



Sarada Vilas Educational Institutions (R.)  
ಶಾರದಾ ವಿಲಾಸ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ, ಮೈಸೂರು-04



**SARADA VILAS TEACHERS COLLEGE**

Sarada Vilas Road, K.M Puram, Mysuru-570004, Karnataka  
Affiliated to University of Mysore, Mysuru, Karnataka State, Grant in Aid College  
NAAC Accredited in 2016, "B" Grade, CGPA-2.73/4

Email ID: svctmysore@gmail.com  
Website: www.svctmysore.org

Office No: 0821-2332137  
Mob No : 7019807294

**SENSITIZATION, PREVENTION AND REDRESSAL OF SEXUAL HARASSMENT**  
**(SPARSH) COMMITTEE: 2022-23**

Sensitization, Prevention and Redressal of Sexual Harassment (SPARSH) Committee is constituted for the year 2022-23 under the chairperson of the principal of the college and the committee is as following Coordinator and the Members.

Name	Designation
Dr. K.S. Leela Principal	Chairperson
Dr. Zonia Abraham Assistant Professor	Coordinator
Dr. H.N. Vishwanath Assistant Professor	Member
Mrs. Smitha Women Police	Member
Mrs. Jyothi Member Local Community	Member
Dr. Sumthamma Associate Professor	Member
Dr. Manjunath H.M. Assistant Professor	Member
Mr. Paramesh Non-Teaching Group 'C'	Member
Mrs. Kamalakshamma Non-Teaching Group 'D'	Member
Abhirami C V Student	Member
Girish K R Student	Member

*Leela K.S*  
**Principal**

Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004



Sarada Vilas Educational Institutions (R.)  
ಸರದಾ ವಿಲಾಸ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ, ಮೈಸೂರು-04  
**SARADA VILAS TEACHERS COLLEGE**



Sarada Vilas Road, K.M Puram, Mysuru-570004, Karnataka  
Affiliated to University of Mysore, Mysuru, Karnataka State, Grant in Aid College  
NAAC Accredited in 2016. "B" Grade, CGPA-2.73/4

Email ID: [svtcmysore@gmail.com](mailto:svtcmysore@gmail.com)  
Website: [www.svtcmysore.org](http://www.svtcmysore.org)

Office No: 0821-23321  
Mob No : 701980729

**SENSITISATION, PREVENTION AND REDRESSAL OF SEXUAL HARASSMENT  
(SPARSH) COMMITTEE**

Dear students,

It is to bring to your notice that the college has a **SENSITISATION, PREVENTION AND REDRESSAL OF SEXUAL HARASSMENT (SPARSH) COMMITTEE** that works to prevent any such activities, directly or indirectly related to sexual harassment of women in our college.

Hereby, its brought to your notice that, if any student has the problem of sexual harassment or harassment in any form, he/she can lodge a complaint to the following designated officers.

**Convener:**

**Dr. ZONIA ABRAHAM**  
Assistant Professor  
Sarada Vilas Teachers College  
K M Puram, Mysore.  
Contact No. 9731714813  
[zoniaabraham1982@gmail.com](mailto:zoniaabraham1982@gmail.com)

**Principal:**

**Dr. K S LEELA**  
Principal  
Sarada Vilas Teachers College  
K M Puram, Mysore.  
Contact No. 7019807294  
[leelaks04@gmail.com](mailto:leelaks04@gmail.com)

*Keela, K.S*  
**Principal**  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004



Sarada Vilas Educational Institutions (R.)  
ಶಾರದಾ ವಿಲಾಸ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ, ಮೈಸೂರು-04

**SARADA VILAS TEACHERS COLLEGE**

Sarada Vilas Road, K.M Puram, Mysuru-570004, Karnataka  
Permanently Affiliated to University of Mysore, Mysuru, Karnataka State, Grant in Aid College  
NAAC Re-Accredited in 2016, "B" Grade, CGPA-2.73/4

5.13 9 Estd.1963



Email ID: svtemysore@gmail.com  
Website: www.svtemysore.org

Office No: 0821-2332137  
Mob No : 7019807294

## SENSITIZATION, PREVENTION AND REDRESSAL OF SEXUAL HARASSMENT (SPARSH)

### SPARSH GUIDELINES

Our college strongly believes that any kind of harassment against woman in the college premises is a violation of the fundamental rights of women to equality and we are committed to provide safe and conducive environment for all our woman students.

