



BMS INSTITUTE OF TECHNOLOGY AND MANAGEMENT
YELAHANKA, BENGALURU – 560064

College Internal Complaint Committee Annual Report (2020-21)

The College Internal Complaint Committee (CICC), BMSIT&M functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The Members of CICC are:

Dr.Sunanda Dixit	– Chair Person, Faculty
Mrs.Shilpa G	– Faculty Member
Mr. Rajesh N V	– Faculty Member
Mr.Vasappa	– Registrar, Member
Mrs. Komala	– FDA, Member
Mrs.Deepa Rafeeqe	- (Outside Representation)
Ms.Tejaswini Kantanavar	– CSE-PG, Student Member
Ms.Deeksha R	– ISE, Student Member
Mr.Suresh D.M.	– CSE, Student Member

Provision of Counselling and Support Services:

Counselling and support services are available for the students, staff and others in need on the campus. The material informing about the same is displayed on the College Website of BMSIT&M.

Women Safety and Challenges faced by Women: A Webinar on **Sexual Harassment at Workplace- Sensitization Session** was organised on 9th December 2020. Mrs. Aparna G.V. was the speaker and she spoke about the social scenario regarding the challenges faced by women and sexual harassment at work place, Advancing equality between women and men. The detailed Report is as below.

Webinar Report

Topic	Sexual Harassment at Workplace-Sensitization Session
Date	09-12-2020
Time	02:30 PM to 04:30 PM
Resource Person	Mrs. Aparna G V
Session Coordinator	Dr. Sunanda Dixit
No of Participants	180

National level webinar was organized by BMS Institute of Technology and Management in association with RVITM as a part College Internal Complaint Committee on 09/12/2020 through Virtual meet platform using google meet. The webinar convener was Dr. Sunanada Dixit, Associate Professor, Computer Science and Engineering Department, BMSIT, Bangalore and co-convener Dr. Madhura S, Assistant Professor, E&C department, RVITM. The webinar was attended by several working professionals throughout the country. There were 200+ registrations made. The webinar started with a brief introduction about the cause and importance of the session by Dr. Sunanada Dixit. Followed by which was introduction of the speaker Mrs. Aparna G V by Dr. Madhura S. Mrs. Aparna G V is a POSH specialist having 16+ years of experience in POSH expertise. She has a strong track record of creating employee friendly, safe workplaces in a broad range of industries. She spoke about various issues related to verbal and sexual harassment faced by the women at the work place.

The session was very interesting with many case studies cited as examples and there were couple of videos showcasing the problems faced by the women at work.

Madam also described some of the constitutional laws that were governing the rights of the women in the society to protect her modesty.

She introduced us to the first woman who fought against sexual harassment in India, Bhanwari Devi. She was a dalit woman who in 1992 was a social worker associated with the rural development programme of Government of Rajasthan who was gang raped. Speaker narrated her story and her fight for justice in a detailed way. On that incident it's named as Vishakha guidelines 2013. This motivated all the participants to fight against injustice faced at the environment where they work and live.

Finally, there were several questions posed by the participants that were meticulously answered by the speaker. Last but not the least, Ms. Disha from ECE dept. of RVITM delivered the vote of thanks. Hope all the participants were sensitized from this interactive and interesting session. The session is concluded by Dr. Sunanda Dixit.



BMS Institute of Technology and Management

in collaboration with



RV Institute of Technology and Management

College Internal Complaint Committee (CICC)

organising a webinar on

Sexual Harassment at Workplace- Sensitization Session
by



*MS. APARNA GV
POSH SPECIALIST*



*DR. MOHAN BABU
PRINCIPAL, BMSIT&M*



*DR. JAYAPAL
PRINCIPAL, RVITM*

PATRONS



*DR. SUNANDA DIXIT
ASSOCIATE PROFESSOR
DEPT. CSE, BMSIT&M*



*DR. MADHURA
ASSISTANT PROFESSOR
DEPT. E&C, RVITM*

WEBINAR CONVENERS

WHEN: 9TH DECEMBER 2020

TIME: 2.30 - 3.30 PM

PLATFORM: GOOGLE MEET

Register here:

<https://bit.ly/webinar-bmsitm-rvitm>

MEET LINK:

