

Gender Equity

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.

Number of Gender equity programs conducted over the past five years are;

Year	2020-21	2019-20	2018-19	2017-18	2016-17
No. of Programs	05	05	04	01	01

The Details are;

Sl No.	Program	Chief Guest	Date of Conduction
1	Webinar on “Awareness on Women Safety at Work Place	Mrs Kaljit Kaur, General Secretary, AIWC, New Delhi	18.08.2021
2	International Women’s Day	Dr Shalini Nalwad Chairperson ICATT Foundation	11.03.2021
3	Webinar on “Gender Justice: Law on Hindu Women Property Right	Dr Janhavi S S Dept of Studies in law KSOU, Mysore	04.02.2021
4	CICC Awareness Program	Dr Bhagyasree S R	21.12.2020
5	Inter Department CICC Presentation	-	31.08.2020 - 01.09.2020
6	International Women’s Day	Srividya Nagaraju, TEDx Speaker, Bangalore Vidhushi Jayalakshmi Sudharma	11.03.2020
7	A talk on Fundamental Legal Rights of Women	Smt Padma , Deputy Director , Child and Women welfare , & Smt Manjula Patil , Child development project officer , Mysore	12.02.2020
8	Oath taking event on behalf of National Human Rights Day	-	10.12.2019
9	Golden Girls – Talent Hunt	Malabar Gold & Diamonds, and Times of India	27.08.2019
10	“Role and responsibility of students in safeguarding Law and Justice”	Prof K S Suresh Chief Executive, JSS Law college, Mysuru	14.08.2019
11	International Women’s Day	Vijayarupa Muralidhara, Founding Director, Listeners for Transformation, Bengaluru	08.03.2019

12	A talk on “Legal Rights of Women” - NCW	Mrs. B S Jayashree , Honorable District and Sessions Judge , Mysuru	20.12.2018
13	Inter Department CICC Presentation	-	05.11.2018 - 10.11.2018
14	Awareness programme	Dr. Dharanidevi Malagatti , IPS , Karnataka Police Academy	21.08.2018
15	International Women’s Day	Dr. Farath Khanum, Scientist ‘G’ DFRL, Mysuru	15.03.2018
16	An awareness programme was conducted on “Legal Rights of Women”- NCW	Dr. Dharanidevi Malagatti K , Principal , Police training school , Mysuru	03.11.2017



A T M E

College of Engineering

GENDER EQUITY POLICY

Gender Equity Policy

Introduction

The principle of gender *Equity and Sensitization* is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. Gender *Equity and Sensitization* is the state of the equal ease of access to resources and opportunities regardless of the gender. Gender *Equity and Sensitization* includes economic participation and decision-making and the state of valuing different behaviors, aspirations and needs equally regardless of gender.

Objective:

- Creating a campus that promotes a culture of respect and equality among all without gender discrimination.
- To broaden the domain of knowledge and improve skills of women community.
- Strengthen efforts of College Internal Complaints Committee (CICC) in bringing awareness around the issues of gender and sexual harassment at the workplace.

Scope:

The policy is applicable to all the staff and students of ATME college of Engineering. The policy covers the gender equity and gender sensitization.

Policy:

To uphold the commitment of the Institution to provide an environment free of gender-based discrimination, the modality of functioning of the Institution is mentioned below.

- Having a policy to provide fair (around 33%) representation to the women employees in various committees as members and chair persons.
- Encouraging the lady staff of the Institutions to present the technical papers in National & International conferences by providing leave facility and other incentive.
- Encouraging the lady staff members of the Institution to function as reviewers, session chairs and Jury members in the conferences and project exhibitions organized by other Institutions by providing them the leave facility.
- Supporting the Lady Staff members to pursue higher studies by providing the facilities like sabbatical leave, reduced workload etc.
- Encouraging the lady staff of the Institutions to publish articles in Quality journals by providing Article processing fee, Incentive for published article.
- Encouraging the lady staff of the Institutions to apply for funding and providing incentive for the sanctioned projects.
- Encouraging lady staff members of the Institution to write text book, to publish professional articles and providing incentive for the accomplishments.
- Encouraging lady staff members to have MOU with Industry & other universities.
- Encouraging lady staff members to apply for patents.
- Encouraging the lady staff members of the Institution to attend FDP, STTP, SDP, workshops etc. by providing them the registration fee and the leave facility.
- Encouraging girl students of the Institution to participate in sports and cultural events organized by other institutions at the state & national level by providing the

necessary facilities.

- Encouraging girl students to participate in Intra University and inter university sports activities by providing the necessary facilities.
- Encouraging Girl students to participate in conferences, project exhibitions by providing the necessary facilities.
- Encouraging meritorious girl students by providing scholarship through Vidyaasare scheme.
- Encouraging Girl students to participate in the Hackathons organized at the National level by providing the necessary facilities.
- Organizing various cultural, literary and sports activities for the Girl students and lady staff members of the institution and encourage them by providing certificates and prizes.
- To encourage the girl students & staff members, felicitating women achievers from different walks of life during International women`s Day celebrations
- Provide mechanisms through CICC to address Sexual Harassment issues through just and fair conciliation without undermining complainant's rights as per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.
- Organize gender sensitization programmes and workshops through CICC for the staff and students, to spread awareness about the rights, acts, rules and regulations that comes under Gender equality.
- Creating awareness about gender sensitization by organizing talk by experts.
- Giving wide publicity to the Institute policy against sexual harassment on website and in the prominent places in the institution.
- Conducting workshops, seminars and activities to increase the skillset among staff and students.
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.

Internal Complaint Committee.

Internal Complaint Committee is constituted as per the guidelines of Supreme Court, UGC, and Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, to provide protection against discrimination and sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. The Internal Complaint Committee will be responsible for the Redressal of complaints made by employees and ensure time-bound treatment of the complaints as provided in the Act.