As per the Sexual Harassment of woman employers and students in the higher institution at (Prevention, Prohibition and Redressal) Act, 2013. Under the Act, the meaning of sexual harassment includes any one or more of the following unwelcome acts or behavior

As per the guidelines of UGC and the Supreme Court a committee has been established by the college to provide a healthy atmosphere among the students of the college. The committee deals with issues relating to redressal for sexual harassment, sexual assault, rape and other related crimes on girl students.

**Goal:** Sensitization to Prevention of and Redressal for Sexual Harassment and to ensure safe environment for girl students.

Mysore Woman Police Station Number	0821-2441552, womenmys@ksp.gov.in
Women Helpline	1091

*Keela.K.S*  
**Principal**  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004



**Sarada Vilas Educational Institutions (R.)**  
**ಶಾರದಾ ವಿಲಾಸ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ, ಮೈಸೂರು-04**  
**SARADA VILAS TEACHERS COLLEGE**



Sarada Vilas Road, K.M Puram, Mysuru-570004, Karnataka  
 Permanently Affiliated to University of Mysore, Mysuru, Karnataka State, Grant in Aid College  
 NAAC Re-Accredited in 2016, "B" Grade, CGPA-2.73/4

Email ID: svtemysore@gmail.com  
 Website: www.svtemysore.org

Office No: 0821-2332137  
 Mob No : 7019807294

### Objectives:

- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in a time bound manner.
- Aiming at ensuring support services to the victim.
- To develop principles and procedures to combat sexual harassment.
- To deal with cases related to sexual harassment against woman, any discrimination on gender bases.
- To provide the principles and procedures in combating sexual harassment.
- To provide information related to counselling and support services in our campus.
- To promote awareness about sexual harassment through educational initiatives such as drama, special talks which encourages and fosters a respectful and save campus environment.
- To prepare a detailed plan of actions both short and long term.
- To organize program related to Gender sensitization awareness.

### Definition

According to the sexual harassment of women in work place (Prevention, Prohibition and redressal Act 2013, Sexual harassment includes anyone or more of the following unwelcome acts or behaviour (Whether directly or by implications) namely.

*Neelak.S*  
**Principal**  
 Sarada Vilas Teachers College,  
 K.M. Puram, Mysore-570 004



Sarada Vilas Educational Institutions (R.)  
ಶಾರದಾ ವಿಲಾಸ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ, ಮೈಸೂರು-04



**SARADA VILAS TEACHERS COLLEGE**

Sarada Vilas Road, K.M Puram, Mysuru-570004, Karnataka  
Permanently Affiliated to University of Mysore, Mysuru, Karnataka State, Grant in Aid College  
NAAC Re-Accredited in 2016, "B" Grade, CGPA-2.73/4

Email ID: svtcmysore@gmail.com  
Website: www.svtcmysore.org

Office No: 0821-2332137  
Mob No : 7019807294

- Physical contact and advance
- A demand or request for sexual flavours : or
- Making sexual colored remarks or
- Showing pornography or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Any act falling under the purview of following cases will be considered as an incident of sexual harassment.

### Sexual Harassment includes

- Unwelcome of sexual determined behaviour (Whether directly or indirectly)
- Verbal or physical threats.
- Insulting, abusing, embarrassing and passing sexual comments.
- Offensive gestures, use of language, rumours, gossips and jokes.
- Humiliating persistent criticism The following issues are covered by the committee
  - Eve teasing
  - Unsavory remarks
  - Jokes causing or likely to cause awkwardness and embarrassment
  - Gender based insults or sexist remarks
  - Unwelcome sexual overtone in any manner such as over telephone, texts through social media.
  - Forcible physical touch and molestation.

