

Anti – Sexual Harassment Committee (College Internal Complaint Committee)

Anti – Sexual Harassment Committee (CICC) has been constituted in the college for the prevention of sexual harassment of women at the workplace (prevention, prohibition, and redressal) - University of Visvesvaraya Circular No., Ref: VTU/BGM/ICC/2019-20. The committee is headed by a senior woman faculty of the institute. The members of the committee meet on a need basis to address any complaints from students, teaching and non-teaching members and takes necessary action. The College has a zero-tolerance policy towards any such transgression. The college is committed to providing a safe and conducive work and academic environment to students and its employees and is extremely alert to matters pertaining to any kind of sexual harassment and complaints.

WHO CAN APPROACH THE ANTI – SEXUAL HARASSMENT COMMITTEE (CICC)?

Any employee/students/anybody in the campus of Yenepoya Institute of Technology.

DEFINITION OF SEXUAL HARASSMENT:

According to the ACT, sexual harassment is defined as “unwelcome sexually determined behavior such as”


- Physical contact, and making advances
- A demand or request for sexual favors
- Sexually oriented remarks
- Showing pornography
- Use of electronic media (phone, internet, intranet) for perpetrating any of the above
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

In short, the definition of sexual harassment is broad enough to include all kinds of offensive, hostile, intimidating, humiliating and exploitative language, gestures and conduct.

Objectives, Roles and Responsibilities of Anti – Sexual Harassment Committee (College Internal Complaints Committee)

- Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.
- Make recommendations to the management for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, 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;
- 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 after conducting enquiry




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR – 574 225
MANGALORE TALUK , D.K

MEMBERS OF ANTI-SEXUAL HARASSMENT COMMITTEE (CICC) 2021-22

Sl. No.	Name	Designation	Profession	Associated with	Contact No.	e-mail ID
1	Mrs. Vani R	Chairperson	Asst. Professor	ME	9008514434	vani@yit.edu.in
2	Dr. Rajesh Gratian D'Souza	Member	Principal	Civil	7349640840	principal@yit.edu.in
3	Dr. Keerthi Kumar H M	Member	Associate Professor	ISE	9886664922	isehod@yit.edu.in
4	Dr. Santhosha Acharya	Member	Associate Professor	Physics	9964867815	physicshod@yit.edu.in
5	Ms. Akshatha N.M	Member	Asst. Professor	EEE	9743200671	akshathanm@yit.edu.in
6	Mr. Bharatesh B	Member	Asst. Professor	ECE	9986034007	bharatesh@yit.edu.in
7	Mrs. Smitha	Member	Asst. Professor	CSE	9972741371	smitha@yit.edu.in
8	Advocate, Mangalore Professional College Educational Society	Member	Advocate	Independent	9900987918	anushakotian66@gmail.com
9	Mr. Ibrahim Zaheer	Member	Student	Final Year – CSE	8951940869	izaheer9845@gmail.com
10	Ms. Fiza	Member	Student	Final Year – ECE	8197450308	fizaakbarak@gmail.com




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MILAR - 574 225
MANGALORE TALUK, D.K.

ANTI - SEXUAL HARASSMENT COMMITTEE (CICC)

Sl.No.	AY/FY	Intimated Date	Meeting Date	Reference Number
1.	2017-18	16-08-2017	21-08-2017	YIT/ASHC/2017-18/001
2.	2018-19	27-08-2018	05-09-2018	YIT/ ASHC /2018-19/001
3.	2019-20	03-01-2020	10-01-2020	YIT/ ASHC /2019-20/001
4.	2020-21	21-09-2020	22-09-2020	YIT/ ASHC /2020-21/001
5.	2021-22	04-10-2021	5-10-2021	YIT/ ASHC/2021-22/001



PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR - 574 225
MANGALORE TALUK , D.K

Ref No. : YIT/ASHC/2017-18/001

Date: 11-08-2017

CIRCULAR

To,
Faculty and Staff members

Sub: Re – Constitution of Anti – Sexual Harassment Committee (CICC)
Ref: VTU/Aca/OS-ASHC-ICC/2016-17/15-02-2017

