

St. Joseph's College of Commerce (Autonomous), Bangalore
Sexual Harassment (Prevention and Redressal) Committee

Minutes of the Meeting- 25 August 2022

Venue: IIC Room

Sl. No	Particulars
1.	Agenda of the meeting: <ul style="list-style-type: none">• Update on the activities conducted• Discussion on any complaint brought to the notice of the cell
2.	Members Present: <ul style="list-style-type: none">• Dr. Ritty Francis (Coordinator)• Dr. Rajaram (Member)• Ms. Lissie Maria (Member)
3.	Members Absent: Ms. Natya Bopanna (Member) Dr. Pauline Priya (Member)
4.	Matters Discussed: <ul style="list-style-type: none">• The meeting started with a welcome note by Dr. Ritty Francis, the Coordinator, Sexual Harassment (Prevention and Redressal) committee at SJCC.• Dr. Ritty briefed the members about the awareness orientation that was conducted for the first-year students.• The coordinator of the committee informed the members that no written complaint has been received during the past 6 months.• The committee also decided to collaborate with the counselling department of the college to spread awareness about the rights of every student during their group counselling sessions.
5.	Activities to be submitted/ worked on: College protocol for grievance redressal mechanism, process for making complaint and conducting enquiry interim punishment & consequences as per UGC regulations.
6	The meeting ended with a Vote of Thanks.

St. Joseph's College of Commerce (Autonomous), Bangalore
Sexual Harassment (Prevention and Redressal) Committee

Minutes of the Meeting- 21 November 2022

Venue: IIC Room

Sl. No	Particulars
1.	Agenda of the meeting: <ul style="list-style-type: none">● Update on the activities conducted and protocols● Discussion on any complaint brought to the notice of the cell● Activities to be conducted from Jan 2023- May 2023
2.	Members Present: <ul style="list-style-type: none">● Dr. Ritty Francis (Coordinator)● Dr. Rajaram (Member)● Ms. Lissie Maria (Member)
3.	Members Absent: Ms. Natya Bopanna (Member) Dr. Pauline Priya (Member)
4.	Matters Discussed: <ul style="list-style-type: none">● The meeting started with a welcome note by Dr. Ritty Francis, the Coordinator, Sexual Harassment cell at SJCC.● Dr. Ritty briefed the members about the protocols in place for making a formal complaint and the process of conducting the enquiry.● The coordinator of the committee informed the members that no written complaint has been received since the last meeting.● The members unanimously suggested to take measures to increase awareness about the Sexual Harassment (Prevention and Redressal) committee and encourage students to approach the committee with their complaints, if any. <p>The following resolutions were approved:</p> <ol style="list-style-type: none">1. It was unanimously resolved to conduct activities and workshops to spread awareness on sexual harassment for students with the help of the HR and the counselling department, separately for first, second and final year students.2. It was unanimously resolved to conduct a workshop for teaching and non-teaching staff with external resource persons to sensitize them regarding sexual harassment at workplaces and to impart the knowledge and awareness about their rights, entitlements and responsibilities covered under the Act.

5.	Activities to be submitted/ worked on: <ul style="list-style-type: none"> • Contacting resource persons to deliver talks on Sexual harassment in workplaces for the staff of the institute. • Contacting resource persons and planning for sexual harassment awareness programs for students of SJCC • Posters and pamphlets to be displayed on notice boards to spread awareness among students and staff
6	The meeting ended with a Vote of Thanks.

St. Joseph's College of Commerce (Autonomous), Bangalore

Sexual Harassment (Prevention and Redressal) Committee Report 2022-23

Committee Members

Dr. Ritty Francis (Coordinator)	Coordinator
Dr. Rajaram (Member)	Member
Ms. Lissie Maria (Member)	Member
Ms. Natya Bopanna	Member
Dr. Pauline Priya	Member

Activities Conducted in 2022- 23

Sl. No	Session/Event	Date
1	Quiz was conducted for students to create	9th May 2022

	awareness on sexual harassment	
2	Orientation to first year students about sexual harassment & the cell	19th August 2022
3	International day for the elimination of violence against women was observed	25th November 2022

The institution has constituted a sexual harassment committee to ensure that the students teachers and non-teaching staff can work together in an environment that is free of gender violence, sexual harassment and discrimination. The cell works in collaboration with the counselling department and the student council of the college,

- The cell conducted an online quiz (MS Teams) to understand the level of awareness among the students at SJCC. It was observed that 80% students who took up the quiz had an understanding of various indicators of sexual harassment and its complexities.
- The annual orientation for the first-year students was given by the coordinator of the cell. They were informed about the functioning of the cell and the process.
- International day for the elimination for violence against women was observed by creating awareness among students of SJCC through the respective class mentors. The mentors interacted with the students and discussed about gender discrimination and violence against women.