*Devi K.S*  
**Principal**  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004



Sarada Vilas Educational Institutions (R.)  
ಶಾರದಾ ವಿಲಾಸ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ, ಮೈಸೂರು-04  
**SARADA VILAS TEACHERS COLLEGE**



Estd.1963

Sarada Vilas Road, K.M Puram, Mysuru-570004, Karnataka

Permanently Affiliated to University of Mysore, Mysuru, Karnataka State, Grant in Aid College  
NAAC Re-Accredited in 2016, "B" Grade, CGPA-2.73/4

Email ID: svtemysore@gmail.com  
Website: www.svtemysore.org

Office No: 0821-2332137  
Mob No : 7019807294

## VISSION:

To develop a healthy atmosphere where all students are treated equal, where there is no gender disparities, no discrimination based on gender, color, caste, religion etc. The complaints lodged by any of the students, teaching and non-teaching staffs will be treated with dignity and respect and the complaints registered shall be maintained confidential.

## Guidelines:

1. The Internal Complaint Committee shall protect students and woman staff from any form of sexual abuse.
2. The committee will take initiative in addressing any complaints from women students and women staff.
3. We will provide a safe and healthy environment for the overall development of the girl student.
4. Talks on gender Sensitization and woman empowerment will be arranged.
5. In case of any incidence the complaint shall be in writing, typed and signed by the victim or the aggrieved lady student, next friend or the co-worker of the aggrieved woman. If unable to write the complaint then shall file a complaint orally and needs a witness duly signed.

If a false complaint is registered and if it is proved to be false the Petitioner will be Punishable.

*Deela K.S*  
**Principal**  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004



Sarada Vilas Educational Institutions (R.)  
ಶಾರದಾ ವಿಲಾಸ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ, ಮೈಸೂರು-04  
**SARADA VILAS TEACHERS COLLEGE**



Estd.1963

Sarada Vilas Road, K.M Puram, Mysuru-570004, Karnataka

Permanently Affiliated to University of Mysore, Mysuru, Karnataka State, Grant in Aid College

NAAC Re-Accredited in 2016, "B" Grade, CGPA-2.73/4

Email ID: svctmysore@gmail.com  
Website: www.svctmysore.org

Office No: 0821-2332137  
Mob No : 7019807294

If the Internal Committee arrives at a conclusion that the allegation against the respondent is malicious/ false or misleading it may recommend to the competent authority to take action against the person who has made the false complaint.

*Keela S.S.*  
**Principal**  
Sarada Vilas Teachers College.  
K.M. Puram, Mysore-570 004

ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾರ್ಯಸೌಧ,  
ಕ್ರಾಫರ್ಡ್ ಭವನ, ಮೈಸೂರು  
ದಿನಾಂಕ:05-12-2012

ಸಂಖ್ಯೆ:ಜಎಲ್.5/103(ಎ-2)/2001-02

ಅಧಿಸೂಚನೆ

ವಿಷಯ: ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ವಾರ್ಷಿಕ ದೌರ್ಜನ್ಯ ತಡೆಗಟ್ಟುವ ಬಗ್ಗೆ ರಚಿಸಿರುವ  
ಅಧಿನಿಯಮಕ್ಕೆ ಕಾರ್ಯಾಧಿಕಾರಿಗಳ ಅಂತಿಮಗೊಂಡಿರುವ ಬಗ್ಗೆ.

ಉಲ್ಲೇಖ: ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು, ಶಿಕ್ಷಣ ಇಲಾಖೆ (ಅನುಷ್ಠಿತ ಶಿಕ್ಷಣ), ಬಹುಮಹಡಿ ಕಟ್ಟಡ,  
ಬೆಂಗಳೂರು ಅವರ ಪತ್ರ ಸಂಖ್ಯೆ:ಇಡಿ.11.ಎಂ.ಎಂ.ಎಸ್/2012, ದಿನಾಂಕ 06-11-2012.