Objective:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the institute.

Structure & Constitution of the Internal Complaint Committee shall be as under:

INTERNAL COMPLAINT COMMITTEE			
Sl. No.	Name	Position	Contact Details
1		Chairperson	
2		Member Secretary	
3		Member	
4		Member	
5		Member	
6		Member	
7		Member	
8		Member	
9		NGO Representative	

Meetings:

The Member Secretary shall, with the approval of the Chairman of the Committee convene the meetings of the internal complaint Committee at least twice in a year and on such other occasions as may be necessary. Member Secretary shall with the approval of the Chairman of the Committee prepare the agenda for the meeting. One half of the members shall constitute the quorum, However, if there is no quorum for the meeting up to half an hour, then the meeting shall stand adjourned to the next convenient day fixed, In the adjourned meeting, if there is no quorum for up to half an hour, then the members present shall themselves constitute the quorum and conduct the meeting.

Roles & Responsibilities:

Without prejudice to the generality of functions mentioned, the Roles & Responsibilities of Internal Complaint Committee is as under.


- To develop a policy against sexual harassment of women at the Institute.
- Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.
- Make recommendations to the management for changes/elaborations in the Rules in the student hand book and Employees hand book, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and

termination of the harassment.

- Recommend appropriate punitive action against the guilty party to the Management.
- To evolve a permanent mechanism for the prevention and Redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.

CONTACT US

 +91-821-2954081

 ATME College of Engineering,
13th Kilometer, Mysuru-Kanakapura-
Bengaluru Road, Mysuru-28, Karnataka.

 info@atme.in

ATME





A T M E
College of Engineering

GENDER EQUITY POLICY

Gender Equity Policy

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- To broaden the domain of knowledge and improve skills of women community.
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The policy is applicable to all the staff and students of ATME college of Engineering. The policy covers the gender equity and gender sensitization.

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- Having a policy to provide fair (around 33%) representation to the women employees in various committees as members and chair persons.
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- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.

CONTACT US

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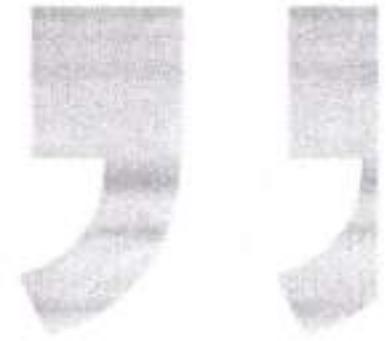
 ATME College of Engineering,
13th Kilometer, Mysuru-Kanakapura-
Bengaluru Road, Mysuru-28, Karnataka.

 info@atme.in

ATME



RAKSHITHA RAVINDRANATH



CONTACT

- *rakshitha.souparnika@gmail.com*
- 7829208555
- 1347 1st main 5th cross
krishnamurthypuram,
Mysore, Karnataka

EDUCATION AND TRAINING

2016

Master of science (psychology)

University of Mysore

Mysore, Karnataka

73.8%

2014

Bachelor of Arts

Mahajana's first grade college

Mysore, Karnataka

62.4%

SUMMARY

Hard working and dedicated individual seeking employment. Bringing forth a motivated attitude and a variety of powerful skills. Committed to showcase, utilize and enhance my skills in an international organization with an excellent mission providing room for growth and development. Also, to obtain a position that will provide me the ability to apply my experience to a growing industry.

EXPERIENCE

Guest faculty (2017-2018)

Mysore, Karnataka

- Judged an event at Psquest (Christ college mysore-2017/18)
- Event coordinator in college fest (2017 & 2018- organized events, fundraising activities) at Mahajana's first grade college
- Member of red cross unit (bachelor degree)
- Organized and led games and activities for groups of 10+ school children in an orphanage.
- Freelance artist - work on commission basis
- Dance and music teacher - trained all age group students

SKILLS

- Microsoft Office expertise
- Willingness to learn
- General management
- Interpersonal communication skills
- leadership
- High-energy attitude

LANGUAGES

- English
- Kannada(native)
- Tulu
- Tamil
- Malayalam

ACTIVITIES AND HONORS

- Dissertation work :
Assessment of self-concept self-esteem and psychological well-being among singletons. (masters)
Emotional intelligence among higher career professionals. (bachelors)
- Participated in a workshop - clinical for leadership and HRD, global skills enhancement.
- Attended seminar on animal behavior conducted by university of Mysore.
- Trained with classical music (level 1) and classical dance (level 2)
- Completed basic diploma in nursery teachers training.

ADDITIONAL INFORMATION

- In view of my Qualifications and Experience in working with different departments of an Industry, I am Confident that I will definitely be suiting to your requirement and it will be my Pleasure to work with your esteemed Organization.

REFERENCES

Reference available on request.



UNIVERSITY OF MYSORE
ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

*We, the Chancellor, the Pro-Chancellor, the Vice-Chancellor and
 Members of the Syndicate of the University of Mysore
 do hereby certify that*

ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಕಲಾಧಿಪತಿಗಳು, ಸಮಕಲಾಧಿಪತಿಗಳು, ಕುಲಪತಿಗಳು
 ಹಾಗೂ ಸಿಂಡಿಕೇಟಿನ ಸದಸ್ಯರಾದ ನಾವು

RAKSHITHA R

has been awarded the Degree of
 ಅವರು ನಿಗದಿತ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಉತ್ತೀರ್ಣರಾಗಿರುವುದರಿಂದ

BACHELOR OF ARTS

is being duly certified to have passed the prescribed examination
 ಪರವಿಯನ್ನು ಅವರಿಗೆ ಪ್ರವಾಸ ಮಾಡಲಾಗಿದೆಯೆಂದು ಪ್ರಮಾಣೀಕರಿಸುತ್ತೇವೆ