In compliance with the above referred AICTE Notification and the circular received from Visveswaraya University, the management has nominated the following as members of 'Anti sexual harassment (CICC) under the above act:

List of the Committee members:

Sl. No	Name	Designation	Email – ID	Mobile number
1.	Ms. Vani R Asst. Prof., ME	Chairperson	vani@yit.edu.in	9008514434
2.	Dr. R.G. D'Souza Principal, YIT	Member	principal@yit.edu.in	9845136057
3.	Prof. Sashma C.H Asst. Prof, Basic Science	Member	sashmach@yit.edu.in	9964898735
4.	Mr. Ashok Shetty A.O, YIT	Member	ao@yit.edu.in	9972419074
5.	Ms. Vanitha Warden	Member, Convener	vanithakarkala@gmail.com	9591171838
6.	Ms. Anusha Kotain Advocate, Mangalore Professional College Education Society	Member	anushakotian66@gmail.com	9900987918

CC:

1. Grievance Committee
2. Principal




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR – 574 225
MANGALORE TALUK, D.K

Ref.No: YIT/ ASHC /2017-18/001

Date:14/08/2017

INTIMATION LETTER

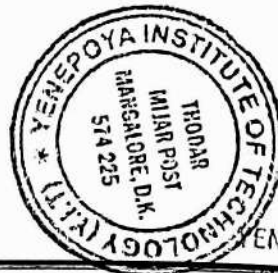
A meeting of Anti-Sexual harassment Committee is scheduled on 21/08/2017 at 3.00 PM in the Seminar hall. All the members of the committee as per the attached list should attend the same.


Agenda:


1. Welcome to the members present.
2. Review of 2016 – 17 activities
3. To decide the action plan of the cell for the year 2017-18.
4. Any other Matters.

List of the Committee members:

Sl. No	Name	Designation
1.	Ms. Vani R Asst. Prof., ME	Chairperson
2.	Dr. R.G. D'Souza Principal, YIT	Member
3.	Prof. Sashma C.H Asst. Prof, Basic Science	Member
4.	Mr. Ashok Shetty A.O, YIT	Member
5.	Ms. Vanitha Warden	Member, Convener
6.	Ms. Anusha Kotain Advocate, Mangalore Professional College Education Society	Member




Chairperson, (ASHC)
YIT


PRINCIPAL

YENEPOYA INSTITUTE OF TECHNOLOGY

Date : 21-08-2017

Minutes of the meeting

Agenda 1: Welcome

Resolution 1: The coordinator welcomed all the members of the Meeting.

Agenda 2: Review of previous year

Resolution 2:

The report of previous academic year has been given by the coordinator
The Committee noted that no complaint of sexual harassment has been received.



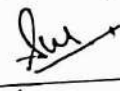
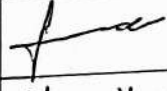
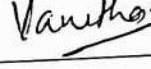
Agenda 3: Action plan of the cell

Resolution3 :The Committee emphasized that in order to create awareness and continuous sensitization for the female faculties and it is essential to put up banners/posters/notices in conspicuous places in the workplace defining sexual harassment, and also about the composition and contact information of the members of the Complaints Committee at different noticeable places.




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR - 574 225
MANGALORE TALUK, D.K.

List of Committee Members:

Sl. No	Name	Designation	Signature
1.	Ms. Vani R Asst. Prof., ME	Chairperson	
2.	Dr. R.G. D'Souza Principal, YIT	Member	
3.	Prof. Sashma C.H Asst. Prof, Basic Science	Member	
4.	Mr. Ashok Shetty A.O, YIT	Member	
5.	Ms. Vanitha Warden	Member, Convener	
6.	Ms. Anusha Kotain Advocate, Professional Education Society Mangalore College	Member	Absent




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR - 574 225
MANGALORE TALUK, D.K