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು, ಶಿಕ್ಷಣ ಇಲಾಖೆ (ಅನುಷ್ಠಿತ ಶಿಕ್ಷಣ), ಕರ್ನಾಟಕ ಸರ್ಕಾರ, ಬೆಂಗಳೂರು ಇವರು  
ದಿನಾಂಕ 06-11-2012ರ ತಮ್ಮ ಪತ್ರದಲ್ಲಿ ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ವಾರ್ಷಿಕ ದೌರ್ಜನ್ಯ ತಡೆಗಟ್ಟುವ ಬಗ್ಗೆ  
ರಚಿಸಿರುವ ಅಧಿನಿಯಮಗಳಿಗೆ ದಾಖಲೆ ವಿಲಾಧಿಪತ್ರಿಕೆಗಳು ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾನಿಲಯಗಳ ಕಾಯ್ದೆ 2000  
ಪ್ರಕರಣ 41(6)ರನ್ವಯ ದಿನಾಂಕ 18-10-2012ರಂದು ಅನುಮೋದನೆ ನೀಡಿಬಿಟ್ಟಿರುವುದು ತಿಳಿಸಿರುತ್ತಾರೆ. ಈ  
ವಿಷಯವನ್ನು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಎಲ್ಲಾ ಅಧ್ಯಯನ ವಿಭಾಗಗಳ ಅಧ್ಯಕ್ಷರುಗಳಿಗೆ ನಿರ್ದೇಶಕರುಗಳಿಗೆ, ಬಟವಾಡೆ  
ಅಧಿಕಾರಿಗಳಿಗೆ ಜಾಗೂ ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜಿತ ಕಾಲೇಜುಗಳ ಪ್ರಾಂಶುಪಾಲರುಗಳಿಗೆ ಈ  
ಮೂಲಕ ತಿಳಿಸಲಾಗಿದೆ.

ಕರಡು ಕುಲಸಚಿವರಿಂದ ಅನುಮೋದಿಸುವ

*(Signature)*  
ಕುಲಸಚಿವರ/ಕರಡು

ಇವರಿಗೆ:

1. ಕುಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯದರ್ಶಿಗಳು, ರಾಮಭವನ, ಬೆಂಗಳೂರು.
2. ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸರ್ಕಾರ ಶಿಕ್ಷಣ ಇಲಾಖೆಯ ಕಾರ್ಯದರ್ಶಿಗಳು (ವಿಶ್ವವಿದ್ಯಾನಿಲಯ), ಬಹುಮಹಡಿಗಳ  
ಕಟ್ಟಡ, ಬೆಂಗಳೂರು.
3. ಅಧ್ಯಕ್ಷರು, ಎಲ್ಲಾ ಸ್ನಾತಕೋತ್ತರ ಅಧ್ಯಯನ ವಿಭಾಗ, ಮಾ.ಸಸಗಂಗೋತ್ರಿ, ಮೈಸೂರು.
4. ನಿರ್ದೇಶಕರು, ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, ವಾಸನ / ಮಂಡ್ಯ.
5. ಸಂಯೋಜನಾಧಿಕಾರಿಗಳು, ಚಾಮರಾಜನಗರ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ, ಚಾಮರಾಜನಗರ.
6. ಎಲ್ಲಾ ಬಟವಾಡೆ ಅಧಿಕಾರಿಗಳು, ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮೈಸೂರು.
7. ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ದಾಖಲೆ/ಆಡಳಿತಕೋಶಕ್ಕೆ ಕಾಲೇಜುಗಳ ಪ್ರಾಂಶುಪಾಲರುಗಳಿಗೆ.
8. ಪ್ರಾಂಶುಪಾಲರು, ಮಹಾರಾಜ ಕಾಲೇಜು/ಯುವರಾಜ ಕಾಲೇಜು/ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಸಂಜೆ  
ಕಾಲೇಜು/ಲಲಿತಕಲೆಗಳ ಕಾಲೇಜು/ದೈವಿಕ ಶಿಕ್ಷಣ ಕಾಲೇಜು ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮೈಸೂರು.
9. ಕುಲಸಚಿವರು (ಪರೀಕ್ಷಾಂಗ), ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮೈಸೂರು.
10. ಹಣಕಾಸು ಅಧಿಕಾರಿಗಳು, ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮೈಸೂರು.
11. ಸರ್ಕಾರಿ ಲೆಕ್ಕಪರಿಶೋಧಕರು, ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮೈಸೂರು.
12. ಕುಲಸಚಿವರು/ ಸಹಾಯಕ ಕುಲಸಚಿವರು, (ಶೈಕ್ಷಣಿಕ/ಆಡಳಿತ), ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ,  
ಮೈಸೂರು.
13. ಅಧೀಕ್ಷಕರು, (ಸಿಬ್ಬಂದಿ/ಶೈಕ್ಷಣಿಕ/ಆಡಳಿತ/ಪ್ರಾಧಿಕಾರ ಎವಾಗ), ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮೈಸೂರು.
14. ನಾಯಕನಿರ್ದೇಶಕರು ಇಟಿ-1/ಇಟಿ-2/ಇಟಿ-3/ಇಟಿ-4/ಇಟಿ-5/ಇಟಿ-7/ಇಟಿ-8 ಮತ್ತು ಇಟಿ-9, ಆಡಳಿತ  
ಶಾಖೆ, ಮೈಸೂರು, ಮೈಸೂರು.
15. ಕುಲಸಚಿವರು/ಕುಲಸಚಿವರ/ಕುಲಸಚಿವರು (ಪರೀಕ್ಷಾಂಗ)/ಹಣಕಾಸು ಅಧಿಕಾರಿಗಳ ಆಪ್ತ ಸಹಾಯಕರು,  
ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಮೈಸೂರು.
16. ಕೆಲವೆರಿ ಪ್ರತಿ, 05.25.8F