Reg. No. and Year

ರ. ನಂ ಮತ್ತು ವರ್ಷ **L1108116 MAY - JUNE 2014**

Class

ವರ್ಗ **FIRST CLASS**



Given under the seal of the University
 ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಮೊದಲನೊಂದಿಗೆ ನೀಡಲಾಗಿದೆ



Date of Convocation
 ಘಟಕೋತ್ಸವದ ದಿನಾಂಕ

17/04/2015



Chancellor

Mysore / ಮೈಸೂರು



UNIVERSITY OF MYSORE
ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

*We, the Chancellor, the Pro-Chancellor, the Vice-Chancellor and
 Members of the Syndicate of the University of Mysore
 do hereby certify that*

ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಅಧ್ಯಾಪಕರಿಗೂ, ಸಮಕುಲಾಧಿಕಾರಿಗಳೂ, ಕುಲಪತಿಗಳೂ
 ವಾಗ್ದಾನ ಮಾಡಿಕೊಟ್ಟ ಸತ್ಯವಾದುದು

RAKSHITHA R

has been awarded the Degree of
 ಅವರು ನಿಗದಿತ ಪರಿಷ್ಕರಿಸಿದ ಉತ್ತೀರ್ಣಪಡಿಸುವುದರಿಂದ

MASTER OF SCIENCE
(PSYCHOLOGY)

as being duly certified to have passed the prescribed examinations
 ಸರಿಯಾದಂತೆ ಅವರಿಗೆ ಪ್ರಧಾನ ನೋಂದಣಿಸಿದಂತೆ ಪ್ರಮಾಣೀಕರಿಸುತ್ತೇವೆ

Reg. No. and Year

೨. ಸಂ. ಮತ್ತು ವರ್ಷ **PC114210 MAY / JUN 2016**

Class

ವರ್ಗ **FIRST CLASS**



Given under the seal of the University
 ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಮೊದಲನೇ ನೋಂದಣಿಸಿದಂತೆ



Date of Convocation

ಘಟಿಕೊಡುವ ದಿನಾಂಕ **13/12/2016**

Mysore / ಮೈಸೂರು



[Signature]



Ref: ATME/EST/2017-18/130A

Date: 23/08/2017

To.
Mrs. Rakshitha Ravindranath
1347
1st main 5th cross
Krishnamurthypuram,
Mysore.

Subject: Appointment Letter for the Post of Visiting Counsellor.

Dear Mrs. Rakshitha Ravindranath

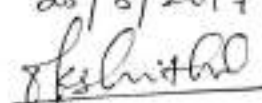
We are pleased to inform you that the employment with ATME College of Engineering has been confirmed in the capacity of Visiting Counsellor.

During this Employment period you will be paid a consolidated amount of Rs.3000/- per Month.

As agreed your starting date will 1st of September 2017 and you will be visiting Twice per month on Saturdays based on the academic calendar.

Congratulations on your appointment and welcome to *ATME College of Engineering*. We look forward to years of fruitful co-operation and success. We wish you the best of luck in your new post.


Chairman

Received
25/8/2017




Ref: ATME/EST/2018-19/175A

Date: 28/08/2018

To.
Mrs. Rakshitha Ravindranath
1347
1st main 5th cross
Krishnamurthypuram,
Mysore.

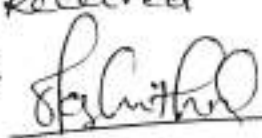
Subject: Renewal Appointment Letter for the Post of Visiting Counsellor.

Dear Mrs. Rakshitha Ravindranath

We are pleased to inform you that, your employment with *ATME College of Engineering* has been renewed in the capacity of Visiting Counsellor for one year from 1st of September 2018 and you will be visiting Twice per month on Saturdays based on the academic calendar.

During this Employment period you will be paid a consolidated amount of Rs.3,500/- per Month.


Chairman

Received
30/08/18 



ATME
College of Engineering



NBA

Affiliated to VTU, Belagavi; Approved by AICTE, New Delhi and Recognised by Government of Karnataka
Programs accredited by NBA, New Delhi - CV, EC, EE & ME (Validity: 2019-20 to 2021-22)

Ref: ATME/EST/2019-20/65A

Date: 27/08/2019

To,
Mrs. Rakshitha Ravindranath
1347
1st main 5th cross
Krishnamurthypuram,
Mysore.

Subject: Renewal Appointment Letter for the Post of Visiting Counsellor.

Dear Mrs. Rakshitha Ravindranath

We are pleased to inform you that the employment with *ATME College of Engineering* has been renewed in the capacity of Visiting Counsellor for one year from 1st of September 2019 and you will be visiting twice per month on Saturdays based on the academic calendar.

During this Employment period you will be paid a consolidated amount of Rs. 4000/- per Month.


Chairman

29/8/19. Received




A T M E

College of Engineering



NBA

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Programs accredited by NBA, New Delhi - CV, EC, EE & ME (Validity: 2019-20 to 2021-22)

Ref: ATME/EST/2020-21/325A

Date: 31/08/2020

To.

Mrs. Rakshitha Ravindranath

1347

1st main 5th cross

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Mysore.

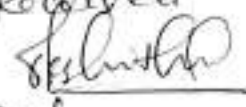
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Dear Mrs. Rakshitha Ravindranath

We are pleased to inform you that the employment with ATME College of Engineering has been renewed in the capacity of Visiting Counsellor for one year from 1st of September 2020 and you will be visiting Twice per month on Saturdays based on the academic calendar.

During this Employment period you will be paid a consolidated amount of Rs. 4000/- per Month.


