



A.H.M.'s

**ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE,
ANJUMANABAD, BHATKAL – 581320**

(AFFILIATED TO KARNATAK UNIVERSITY, DHARWAD)

Office: 08385 226443, Principal: +91 91088 48610, Email: anjumancollegebkl@gmail.com, Website: anjumancollege.in



**ANTI – SEXUAL HARASSMENT COMMITTEE /
INTERNAL COMPLAINT COMMITTEE
ANNUAL REPORT
2018-19 TO 2022-23**



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ಅಂಜುಮನ್ ಕಲಾ, ವಿಜ್ಞಾನ, ವಾಣಿಜ್ಯ ಮಹಾವಿದ್ಯಾಲಯ ಹಾಗೂ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ
ANJUMAN ARTS, SCIENCE, COMMERCE COLLEGE & P.G. CENTRE
(AFFILIATED TO THE KARNATAK UNIVERSITY, DHARWAD)



Post Box No. 02
Anjumanabad, BHATKAL - 581 320 (Uttar Kannada)
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ಪೋಸ್ಟ್ ಬಾಕ್ಸ್ ನಂ. 02
ಅಂಜುಮನ್‌ನಗರ, ಭಟ್ಕಳ - 581 320
(ಉತ್ತರ ಕನ್ನಡ) ಕರ್ನಾಟಕ ರಾಜ್ಯ
ದೂರವಾರ್ತೆ : 08385 (ಓ) 226443 (ಪ್ರಾಂತ್ಯ) 9886212692
(ಮೊ) 9886212692

CERTIFICATE

This is to certify that during the last five years,
(2018-19 to 2022-23) the sexual harassment cases were
reported as

Sl. No.	Year	Number of Sexual Harassment Cases
1	2022-23	Nil
2	2021-22	Nil
3	2020-21	Nil
4	2019-20	Nil
5	2018-19	Nil


Cell Co-Ordinator


IQAC Co-Ordinator

IQAC & NAAC CO-ORDINATION
Anjuman Arts, Science & Commerce College
Bhatkal


Principal
PRINCIPAL
Anjuman Arts, Science & Commerce College
Bhatkal (U.K.)



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**Annual Report of Anti-Sexual Harassment / Internal Complaint Committee
Academic Year 2022-23**

ICC has been constituted as per the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' as passed by the Parliament of India to provide protection against sexual harassment of women at workplace and redressal of associated complaints. This committee shall address sexual harassment issues faced by girl students/women staff inside the college premises. The committee is functional with the following members

Committee for Anti Sexual Harassment

Sl.No	Members of the Cell	
1.	Prof M.K Shaikh	Principal
2.	Prof. Niha	Member
3.	Prof. M Poornima	Member
4.	Dr.Shantashree	Member
4.	Mrs.Nasreen Banu	Member

Objectives

1. To prevent and address incidents of sexual harassment within the college.
2. To create an environment where individuals feel safe to report incidents of sexual harassment without fear of victimization.
3. To ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
4. To promote gender equality, dignity, and respect for all members of the college community.
5. To provide support and assistance to victims of sexual harassment.





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Mechanism for Submission of complaints

An aggrieved person who is experiencing sexual harassment may follow the steps given below for redressal:

- Directly communicate to the harasser that he/she considers the behaviour inappropriate and that the conduct is unwelcome and wants it to stop. This must be stated very firmly and clearly.
- If the harassment persists, the aggrieved may report the situation to his/her Programme Coordinator/HoD/Principal respectively.
- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

Action Taken Report: 2022-23

During the session 2022-23, the Anti sexual harassment committee, led by, Prof.Niha has taken various initiatives to execute the resolutions established in the committee meeting held on 10.10.2022 and 15.05.2023.

After reviewing the guidelines related to the prevention and redressal of sexual harassment within the college, the policy, functions, and responsibilities of the committee, was uploaded on the college website.

❖ Information about the committee members was made available online on the college website.

It is also ensured that the confidentiality is reserved for any complaints.

❖ Chairman expressed satisfaction that **no complaints were reported** from the students or staff in the academic year 2022-23.