Ref No. : YIT/ASHC/2018-19/001

Date: 20-08-2018

CIRCULAR

To,
Faculty and Staff members

Sub: Re – Constitution of Anti – Sexual Harassment Committee (CICC)
Ref: VTU/Aca/OS-ASHC-ICC/2016-17/15-02-2017

In compliance with the above referred AICTE Notification and the circular received from Visveswaraya University, the management has nominated the following as members of 'Anti sexual harassment (CICC) under the above act:

List of the Committee members:

Sl. No	Name	Designation	Email – ID	Mobile number
1.	Ms. Vani R Asst. Prof., ME	Chairperson	vani@yit.edu.in	9008514434
2.	Dr. R.G. D'Souza Principal, YIT	Member	principal@yit.edu.in	9845136057
3.	Mr. Ashok Shetty A.O, YIT	Member	ao@yit.edu.in	9972419074
4.	Ms. Sashma C.H Asst. Prof, Basic Science	Member	sashmach@yit.edu.in	9964898735
5.	Ms. Shwetha A Kamath Asst.Prof.,EEE	Member	shwethakamatha@yit.edu.in	9845533740
6.	Ms. Vanitha Warden	Member, Convener	vanithakarkala@gmail.com	9591171838
7.	Ms. Anusha Kotain Advocate, Mangalore Professional College Education Society	Memeber	anushakotian66@gmail.com	9900987918

CC:

1. Grievance Committee
2. Principal




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR – 574 225
MANGALORE TALUK, D.K

Ref.No: YIT/ ASHC /2018-19/001

Date:20/08/2018

INTIMATION LETTER

A meeting of Anti-Sexual harassment Committee is scheduled on 5/09/2018 at 3.00 PM in the Seminar hall. All the members of the committee as per the attached list should attend the same.


Agenda:


1. Welcome to the members present.
2. Review of 2017 – 18 activities
3. To decide the action plan of the cell for the year 2018-19.
4. Any other Matters.

List of Committee Members:

Sl. No	Name	Designation
1.	Ms. Vani R Asst. Prof., ME	Chairperson
2.	Dr. R.G. D'Souza Principal, YIT	Member
3.	Prof. Sashma C.H Asst. Prof, Basic Science	Member
4.	Mr. Ashok Shetty A.O, YIT	Member
5.	Ms. Vanitha Warden	Member, Convener
6.	Ms. Anusha Kotain Advocate, Mangalore Professional College Education Society	Member




Chairperson, (ASHC)
YIT


PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR – 574 225
MANGALORE TALUK, D.K

Date:5/09/2018

Minutes of the meeting

Agenda 1: Welcome

Resolution 1: The coordinator welcomed all the members of the Meeting and general introduction to all the members were given.

Agenda 2: Review of previous year

Resolution 2: The Committee noted that no complaint of sexual harassment has been received.


Agenda 3: Action plan of the cell

Resolution 3 : Brief discussion on case-law relating to sexual harassment.



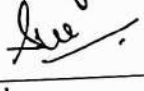
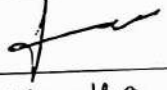

It was decided to Continue the same action plans for the current academic year.

The meeting ended with vote of thanks.




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR - 574 225
MANGALORE TALUK, D.K

List of the Committee Members:

Sl. No	Name	Designation	Signature
1.	Ms. Vani R Asst. Prof., ME	Chairperson	
2.	Dr. R.G. D'Souza Principal, YIT	Member	
3.	Prof. Sashma C.H Asst. Prof, Basic Science	Member	
4.	Mr. Ashok Shetty A.O, YIT	Member	
5.	Ms. Vanitha Warden	Member, Convener	
6.	Ms. Anusha Kotain Advocate, Mangalore Professional College Education Society	Member	Absent




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR - 574 225
MANGALORE TALUK, D.K

RefNo. : YIT/ASHC/2019-20/001

Date: 03-01-2020

CIRCULAR

To,
Faculty and Staff members

Sub: Re – Constitution of Anti – Sexual Harassment Committee (CICC)
Ref: VTU/BGM/CICC/2019-20/ 13-11-2019