Chairman

Received

29/9/2020



A T M E

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Chairman

Received
31/8/21


Gender Equity

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11	International Women’s Day	Vijayarupa Muralidhara, Founding Director, Listeners for Transformation, Bengaluru	08.03.2019

12	A talk on "Legal Rights of Women" - NCW	Mrs. B S Jayashree , Honorable District and Sessions Judge , Mysuru	20.12.2018
13	Inter Department CICC Presentation	-	05.11.2018 - 10.11.2018
14	Awareness programme	Dr. Dharanidevi Malagatti , IPS , Karnataka Police Academy	21.08.2018
15	International Women's Day	Dr. Farath Khanum, Scientist 'G' DFRL, Mysuru	15.03.2018
16	An awareness programme was conducted on "Legal Rights of Women"- NCW	Dr. Dharanidevi Malagatti K , Principal , Police training school , Mysuru	03.11.2017



Ref: ATME/EST/2017-18

02/01/2018

From Principal's desk

The following Staff members are being appointed to the College Internal Complaint Committee-
CICC.

Sl No	Name	Designation in the committee	Dept	Phone number	Signature
1	Dr.Bhagyashree S R Professor	Chairperson	ECE	9900110944	
2	Dr.Md.Eliyas Associate Professor	Member	CHE	8105598832	
3	Mr.Ravikumar S Assistant Professor	Member	ME	9880543740	
4	Mrs. Jyothi Assistant Professor	Member	CV	9738806913	
5	Mr.Raghavendra L Assistant Professor	Member	EEE	7829859477	
6	Mr.Chandrashekar C Lecturer	Coordinator	HUM	9845115924	
7	Mrs.Divya K Assistant Professor	Member	MAT	9481830845	
8	Mrs.Nasreen Fathima Assistant Professor	Member	CSE	9986617206	
9	Mrs.Sujatha M First Division clerk	Member	OFFICE	9008710988	

Principal



Meeting Notice

All the College Internal Complaint Committee members are informed that, a meeting is scheduled on 03/01/2018 at 11.30 AM in the College board room. All CICC members are informed to be present at the meeting without fail.

Sl No	Name	Designation in the committee	Dept	Phone number	Signature
1	Dr.Bhagyashree S R Professor	Chairperson	ECE	9900110944	
2	Dr.Md.Eliyas Associate Professor	Member	CHE	8105598832	
3	Mr.Ravikumar S Assistant Professor	Member	ME	9880543740	
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6	Mr.Chandrashekar C Lecturer	Coordinator	HUM	9845115924	
7	Mrs.Divya K Assistant Professor	Member	MAT	9481830845	
8	Mrs.Nasreen Fathima Assistant Professor	Member	CSE	9986617206	
9	Mrs.Sujatha M First Division clark	Member	OFFICE	9008710988	

Principal
03/1/18



Minutes of the meeting of the College internal complaint committee- CICC held on 03-01-2018 in the board room at 11.30AM

Principal Briefed about the need of forming CICC and informed the chairperson to conduct the meeting.

Sub.1. Welcome

Chairperson of the CICC welcomed the members

Sub:2. Briefed about the constitution of CICC.

Chairperson briefed to the members of the committee about the Objectives, Jurisdiction, and composition of the committee, powers of the committee, procedure to be followed by the committee, remedial steps that can be taken by the committee.

Sub: 3.Suggestions by the committee members.

Suggestion 1. Mr. Ravikumar suggested that, the committee shall meet on the first Wednesday of the odd and even semester.

Suggestion 2. Mr. Chandrashekar suggested that, talks can be organized by the legal experts to create an awareness among the students.

Suggestion 3. Dr.Md eliyas suggested that a power point presentation can be given by the faculty coordinators at their respective departments once in a year to create an awareness about CICC among the students community.

A common PPT will be prepared by Mr.Raghavendra Asst.Prof EEE and will be circulated to the members of CICC

Suggestion 4. Dr.Md eliyas suggested that, The sign boards can be placed in the departments' prime locations.

Sub 4. Nomination of student representatives.

It is decided to have Three female students representatives from EC,EE,CS branches and Two male representatives from ME & CV branches.

Students' representatives are nominated and they are briefed about the formation of CICC.

On conclusion of all discussion, the coordinator proposed the Vote of thanks.

BB



COLLEGE INTERNAL COMPLAINT COMMITTEE- CICC

Minutes of the meeting held on 03-01-2018 in the board room at 11.30AM

Sl No	Name	Designation in the committee	Dept	Phone number	Signature
1	Dr.Bhagyashree S R Professor	Chairperson	ECE	9900110944	<i>[Signature]</i>
2	Dr.Md.Eliyas Associate Professor	Member	CHE	8105598832	<i>[Signature]</i>
3	Mr.Ravikumar S Assistant Professor	Member	ME	9880543740	<i>[Signature]</i>
4	Mrs. Jyothi Assistant Professor	Member	CV	9738806913	<i>[Signature]</i> DN
5	Mr.Raghavendra L Assistant Professor	Member	EEE	7829859477	<i>[Signature]</i>
6	Mr.Chandrashekar C Lecturer	Coordinator	HUM	9845115924	<i>[Signature]</i>
7	Mrs.Divya K Assistant Professor	Member	MAT	9481830845	<i>[Signature]</i>
8	Mrs.Nasreen Fathima Assistant Professor	Member	CSE	9986617206	<i>[Signature]</i>
9	Mrs.Sujatha M First Division cleark	Member	OFFICE	9008710988	<i>[Signature]</i>
10	Rithuparna	Students members	6 th ECE-B	8151007097	<i>[Signature]</i>
11	Keerthana S		6 th CSE-B	8453039627	<i>[Signature]</i>
12	Afnan		6 th Sem -EEE	8105184319	<i>[Signature]</i>
13	Sanjay		6 th Civil	7837670264	<i>[Signature]</i>
14	Vedith Uttaiiah K T		6 th Sem -ME	8880401206	<i>[Signature]</i>



COLLEGE INTERNAL COMPLAINT COMMITTEE- CICC

PREAMBLE:

The ATME College of Engineering Mysuru, has been committed itself to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment which is free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association. It strongly supports gender equality and opposes any form of gender discrimination and violence. The Supreme Court of India has stated that, every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g).