*Seelank*  
Principal  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004




STATUTES FRAMED IN VIEW OF GUIDELINES LAID DOWN BY THE SUPREME COURT IN VISHAKA'S CASE FOR PREVENTION OF SEXUAL HARASSMENT IN WORK PLACES, UNDER SECTION 29 (2) (b) and (t), SECTION 42(1) (a), SECTION 42 (1) (L) AND Sec. 77 (1) and (2) of K.S.U Act. 2000

**1. Short Title and Commencement:**

- a) These Statutes may be called the "Statutes Governing Sensitization to, Prevention of, and Redressal for Sexual Harassment in the University (SPARSH)."
- b) They shall come into force from the date of assent of the Chancellor.

**2. Definitions:**

- a) "APEX BODY" means the Apex body of SPARSH (ABS)
- b) "DISCIPLINARY AUTHORITY" in relation to imposition of penalty on an employee or a student of the University means the authority competent under these or other relevant Statutes to impose on the employee or on the student, that penalty.
- c) "EMPLOYEE" means any person appointed to any post in the University and includes any person whose services are temporarily placed at the disposal of the University including those working under 'outsourcing' arrangements.
- d) "EMPLOYER" means the authority empowered to make appointments or the authority which appointed the employee, including those working under 'outsourcing' arrangements.



Vice Chancellor  
University of Mysore  
Mysore-570 005



7/8/12  
Principal  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004

Kedla. K. S.  
Principal

Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004

c) "SEXUAL HARASSMENT" includes unwelcome sexually determined behaviour (whether directly or by implication) such as -


- i) Eve-teasing
- ii) Unsavoury gender based remarks
- iii) Gender based jokes causing or likely to cause awkwardness or embarrassment
- iv) Gender based innuendoes and taunts
- v) Gender-based insults or sexist remarks
- vi) Unwelcome sexual overtone in any manner such as obnoxious telephone calls and the like
- vii) Touching or brushing against any part of the body and the like
- viii) Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
- ix) Forceible physical touch or molestation
- x) Physical confinement against one's will and any other act likely to violate one's privacy
- xi) A demand or request for sexual favours

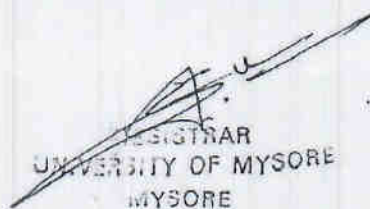
and also includes any act or conduct by a male person in authority which denies or would deny equal opportunity in pursuit of career development or otherwise make the environment at the workplace hostile or intimidating to a woman, only on the ground of sex/gender.

Notwithstanding what is stated above

Where any comment, act or conduct is directed against any woman and such affected party has a reasonable apprehension that;

- It is humiliating and may constitute a health and/ or safety problem or affront to modesty and dignity.

  
Principal  
Sarada Vilas Teachers College  
K.M. Puram, Mysore

  
REGISTRAR  
UNIVERSITY OF MYSORE  
MYSORE

*Leela K.S*

**Principal**

**Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004**

- It is discriminatory, as for instance when the victim has reasonable grounds to believe that the objection by her would disadvantage her in connection with her employment or study, including recruitments or promotion or advancement or when it creates a hostile environment, or

- It would result in adverse consequences if the affected party does not consent to the conduct or raises any objection,

It shall be deemed to be sexual harassment.

f) "STUDENT" means a person who has registered himself / herself as a student of the University for any course/degree/diploma/certificate.