In compliance with the above referred AICTE Notification and the circular received from Visveswaraya University, the management has nominated the following as members of ‘ College Internal Complaints Committee’(Anti sexual harassment) under the above act:


List of the Committee members:

Sl. No	Name	Designation	Email – ID	Mobile number
1.	Ms. Vani R Asst. Prof., ME	Chairperson	vani@yit.edu.in	9008514434
2.	Dr. R.G. D’Souza Principal, YIT	Member	principal@yit.edu.in	9845136057
3.	Dr. Jeevan Pinto Associate Prof., CSE	Member	drjeevanpinto@yit.edu.in	9448952025
4.	Prof. Sashma C.H Asst. Prof, Basic Science	Member	sashmach@yit.edu.in	9964898735
5.	Mr. Ashok Shetty A.O, YIT	Member	ao@yit.edu.in	9972419074
6.	Ms. Vanitha Warden	Member, Convener	vanithakarkala@gmail.com	9591171838
7.	Ms. Anusha Kotain Advocate, Mangalore Professional College Education Society	Member	anushakotian66@gmail.com	9900987918
8.	Mr. Manoj Y Student(VII Sem, ISE)	Member	manojy0505@gmail.com	7026976621
9.	Ms. Dakshayni Student(VII Sem, EEE)	Member	dakshayniachari@gmail.com	9845642590

CC:

1. Grievance Committee
2. Principal




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR – 574 225
MANGALORE TALUK, D.K.
WEBSITE: <https://www.yit.edu.in>

Ref.No: YIT/ ASHC /2019-20/001

Date:3/1/2020

INTIMATION LETTER

A meeting of Anti-Sexual harassment Committee (CICC) is scheduled on 10/1/2020 at 3.30AM in the Seminar Hall. All the members of the committee as per the attached list should attend the same.


Agenda:

1. Welcome to the members present.
2. Review of 2018 – 19 activities
3. Re-construction & approval of anti-sexual harassment squad.
4. To decide the action plan of the cell for the year 2019-20.
5. Any other Matters.

List of the Committee members:

Sl. No	Name	Designation
1	Ms. Vani R Asst. Prof, ME	Chairperson
2.	Dr. R.G.D'Souza Principal, YIT	Member
3.	Dr.Jeevan Pinto Associate Prof.,CSE	Member
4.	Prof. Sashma C.H Asst. Prof, Basic Science	Member
5.	Mr. Ashok Shetty A.O, YIT	Member
6.	Ms.Vanitha Warden	Member
7.	Ms. Anusha Kotain Advocate, Mangalore Professional College Education Society	Member
8.	Mr.Manoj Y Student(VII Sem, ISE)	Member
9.	Ms. Dakshayni Student(VII Sem, EEE)	Member




Chairperson, (ASHC), YIT
PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY

Date: 10/01/2020

Minutes of the meeting

Agenda 1: Welcome to the members present.

Resolution 1:

Prof. Vani R, Chairperson of Anti – Sexual Harassment Committee (CICC) welcomed all the members to the meeting. Madam made remarks on the workplace safety measures to women in the college and also briefed about the steps taken for registration of complaints.

Agenda 2: Review of 2018-19 activities

Resolution 2:

- The Committee noted that no complaint of sexual harassment against any faculty members, non – teaching staff and students were received during the academic year 2018-19.
- The Committee conducted a self defence training program for the students on 26/11/2019 in the part of awareness & safety measures to women in the college.

Agenda 3: Re-construction & approval of anti-sexual harassment squad.

Resolution 3:

- The Committee constructed the anti-sexual harassment squad for monitor and report any indecent behaviour or activities in the campus. The lists of the squad members are attached.

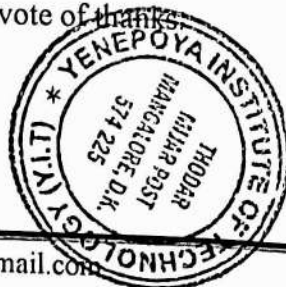
Agenda 4: To decide the action plan of the cell for the year 2019-20


Resolution 4:

- The Committee emphasized on continues awareness and sensitization for the employees and students.
- It has decided to display prominently on the main notice board Constitution of the college internal complaint committee with details of the Members such as name, Phone number, email id.