It is stated that sexually harassing behavior "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated that sexual harassment "is a violation of the fundamental right to gender equality and the right to life and liberty".

OBJECTIVES OF THE COMMITTEE

1. To follow the directions of the Supreme Court and to implement a policy against sexual harassment in the institution.
2. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.

JURISDICTION

The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made:

1. By a member of the institution against any other member irrespective of whether the harassment is alleged to have taken place within the campus.

Composition of the Anti - Sexual Harassment Committee

1. The Committee shall be headed by a senior woman faculty of the college and shall be designated as the "Chairperson"
2. The committee shall have senior women teaching faculty member, at least one senior male teaching faculty member, at least one woman administrative staff. The committee shall have three nominated female student representatives and two male student representatives.



Definition of Sexual harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical Conduct of a sexual nature

Sexual harassment includes

- Actual or attempted rape or sexual assault.
- Unwanted pressure for sexual favors.
- Unwanted letters, telephone calls or materials of a sexual nature.
- Unwanted pressure for dates.
- Unwanted sexual teasing and jokes.

- **VERBAL**
- Referring to an adult as a girl, hunk, doll, babe, or honey
- Whistling at someone, cat calls
- Making sexual comments about a person's body
- Turning work discussions to sexual topics
- Asking about sexual fantasies, preferences or history
- Asking personal questions about social or sexual life
- Making kissing sounds and smacking lips
- Making sexual comments about a person's clothing, anatomy.
- Telling lies or spreading rumors about a person's personal sex life

- **NON-VERBAL**
- Staring at someone
- Blocking a person's path
- Following the person
- Giving personal gifts
- Making sexual gestures with hands or through body movements

- **PHYSICAL**
- Touching the person's clothing, hair, or body
- Hugging, kissing
- Touching or rubbing oneself sexually around another person
- Standing close or brushing up against another person

POWERS OF THE COMMITTEE

The Committee shall have the power to summon witnesses and call for documents or any information from any employee/student.

1. If the Committee has reason to believe that an employee/student is capable of furnishing relevant documents or information, it may direct such person to produce such documents by serving a notice in writing to that person.
2. Where any relevant document or information is recorded or stored by means of a mechanical, electronic or other device, the Committee shall have the power to direct that the same be produced, or that a clear reproduction in writing of the same be produced.



3. Upon production of documents / information called for by it, the Committee shall have the power to (i) make copies of such documents / information or extracts there from; or (ii) retain such documents / information for such period as may be deemed necessary for purposes of the proceedings before it.
4. The Committee shall have the power to issue interim directions to / with regard to any person participating in the proceedings before it.
5. The Committee shall have the power to recommend the action to be taken against any person found guilty of (a) sexually harassing the complainant (b) retaliating against / victimizing the complainant or any other person before it (c) making false charges of sexual harassment against the accused person.

REMEDIAL STEPS.

To ensure that the mechanism for registering complaints is safe, accessible and sensitive.

1. To conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
2. To advise the competent authority to issue warnings or to take the help of the law to stop the harasser, if the complainant consents.
3. To seek medical, police and legal intervention with the consent of the complainant.
4. To make arrangements for appropriate psychological, emotional and physical support (in form of counseling, security and other assistance) to the victim if so desires.

PROCEDURE TO BE FOLLOWED BY THE COMMITTEE

1. The Committee shall meet once in a semester or when any complaint is received by any member of the committee.
2. The Committee may direct the complainant to prepare and submit a detailed statement of incidents within two days.
3. The Committee shall direct the accused employee(s)/student(s) to prepare and submit a written response to the complaint / allegations within a period of two (2) days from such direction or such other time period as the Committee may decide. Documents produced by either party shall be affixed with that party's signature to certify the document as original / true copy.
4. The Committee shall conduct the proceedings in accordance with the principles of natural justice. It shall allow both parties reasonable opportunity of presenting their case.
5. The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
6. Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
7. The Committee shall make all efforts to complete its proceedings within a period of fifteen (15) days from the date of receipt of complaint.
8. The Committee shall record its findings in writing supported with reasons and shall forward the same with its recommendations, to the Principal within a period of three (3) days from completion of the proceedings before it. If, in the course of the proceedings before it, the Committee is satisfied that a *prima facie* case of sexual harassment is made out against the accused employee(s)/student and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise,



Disciplinary action could be initiated in the form of:-

1. Warning
2. Written apology
3. Bond of good behavior
4. Adverse remarks in the confidential report
5. Debarring from supervisory duties
6. Denial of membership of statutory bodies
7. Denial of re-employment/re - admission
8. Stopping of increments / promotion/denying admission ticket
9. Reverting, demotion
10. Suspension
11. Dismissal
12. Any other relevant mechanism

If, at the end of the proceedings, the Committee is satisfied that the complainant has knowingly brought false charges of sexual harassment against any person, it shall report the same in writing to the Principal with reasons and with recommendations of the action to be taken against such person.

Annual-Report

The Chairperson of the Committee will prepare an Annual Report at the end of each academic year, giving a full account of the activities of the Committee during the year gone by. A copy of the report shall be sent to the Principal.