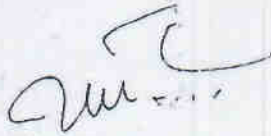
**Explanation:** Any complaint by or against the student under these Statutes shall not be entertained later than one year after the student obtains his/her degree/diploma/certificate.

g) "UNIVERSITY" means the University of Mysore.

h) "UNIVERSITY COMPLAINTS COMMITTEE (UCC)" means the committee constituted to deal with the complaints of the victims of sexual harassment.

i) "WORKPLACE" in relation to an "Employee" means a building or structure belonging to the University, along with land appurtenant to such building or structure, as well as all other lands belonging to the University including playgrounds etc., used for University purposes and in relation to a student shall include all the above said places as well as such structures and lands appurtenant thereto and belonging to the affiliated colleges/ autonomous colleges / recognized institutions.

**Applicability:** Notwithstanding anything contained in the Mysore University Employees CCA Statutes and Mysore University Students

  
Vice Chancellor  
University of Mysore  
Mysore-570 005

  
Principal  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004

(Disciplinary Control) Ordinances, these Statutes shall apply to the employees and students, in the event of any complaint of sexual harassment in workplaces against them.

3. **Obligations of University:**


a) The University shall, through a notification in each academic year notify the names and contact details of the members of ABS and UCC and they shall be responsible for gender sensitisation and enquiries into complaints of sexual harassment.

b) The University will ensure that the policy is included in the Admission Brochure and circulated at the time of admission. The University will ensure that recruitment announcements to all academic and non-teaching positions include the following statement, as notification of the policy. - "The University has a policy against sexual harassment and is committed to providing an environment free from gender discrimination and harassment".

c) In order to ensure the permanent placement of the policy, the University shall arrange for several copies to be placed on boards for display in prominent places.

d) The University shall provide legal, medical and counselling assistance to those complainants who have to take recourse to the law.

e) The University shall forward to the Government Departments concerned such as the Department of Higher Education, the Department of Women and Child Development, The Karnataka State Commission for Women, the Scheduled Caste and Tribes Commission, the Backward Classes Commission, the Minority Commission etc., the Annual Report

  
Registrar  
University of Mysore  
Mysore-570 005

  
REGISTRAR  
UNIVERSITY OF MYSORE  
MYSORE

  
**Principal**  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004

together with a written record on the Action upon the decision/recommendations of the UCC.

**4. Constituent bodies of SPARSH:** SPARSH shall include the Apex Body of SPARSH (ABS) and the University Complaints Committee (UCC).

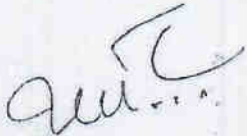
**5. Constitution of ABS:** The ABS shall consist of the following members who will be nominated by the Syndicate.

- a) Five members representing various faculties/Centres of the University, of which at least three shall be women.
- b) Two students of whom at least one shall be a girl (names to be proposed by Director, Student Welfare).
- c) Two members from the non-teaching staff, of whom at least one shall be a woman.
- d) One woman representative from an NGO concerned with women's issues.
- e) One woman advocate.
  - i) The Chairperson shall be a woman faculty member.
  - ii) At least one member of the ABS shall be a woman belonging to SC/ST.

**Explanation:** In making nominations to the ABS the Syndicate shall ensure that the nominees possess concern for women's issues.

**6. Functions and Powers of ABS:**

- a) To emphasize the commitment of the University to provide a workplace free of gender-based discrimination, sexual harassment and other acts of gender-based violence.

  
The Chairperson  
University of Mysore  
Mysore-570 005

  
REGISTRAR  
UNIVERSITY OF MYSORE  
MYSORE

  
**Principal**  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004

- b) To promote an environment in the workplace which will raise awareness about gender based discrimination and prevent sexual harassment and other acts of gender based violence.

7. **Constitution of UCC:** The Syndicate shall nominate the members of the UCC from among the members of the ABS. It shall comprise the following:


- a) Two faculty members- one male and one female.
- b) One non-teaching staff.
- c) The woman representative from the NGO concerned with women's issues.
- d) One woman advocate.

-The UCC shall designate one of its women members as Member Secretary.

