Cell/Anti Sexual Harassment Cell in a sealed envelope marked 'confidential'. On receipt of a petition, Committee will endeavor to send its recommendation to the Principal for further action. In case of false and frivolous complaint (if proved), the Committee will recommend Principal/ Disciplinary Authority to take appropriate action against the complainant. Complaints dropped in the 'Suggestion Box' by students and parents and oral complaints are also redressed. All complaints are scrutinized by the management and Women Empowerment Cell/Anti Sexual Harassment Cell.

The function of the cell is to look into the complaints lodged by any student, and judge its merit. The Grievance cell is also empowered to look into matters of harassment.

- Anyone with a genuine grievance may approach the department members in person, or in consultation with the class in-charge.
- In case the person is unwilling to appear in self, grievances may be dropped in writing at letterbox/ suggestion box at Administrative Block.
- The request also be sent through e-mail to the principal@dbit.co.in or Convener in-charge of Cell.
- The cases will be attended promptly on receipt of written grievances from the students. The Cell will act upon those cases which have been forwarded along with the necessary documents.
- The Cell will assure that the grievance has been properly solved in a stipulated time limit provided by the cell.

*Ranjini*  
01/07/2020  
CONVENER

IQAC HEAD  
IQAC  
*[Signature]*  
01/07/20

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