ATME COLLEGE OF ENGINEERING-MYSURU

MEMBERS OF THE COLLEGE INTERNAL COMPLAINT COMMITTEE- CICC

Sl No	Name	Official designation	Dept	Designation in the committee	Phone number	Email Id
1	Dr.Bhagyashree S R	Professor	ECE	Chairperson	9900110944	srbhagyashree@yahoo.co.in
2	Dr.Md.Eliyas	Asso. Prof	Che	Member	8105598832	umdeliyas@gmail.com
3	Mr.Ravikumar S	Asst.Prof	ME	Member	9880543740	sravi13867@gmail.com
4	Mrs. Jyothi D N	Asst.Prof	CV	Member	9738806913	jyothidevanur@gmail.com
5	Mr.Raghavendra L	Asst.Prof	EEE	Member	7829859477	ragbiet@gmail.com
6	Mr.Chandrashekar C	Lecturer	HUM	Coordinator	9845115924	Chandrumys22@gmail.com
7	Mrs.Divya K	Asst.Prof	Math	Member	9481830845	Divya.K015@gmail.com
8	Mrs.Nasreen Fathima	Asst.Prof	CSE	Member	9986617206	nasreenfathima_25@yahoo.com
9	Mrs.Sujatha M	FDC	Office	Member	9008710988	sujathaprakash123@gmail.com

Kay
3/1/18



COLLEGE INTERNAL COMPLAINT COMMITTEE-CICC

Minutes of meeting held on 11-06-2020 in the MS Team at 1.00pm

Agenda

1. Welcome
2. Reading and approval of the minutes of the previous meeting
3. Suggestion by the members
4. Any other matter permission of the Chairperson
5. Vote of Thanks



Minutes of the Online meeting of the college internal complaint committee (CICC) held on 11-06-2020 in the college at 1.30PM.

Sub: 01 welcome

Chairperson of the CICC welcomed the members of the meeting .

Sub: 02 Reading and approval of the minutes of the previous meeting

Chairperson read out the minutes of the previous meeting held on 4/12/2019. It was approved by the members of the committee.

Sub:3. Action taken for the suggestions made by the members during last meeting.-

Chairperson briefed about the action taken for the suggestion made by the members during the previous meeting . It was appreciated by the members of the committee and approved. The following events have been conducted,

- No Complaints have been received during the previous semester either by Staff or by the students.
- Human Rights day was observed in the college on 10-12-2019 by taking oath on Human Rights by the Students
- Organized a Talk on Fundamental legal Rights of women by Smt Padma, Deputy Director, Child & Women welfare, & Smt Manjula Patil, Child Development Project officer, Mysore, on 11-2-2020.
- As per the directions of the CICC, An International Womens Day was organized in the college on 11-3-2020. The report of the event has been sent to VTU & AICTE.

Sub: 4. Suggestion made by the members

- Dr Mohammed Eliys & Mr Ravikumar members CICC, suggested to send an awareness message on CICC through CERP to the students. Replying to this, Chairperson said that, it can be done through PPT in the class room, once the college reopens, instead of sending message through CERP.

Sub:5. Vote of Thanks

The Chairperson rendered vote of thanks to all the CICC members.

→

ES
11/6/2020

MINUTES OF MEETING OCOLLEGE INTERNAL COMPLAINT COMMITTEE-ON 11-6-2020

Sl. No.	NAME	DESIGNATION	POSITION	MOBILE NUMBER	
1	Dr. Bhagyashree S R	Professor	Chairperson	9900110944	<i>11/6/2020</i>
2	Dr. Md, Eliyas	Assoc.Prof	Faculty Member	8105598832	<i>Abdelaziz</i>
3	Dr. Prakash Kuravatti	Assoc.Prof	Faculty Member	9110872296	<i>Prakash</i>
4	Mr.Ravikumar S	Assoc.Prof	Faculty Member	9880543740	<i>Lavie</i>
5	Mr. Raghavendra L	Assoc.Prof	Faculty Member	7829859477	<i>Raghu</i>
6	Mrs. Nasreen Fathima	Asst.Prof	Faculty Member	9986617206	<i>Nasreen</i>
7	Mrs. Jyothi D N	Asst.Prof	Faculty Member	9738806913	<i>Jyothi D N</i>
8	Ms. Priyanka N B	Asst.Prof	Faculty Member	9739510470	<i>Priyanka NB</i>
9	Mr. Chandrashekar. C	Lecturer	Faculty Member	9845115924	<i>Chandrashekar</i>
10	Mrs.Hemalatha	Advocate	NGO Representative	9448056478	
11	Mrs. Amrutha Kashyap	Office Superintend	Non-faculty Member	9945657709	<i>Amrutha</i>
12	Ms. Shwetha	Instructor	Non-faculty Member	7411315775	<i>Shwetha m.p</i>
13	Darshini	Student	Student Coordinator- CSE	7996270052	
14	Harshitha V	Student	Student Coordinator- ME	9443954576	
15	Maheshkumar U	Student	Student Coordinator-ECE	7676496694	
16	Yogaswathi	Student	Student Coordinator-CV	9880425878	
17	Dhanyatha M	Student	Student Coordinator-EEE	9743794306	



A T M E
College of Engineering



ATME College of Engineering
CICC Committee organises a webinar on

"Awareness on WOMEN SAFETY at Work Place"

Resource Person:

Kuljit Kaur

Secretary General,
AIWC, New Delhi



Date: 18 August 2021

Time: 3:00 PM

Chief Patrons

Sri. L Arun Kumar
Chairman, ATMECE

Sri. K Shivashankar
Secretary, ATMECE

Sri. R Veeresh
Treasurer, ATMECE

Patron

Dr. Basavaraj L
Principal, ATMECE

Convener

Dr. Bhagyahree S R
Professor and Dean Research
Chair Person, CICC Committee

Event Co-ordinators

Mr. Chandrashekar C
Assistant Professor
Dept. of Humanities

Mrs. Priyanka N B
Assistant Professor
Dept. of Mathematics

FOR STAFFS, STUDENTS AND PUBLIC.