-The Chairperson shall be a woman member of the faculty, other than the Chairperson of the ABS nominated by the Syndicate.

8. **Functions and Powers of UCC:**

- a) To comply with the directives of the Supreme Court enjoining all employees to develop and implement a policy against sexual harassment at the workplace.
- b) To evolve a permanent mechanism for prevention and redressal of gender based discrimination, sexual harassment and other acts of gender based violence.
- c) To ensure that the provisions of the Statutes are implemented in letter and spirit through proper reporting and redressal of the complaints.

  
Vice-Chancellor  
University of Mysore  
Mysore-570 005

  
REGISTRAR  
UNIVERSITY OF MYSORE  
MYSORE

  
Principal  
Sarada Vilas Teachers College,  
M. Puram, Mysore-570 004

- d) To cause wide publicity to be given in respect of filing complaints.
- e) Taking cognizance of complaints about sexual harassment, the UCC shall conduct enquiries, provide assistance and redressal to the victims, and recommend penalties and other action to be taken.

**9. Term of office of Chairperson and Members of ABS and UCC:**

- a) The Chairperson and members shall hold office for a term of three years from the date on which they assume office.
- b) Provided that the Chairperson and members shall not hold office for more than two terms.

**10. Vacancy of the Office of Chairperson or members of ABS/UCC:**

If the office of the Chairperson or any other member becomes vacant or if either of them remains absent without written intimation for three consecutive meetings or for two months, whichever is greater another member may be appointed to fill the vacancy. The new Chairperson/member shall be nominated by the Vice-Chancellor.

**11. Procedures for transaction of business Of ABS:**

The ABS shall hold at least four meetings/programmes in an academic year. The procedures to be adopted at the meeting shall be prescribed by the rules of business to be framed by the ABS.

**12. Procedure for Filing Complaints with the UCC:**

- a) The complaint may be oral or in writing. If it is oral, it shall be recorded in writing by the receiving authority.
- b) Any student, service provider, faculty member or non-teaching staff may lodge a complaint of sexual harassment against a student, service provider, faculty member or non-teaching staff.



Vice Chancellor  
University of Mysore  
Mysore-570 005



Principal  
Sarada Vilas Teachers College  
K.M. Puram, Mysore-570 004

*Keela K.S*  
**Principal**  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004


Save that this shall not exclude those rendering services in the University even if they are not employees.

- c) Complaints are to be registered maintaining strict confidentiality.
- d) The affected party may lodge a complaint to anyone of the following;
  - i) The Vice-Chancellor/Registrar/Director of Student Welfare.
  - ii) Principal of the College concerned/Chairperson of the Department concerned.
  - iii) Chairperson or member of the UCC.

On receipt of the complaint the person receiving it shall forward it to the Chairperson of the UCC within 24 hours.

**13. Procedure for processing complaints:**

- a) UCC shall examine if there are sufficient grounds for conducting a formal enquiry. In the event of the UCC concluding that further enquiry is not necessary the matter will be dropped.
- b) The formal inquiry shall commence within a week of receipt of complaint by the UCC and shall be completed within two months. If the UCC is unable to complete the enquiry within the stipulated time it may seek extension of time from the Vice-Chancellor.
- c) The UCC shall forward a copy of the complaint to the opposite party, directing him to give his version of the case, within a period, of 15 days which may be extended by another 15 days.
- d) Where the opposite party, on receipt of the copy of the complaint, referred to him files a written reply admitting the allegation, made in the complaint, and if such allegation amounts to sexual harassment in the work place, the UCC may record its findings of guilt including its opinion on the gravity of the offence and submit a report to the Vice-Chancellor for appropriate action.