<https://meet.google.com/orf-qamr-kuf>

FORMS OF SEXUAL HARASSMENT



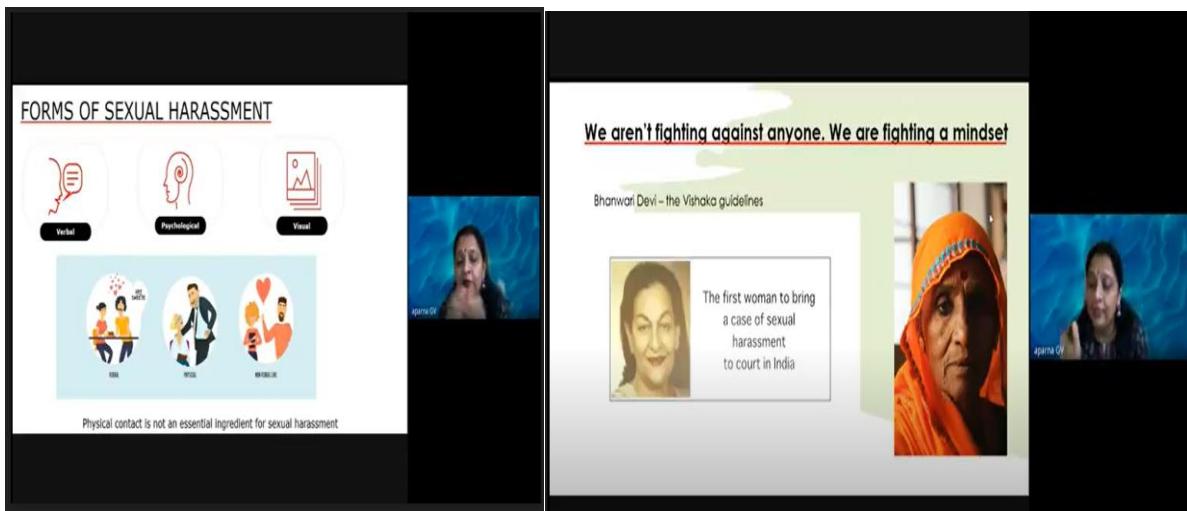
Physical contact is not an essential ingredient for sexual harassment

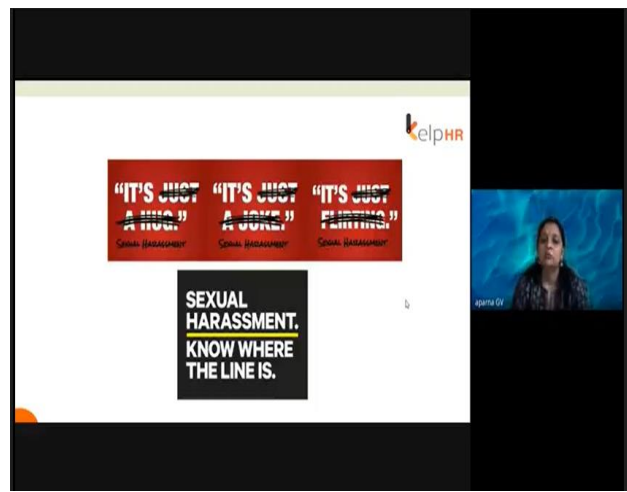
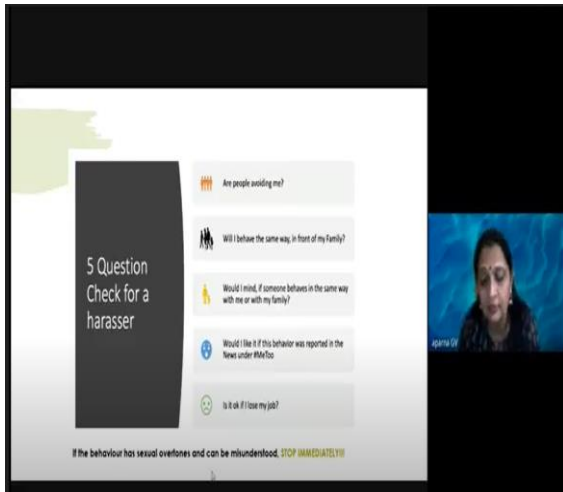
We aren't fighting against anyone. We are fighting a mindset

Bhanwati Devi - the Vishaka guidelines



The first woman to bring a case of sexual harassment to court in India





Complaint Redressal:

Sl.No	Number of complaints received
1	NIL

Date: 20-04-2021

Dr.Sunanda Dixit
(Chair Person ICC)

Dr. Mohan Babu G N
Principal,BMSIT&M,