CO-ORDINATOR




PRINCIPAL
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**Annual Report of Anti-Sexual Harassment / Internal Complaint Committee
Academic Year 2021-22**

ICC has been constituted as per the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' as passed by the Parliament of India to provide protection against sexual harassment of women at workplace and redressal of associated complaints. This committee shall address sexual harassment issues faced by girl students/women staff inside the college premises. The committee is functional with the following members

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2.	Prof. Niha	Member
3.	Prof. M Poornima	Member
4.	Prof. Shahina	Member
4.	Mrs.Nasreen Banu	Member

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- If the harassment persists, the aggrieved may report the situation to his/her Programme Coordinator/HoD/Principal respectively.
- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

Action Taken Report: 2021-22

During the session 2021-22, the Anti sexual harassment committee, led by, Prof.Niha has taken various initiatives to execute the resolutions established in the committee meeting held on 08.11.2021 and 06.06.2022.

After reviewing the guidelines related to the prevention and redressal of sexual harassment within the college, the policy, functions, and responsibilities of the committee, was uploaded on the college website.

❖ Information about the committee members was made available online on the college website.

It is also ensured that the confidentiality is reserved for any complaints.

Notably, there were no reported cases of sexual harassment during this session.


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**Annual Report of Anti-Sexual Harassment / Internal Complaint Committee
Academic Year 2020-21**

ICC has been constituted as per the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' as passed by the Parliament of India to provide protection against sexual harassment of women at workplace and redressal of associated complaints. This committee shall address sexual harassment issues faced by girl students/women staff inside the college premises. The committee is functional with the following members

Committee for Anti Sexual Harassment

Sl.No	Members of the Cell	
1.	Prof M.K Shaikh	Principal
2.	Prof. Pavitra Naik	Co-Ordinator
3.	Prof. Malati Naik	Member
4.	Prof. Niha	Member
4.	Mrs.Nasreen Banu	Member

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- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

Action Taken Report: 2020-21

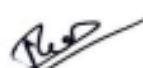
During the session 2020-21, the Anti sexual harassment committee, led by, Prof. Pavitra Naik has taken various initiatives to execute the resolutions established in the committee meeting held on 07.01.2021 and 12.06.2021.

After reviewing the guidelines related to the prevention and redressal of sexual harassment within the college, the policy, functions, and responsibilities of the committee, was uploaded on the college website.

❖ Information about the committee members was made available online on the college website. It is also ensured that the confidentiality is reserved for any complaints.

❖ The committee reviewed and improved the existing mechanism of submission of complaints and ensured that the college campus is free from sexual harassment.

Notably, there were no reported cases of sexual harassment during this session.


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Annual Report of Anti-Sexual Harassment Committee
Academic Year 2019-20

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4.	Prof. Niha	Member
4.	Mrs.Nasreen Banu	Member

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- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

Action Taken Report: 2019-20

During the session 2019-20, the Anti sexual harassment committee, led by, Prof. Pavitra Naik has taken various initiatives to execute the resolutions established in the committee meeting held on 22.07.2019 and 28.01.2020

- ❖ The committee reviewed and improved the existing mechanism of submission of complaints and ensured that the college campus is free from sexual harassment.
- ❖ The committee discussed the UGC Guidelines on Women Grievances and Sexual Harassment
- ❖ Notably, there were no reported cases of sexual harassment during this session.


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Annual Report of Anti-Sexual Harassment Committee

Academic Year 2018-19

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- If the harassment persists, the aggrieved may report the situation to his/her Programme Coordinator/HoD/Principal respectively.
- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

Action taken Report 2018-19

During the session 2018-19, the Anti sexual harassment committee, led by, Prof. Pavitra Naik has taken various initiatives to execute the resolutions established in the committee meeting held on 03.07.2018 and 07.01.2019

- ❖ After reviewing the guidelines related to the prevention and redressal of sexual harassment within the college, the policy, functions, and responsibilities of the committee, was uploaded on the college website.
- ❖ Information about the committee members was made available online on the college website. It is also ensured that the confidentiality is reserved for any complaints. Notably, there were no reported cases of sexual harassment during this session. .


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