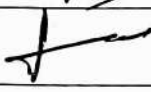
The chairperson expressed her thanks to all the members agreed that the committee will meet every academic year on a regular basis or earlier, if need to be.

The meeting ended with vote of thanks.




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR – 574 225
MANGALORE TALUK, D.K

List of the Committee members:

Sl. No	Name	Designation	Signature
1	Ms. Vani R Asst. Prof, ME	Chairperson	
2.	Dr. R.G.D'Souza Principal, YIT	Member	
3.	Dr.Jeevan Pinto Associate Prof.,CS	Member	
4.	Prof. Sashma C.H Asst. Prof, Basic Science	Member	
5.	Mr. Ashok Shetty A.O, YIT	Member	
6.	Ms. Vanitha Warden	Member	Vanitha
7.	Ms. Anusha Kotain Advocate, Mangalore Professional College Education Society	Member	Absent
8.	Mr. Manoj Y Student(VII Sem, ISE)	Member	Manoj
9.	Ms. Dakshayni Student(VII Sem, EEE)	Member	Dakshayni




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR - 574 225
MANGALORE TALUK, D.K

Anti- Sexual Harassment Committee

Squad Member list for the year 2019-2020

Sl.No	Name	Designation
1.	Dr. R.G. D'Souza Principal, YIT	Chairman
2.	Mr. Kiran A.R. Asst. Prof., ECE	Member
3.	Mrs. Jayashri P Asst. Prof., EEE	Member
4.	Mrs. Aishwarya D Shetty Asst. Prof., ISE	Member
5.	Mrs. Prabha Asst. Prof., Basic Science	Member
6.	Mr. G.B. Praveen Asst. Prof., EEE	Member
7.	Mr. Ganesh Shetty Warden	Member
8.	Mr. Ajay S Bhat Student, ME	Member
9.	Mr. Siddhanth Kotian Student, EEE	Member

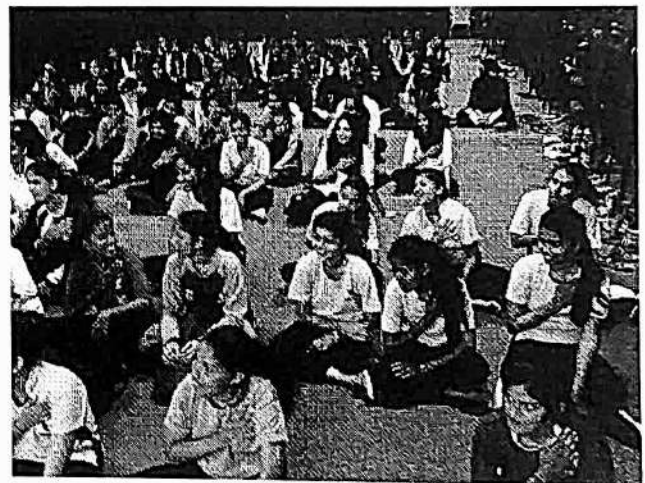




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR - 574 225
MANGALORE TALUK, D.K.

Date: 27th November 2019

Training on Self Defense Techniques

Anti-sexual Harassment committee (CICC) of Yenepoya Institute of Technology in association with Zuese Fineness Club held "Fitness Clinic" on 26th November 2019. This program contains fitness related activities such as yoga, Zumba, Functional fitness, Self Defense workshop for Women etc. This program was conducted to bring in a sense of awareness among women to counter challenging situations in future. All the female students of YIT were part of this event. Students got a brief insight of how one has to remain calm and handle difficult situations with confidence.




PRINCIPAL
YENEPOYA INSTITUTE OF TECHNOLOGY
N.H.13, THODAR, MIJAR - 574 225
MANGALORE TALUK, D.K.