

5.1.4. Anti Sexual Harassment

2021-2022



MAHATHI COLLEGE OF PHARMACY

(Approved by AICTE, PCI, New Delhi & Affiliated to JNTUA, Ananthapuramu)
Madanapalle road railway station, CTM cross roads, Madanapalle, Chittoor Dt-517319

Anti - Sexual Harassment Committee:

The Internal Complaints Committee for prevention of sexual harassment of women at campus, as per 'The Sexual Harassment at Campus (Prevention, Prohibition and Redressal) Act, 2013 for Constitution of College Internal Complaint Committee (CICC). Prevention, Prohibition and Redressal of Sexual Harassment to deal with the sexual harassment complaints of women at the Campus.

| S.No | Committee | Designation | Roles |
|------|--------------------|-------------|--------------|
| 1 | Dr. V. Ragini | HOD | Co-ordinator |
| 2 | Dr. Sucharitha | NGO | Advisor |
| 3 | Dr.G. Swarna Latha | Professor | Member |
| 4 | Dr. M. Manasa | Member | Member |
| 5 | Dr. S. Praveena | Member | Member |

Praveena

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MAHATHI COLLEGE OF PHARMACY
C.T.M. Cross Roads, MADANAPALLE
Annamayya (District), A.P.-517 319



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The Objective of the Cell is:

- ❖ To create a secure physical and social environment which will deter acts of sexual harassment.
- ❖ To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.
- ❖ To provide an environment free of gender-based discrimination. To facilitate a safe environment that is free of sexual harassment.
- ❖ To develop guidelines and norms for policies against sexual harassment. To develop principles and procedures to combat sexual harassment.
- ❖ To organize gender sensitization awareness program.
- ❖ To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized.
- ❖ Creation and delivery of customized awareness training sessions to the management, internal complaints committee and employees, on a need basis.

On receipt of complaint:

The committee shall, on receipt of a written complaint, promptly initiate inquiry proceedings as per the directions under the Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication

- ❖ Physical contact and advances or
- ❖ A demand or request for sexual favours or
- ❖ Making sexual coloured remarks or showing pornography or
- ❖ Welcome physical, verbal or non-verbal conduct of sexual nature.

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Roles and Responsibilities:

The committee has to ensure enough steps are taken to create awareness on the topic. If in case any person approaches any of the committee member, the member is immediately required to inform others. A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counseling and conciliation as soon as possible. In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint. The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students. Following are the Guidelines to be strictly followed.

- ❖ The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell.
- ❖ The counselor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- ❖ The members of the Cell will discuss the complaint. 7.2.1: Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manu
- ❖ If the case falls outside the purview of the Cell, the complainant will be informed to Director.
- ❖ If the case comes under the purview of the Cell, an enquiry committee will be set up.
- ❖ The Committee will submit a report and recommend the nature of action to be taken at the earliest by Director.
- ❖ If any legal action is required with the help of advocate member of the cell complaint is forwarded to police.

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Anti-Sexual Harassment Committee Report for 2021-22

Minutes of the meeting of Anti-sexual Harassment Committee held on 20.12.2021 at the Office of HOD- Department of pharmacology.

The following members were present

| S. No | Committee | Roles | Signature |
|-------|-------------------------|-------------|-----------|
| 1 | Mrs. S. Vinita | Coordinator | |
| 2 | Miss.N. Jyothi | Advisor | |
| 3 | Y. Swetha | Member | |
| 4 | Mrs.M.Manasa | Member | |
| 5 | Mrs. A. V. Rajyalakshmi | Member | |

At the outset the Chair Person welcomed all the members. The points as per the agenda were taken up for discussion.

- ❖ Review of Previous Minutes of Meeting.
- ❖ Discussion on complaints, if any, from girl students and lady staff members during current semester.
- ❖ No complaints were received from the previous meeting to till date.
- ❖ Other points.

The meeting concluded with a vote of thanks to Chairperson.

Mrs. S. Vinita
Chair Person

PRINCIPAL
MAHATHI COLLEGE OF PHARMACY
CTM Cross Roads

5.1.4. Anti Sexual Harassment

2020-2021



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Anti-Sexual Harassment Committee Report for 2020-21

Minutes of the meeting of Anti-sexual Harassment Committee held on 15.12.2020 at the

Office of HOD-Department of Chemistry.

The following members were present

| S. No | Committee | Roles | Signature |
|-------|--------------------|-------------|-----------|
| 1 | Dr. G. Swarnalatha | Coordinator | |
| 2. | Dr. M. Manasa | Advisor | |
| 3 | Dr. S. Praveena | Member | |
| 4 | Dr. Monisha joshi | Member | |
| 5 | Mrs. Divya Teja | Member | |

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- ❖ Other points.

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Dr. G. Swarna Latha

Chair Person

PRINCIPAL
MAHATHI COLLEGE OF PHARMACY
G.T.M. Cross Roads

5.1.4. Anti Sexual Harassment

2019-2020



MAHATHI COLLEGE OF PHARMACY

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Anti - Sexual Harassment Committee Report for 2019-20

Minutes of the meeting of Anti-sexual Harassment Committee held on 12.12.2019 at the Office of HOD-. Department of Chemistry

The following members were present

| S. No | Committee | Roles | Signature |
|-------|--------------------|-------------|-----------|
| 1 | Dr. G. Swarnalatha | Coordinator | |
| 2 | Dr. M. Manasa | Advisor | |
| 3 | Dr. S. Praveena | Member | |
| 4 | Dr. Monisha Joshi | Member | |
| 5 | Mrs. Divya Teja | Member | |

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- ❖ Other points.

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Dr. G. Swarnalatha
Chair Person

PRINCIPAL
MAHATHI COLLEGE OF PHARMACY
C.T.M. Cross Roads
MADANAPALLE, Chittoor (Dt.) - 517 319

5.1.4. Anti Sexual Harassment

2018-2019



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Anti - Sexual Harassment Committee Report for 2018-19

Minutes of the meeting of Anti-sexual Harassment Committee held on 10.12.2018 at the Office of HOD- Department of pharmacology.

The following members were present

| S. No | Committee | Roles | Signature |
|-------|-----------------------|-------------|-----------|
| 1 | Dr.K.Roja rani | Coordinator | |
| 2 | Mrs.N.Jyothi | Advisor | |
| 3 | Mrs.J.Jyothi | Member | |
| 4 | Mrs. A.N.Anusha Reddy | Member | |
| 5 | Mrs. Divya Teja | Member | |

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Dr.K.Roja rani

Chair Person

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5.1.4. Anti Sexual Harassment

2017-2018



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Anti - Sexual Harassment Committee Report for 2017-18

Minutes of the meeting of Anti-sexual Harassment Committee held on 10.12.2017 at the Office of HOD- Department of Pharmacy Practice

The following members were present

| S. No | Committee | Roles | Signature |
|-------|-------------------|-------------|-----------|
| 1 | Dr. B. Mahathi | Coordinator | |
| 2 | Mrs. Sai Gowthami | Advisor | |
| 3 | Mrs. G. Archana | Member | |
| 4 | Mrs.N.Jyothi | Member | |
| 5 | Mrs.J.Jyothi | Member | |

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Dr. B. Mahathi
Chairperson

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