Link : <https://tinyurl.com/u94f586w>

Online Platform: MS-Teams



A T M E

College of Engineering



NBA

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18.08.2021

Report on CICC Events

The College Internal Complaint Committee (CICC), ATME College of Engineering (ATMECE), Mysuru had organized series of events towards creating awareness on Women Safety.

On 16th Aug 2021, Online Quiz Competition is conducted on "**Constitutional & Legal Rights of the Women**". Around 65 plus Students across the departments have participated in the Quiz. As per the performance analysis, 70% of students scored 80%, 17% of students have scored about 95% and 7% of students scored 100% Marks, which depicts the fulfillment of primary objective towards creating awareness among students on Constitutional & Legal Rights of the Women. Mr. Chandrashekhar C, Assistant Professor and Member Secretary, CICC and Mrs. Priyanka N B, Assistant Professor and Faculty Member, CICC coordinated the Event.

Further, on 18th Aug 2021, a webinar on "**Awareness on Women Safety at Workplace**" is conducted to educate the students and staff members about the Prevention, Prohibition and Redressal Acts towards sexual Harassment of Women at Workplace. Around 125 participants have attended the webinar including students, staff and public. The objective of the webinar is to discuss about the Types of Sexual Harassment and its Impact and measures to be taken to address the issue.

The Program started with invocation by Ms.Shivali S, II year ME, Ms.Chaitra B, II year ECE welcomed the gathering, **Dr. Bhagyashree S R, Chairperson CICC, Prof & Dean- Research, ATMECE**, briefed about the overview of CICC Committee and its activities to the gathering. Ms.Faeza Taskeen , I year EEE introduced the Resource person to the gathering .

The Resource person, Kuljit Kaur, Secretary General, AIWC, New Delhi addressed the virtual gathering and educated students about various types of sexual Harassment that might occur at workplaces and explained about the differences between courtships and harassment and its Impact on women. Harassment affects personal dignity of women, violates the freedom, and creates psychological and physical turmoil. The resource person also addressed about the provisions of laws, the Prevention, Prohibition and Redressal Act 2013 towards Women Safety, Constitution of Internal complaints committee (ICC) at every administrative unit and at Employer workplace and also addressed the key aspects about raising complaint on sexual harassment, Conciliation, Service rules, functions of ICC and also about Duties of Employer discharged at Zero Tolerance towards Harassment.

Dr. Bhagyashree S R, Chairperson CICC, Prof & Dean- Research, ATMECE, Thanked the Resource person Kuljit Kaur for creating awareness and sharing the valuable insights and Mrs. Hemalatha M A, Executive Council Member, NGO Member of CICC,ATMECE and other members of the committee for associating with CICC to organize the Program. The program ended with the Vote of thanks by Ms.Hiba Mahin, II year ECE. The whole session was anchored by Ms.Keerthana N, II year CSE.

ATME COLLEGE OF ENGINEERING

13th Kilometer, Mysore-Kanakapura-Bangalore Road, Mysore - 570 028 P: 0821-2593335 F: 0821-2593328
Email : info@atme.in Web : www.atme.in



Photos of the Event



Pic: Resource person, Kuljit Kaur during addressing the session



Pic: Resource person, Kuljit Kaur during addressing the session

The Program was conducted through the online platform MS-Teams and the event is recorded.
Link of the webinar: <https://web.microsoftstream.com/video/923bed5a-26f2-492d-8454-3037ed37a91a>

Handwritten signature



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Invitation

**College Internal Complaint Committee (CICC)-ATMECE in Association with All
India Women's Conference -Karnataka Branch
Organizing a talk on**

**"Gender Justice: Law on Hindu Women Property Right"
On 4th February 2021**

Chief Guest

Mrs. Ashitha S

National Vice President
AIWC, New Delhi

Guest of Honor

Mrs. Hemalatha M A

Executive Council Member, AIWC
Advocate and Notary

Resource Persons

Dr. Janhavi S S

BSC, LLM, M. Phil, PhD
Dept. of studies in law KSOU Mysuru

Chief Patrons

Sri. L Arun Kumar

Chairman, ATMECE

Sri. K Shiva Shankar

Secretary, ATMECE

Sri. R Veeresh

Treasurer, ATMECE

Presided By

Dr. L Basavaraj

Principal
ATMECE

Convener

Dr. Bhagyashree S R

Prof & Dean- Research
Chairperson CICC, ATMECE

CICC Members

Mr. Chandrashekar C, Dept. of HUM.
Mrs. Priyanka N B, Dept. of Maths
Mrs. Nasreen Fathima, Dept. of CSE
Ms. Swapna H, Dept. of EEE

Dr. Prakash Kuravatti, Dept. of ECE
Mr. Ravikumar S, Dept. of ME
Ms. Amrutha Kashyap, Office

Date: 04/02/2021
Time: 3.00pm

All are Cordially Invited

Venue:
College Auditorium, ATMECE

ATME COLLEGE OF ENGINEERING

13th Kilometer, Mysore-Kanakapura-Bangalore Road, Mysore - 570 028 P: 0821-2593335 F: 0821-2593328
Email: info@atme.in Web: www.atme.in

Date: 07.02.2021

**ATMECE ORGANIZED A TALK ON
"GENDER JUSTICE: LAW ON HINDU WOMEN PROPERTY RIGHT"**



The College Internal Complaint Committee (CICC), ATME College of Engineering (ATMECE), Mysuru in association with All India Women Conference (AIWC) had organized a One Day Talk on **"Gender Justice: Law on Hindu Women Property Right"** recently, to create awareness among the students about evolution of laws of succession to women's property, if any property possessed by a female Hindu. The objective of the talk is to discuss holistically about the concurrent issues on Gender Equality and Women Property Rights.



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The Resource person, **Dr. Janhavi S S, Dept. of studies in law KSOU Mysuru** addressed the gathering and introduced about the Hindu Succession Act 1956 and some of the keywords such as coparcener, Mitakshara, Dayabhaga, ancestral property, separate property, self acquired property etc explained about the evolution of the Women's Property Rights over the decades and Amendments taken place since from 1956 till recent times. During the session, She gave a clear insight on Gender Justice from the Perspective of Hindu Woman's Property Right, Right to Equality, concept of Survivorship & succession, Widow's Estate, Social justice and also about the Court Cases – wherein the landmark decisions gave from the Supreme Court about equal coparcenary rights by birth for the Women as per the Hindu Succession (Amendment) Act, 2005.

The Chief Guest Mrs. Ashitha S, National Vice President AIWC, New Delhi joined Online to the Program and during the speech, introduced about the establishment of All India Women's Conference (AIWC) and about its key initiatives taken at various capacities and appreciated ATMECE for taking initiative for conducting a program on Gender Justice and Woman Property Rights apart from the Technical Aspect conferences. Further, **The Guest of Honor Mrs. Hemalatha M A, Executive Council Member, AIWC, Advocate and Notary** addressed the gathering and motivated youth to know their Rights and responsibilities especially Voting Rights and their role in shaping the future, as she mentioned that today's younger generation youths are the Tomorrow's Nation builders.

Dr. L Basavaraj, Principal, ATMECE presided over the function and gave a Presidential Speech stating that the Gender Equality is the Human Right and appreciated the AICW for associating with CICC-ATMECE for the initiative taken to create awareness through the one-day program. And also mentioned that, the Program is going to be more beneficial and useful for all.

Dr. Bhagyashree S R, Chairperson CICC, Prof & Dean- Research, ATMECE, addressed the gathering and Thanked AIWC Vice President and other members of the committee for associating with CICC to organize the Program. During the speech, commemorated the dignity of the Woman and Woman Empowerment in Ancient Civilization and Equal status of Woman in Early Vedic period and expressed concerns of diminishing the Woman Rights over the last 3 Centuries. Also introduced about the establishment of CICC at ATME inline with regulations received from Visvesvaraya Technological University, Belagavi and introduced about the various initiatives taken by the CICC in creating awareness among the students w.r.t Natural Rights, Social Justice etc.

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In the valedictory session, Online Speakers, Resources Persons, other AIWC members Program

Convener Dr. Bhagyashree S R, Faculty Coordinators and Technical staff were present.



Dr. L. Basavaraj, Principal, ATMECE addressing the Event.



Speech by Resource Person Dr. Jhanvi S S,



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Email: info@atme.in Web: www.atme.in

AWARENESS PROGRAMME

On 14.08.2019 there was a talk on Role and responsibility of students in safeguarding Law and Justice by Prof. K S Suresh, Chief Executive, JSS Law college, Mysore.



Prof. K S Suresh listed the fundamental rights such as **Right to Equality, Right to Freedom, Right against Exploitation, Right to Freedom of Religion, Rights Cultural and Educational and Right to Constitutional Remedies**. Sir also advised that they are enshrined in the Constitution which guarantees them and they are justiciable (enforceable by courts). In case of a violation, a person can approach a court of law.

Prof. K S Suresh also emphasised on Prohibition of discrimination on grounds of race, religion, caste, gender or place of birth (Article 15). Equality of opportunity in matters of public employment (Article 16).

1. Protection of freedom of:(Article 19)

- Speech and expression
- Association
- Assembly
- Movement
- Residence
- Profession

Protection of the culture, language and script of minorities (Article 29).

Right of minorities to establish and administer educational institutions (Article 30).

AS
14/8/19

REPORT ON A TALK ON “LEGAL RIGHTS OF WOMEN”



ATME college of Engineering organized a talk on “Legal Rights of Women” on 20th Dec 2018 at 9:00AM in the college auditorium by Mrs. B S Jayashree, honorable District and sessions judge, Mysore, Presided over by Dr.Basavaraj L, Principal, ATMECE, Organizing Chair Dr.Bhagyashree S R, Professor, Dept. of ECE.



On account of this a quiz programme was conducted, 288 students were participated and prizes were distributed, a gift voucher from Sapna Book House of Rs.2000 for first place, Rs.1500 for Second place , Rs.1000 for Third place (for 5 students) were given . A programme was successful with the Co-operation of Coordinators of NCW, Management, Principal, teaching and non teaching faculties.

Boys Common Area-Admin Block



8Q7C+QCR, Harohalli (J), Karnataka 570028, India

Latitude
12.31480465°

Longitude
76.77070447°

Local 11:05:55 AM
GMT 05:35:55 AM

Altitude 644.1 meters
Friday, 24-12-2021

Girls Common Area-Admin Block



GPS Map
Camera Lite

8Q7C+QCR, Harohalli (J), Karnataka 570028, India

Latitude
12.31457648°

Longitude
76.77073934°

Local 11:02:16 AM
GMT 05:32:16 AM

Altitude 627.43 meters
Friday, 24-12-2021



GPS Map
Camera Lite

8Q7C+QCR, Harohalli (J), Karnataka 570028, India

Latitude
12.31459138°

Longitude
76.77069365°

Local 11:03:34 AM
GMT 05:33:34 AM

Altitude 632.67 meters
Friday, 24-12-2021