  
Registrar  
University of Mysore  
Mysore-570 006

  
REGISTRAR  
UNIVERSITY OF MYSORE  
MYSORE

*Keda.K.S*  
Principal  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004



- e) Where the opposite party omits or fails to take any action to represent his case, within the time given to him, even after due service of the copy of the complaint on him, the UCC shall proceed to record its finding on the basis of oral and documentary evidence, brought to its notice by the complainant.
- f) Where the opposite party denies or disputes the allegation contained in the complaint, the UCC may institute an enquiry.
- g) The UCC shall proceed to conduct the enquiry as follows:
  - i) Permit the parties to call for any document or other material object, mentioning the relevance of the said documents or material objects and take steps to secure those documents or material objects before commencing the recording of oral evidence
  - ii) List of witnesses from both the parties shall also be filed before the UCC for the recording of oral evidence
  - iii) The copies of documents and the list of witnesses filed by parties shall be furnished to the other party
  - iv) Record the oral evidence of the complainant and her witnesses, after giving full opportunity to the opposite party to cross examine them
  - v) Allow the opposite party to examine themselves and/or examine such witnesses whom he desires to examine and give opportunity to the complainant to cross examine them
  - vi) Receive such documentary evidence that may be adduced by the Parties
  - vii) The complainant and/ or opposite party, with the permission of the UCC may choose to produce additional documents/materials and may choose to examine additional witnesses. The UCC either suo-motto or at the instance of the complainant and/ or opposite party may also call for documents, material objects which are relevant and necessary for arriving at a just conclusion of the matter in dispute

  
Vice-Chancellor  
University of Mysore  
Mysore-570 005

  
REGISTRAR  
UNIVERSITY OF MYSORE  
MYSORE

  
Principal  
Sarada Vilas Teachers College,  
Durga, Mysore-570 000

- viii) Allow both parties to present their arguments orally and/ or in writing
- ix) The UCC may also examine the parties and witnesses
- x) The UCC may summon any person and may also verify any vital aspects by making such inspection as may be required
- xi) Consider the evidence adduced and the arguments and arrive at findings and submit a report to the Vice-Chancellor with the recommendation for appropriate action

h) The Vice-Chancellor shall cause a copy of the report to be served on the complainant and the opposite party and consider their representations, if any, and take such action as he/she deems fit. He/she may impose any penalty which he/she is competent to impose on the employee or the student or place the matter before the Syndicate to impose any penalty that could be imposed by it on the employee or the student or direct the head of the college/hostel/institute to take appropriate action.

i) However, if in the opinion of the Vice-Chancellor, the enquiry/report suffers from serious infirmities so as to cause injustice to any of the parties, the Vice-Chancellor may refer the matter back to the University Complaints Committee for further enquiry and the UCC shall thereupon proceed to hold such further enquiry as may be necessary.

14. **Third party harassment:** If the sexual harassment occurs as a result of any act by any third party or outsider, the employer and the person/s in charge of the workplace shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

  
Vice-Chancellor  
University of Mysore  
Mysore-570 005

  
REGISTRAR  
UNIVERSITY OF MYSORE  
MYSORE

*Seeta.K.S*  
**Principal**  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004

**15. Protection for the complainant and witnesses:** The employer shall ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the accused or their own transfer.


**16. Constitution of complaints committees by Affiliated/ Autonomous Colleges/ Recognized Institutions:** Notwithstanding anything contained in the Statutes relating to the granting of affiliation/autonomous status to all such affiliated/autonomous and recognized Institutions, such body shall also constitute a similar Complaints Committee and take action against acts of sexual harassment against women in the work place.

**17. Penalties and empowered authorities:**

a). In respect of Employees-

Penalties	Empowered authorities
i Censure	Vice-Chancellor
ii Fine not exceeding Rs.10,000/- (Ten thousand only)	Vice-Chancellor
iii Withholding of increments without Cumulative effect	Syndicate
iv Withholding of increments with cumulative effect	Syndicate
v Reduction in rank or pay	Syndicate
vi Compulsory Retirement	Syndicate
vii Removal from service	Syndicate

b). In respect of Students:

  
Vice-Chancellor  
University of Mysore  
Mysore - 570 004

  
Principal  
Sarada Vilas Teachers College,  
K.M. Puram, Mysore-570 004

**Penalties**

**Empowered authorities**

i	Warning	Vice-Chancellor
ii	Fine, not exceeding Rs. 10,000/- (Ten thousand only)	Vice-Chancellor
iii	Debarring from examinations	Syndicate
iv	Rustication from the college or hostel or an institution	Syndicate
v	Cancellation of admission to the Course to which he was admitted	Syndicate


**18. Savings:** Nothing contained in these Statutes shall prejudice any rights available to the employer/employee / student or prevent any person from seeking any legal remedy under any law in force.

Where such conduct amounts to an offence under the Indian Penal Code or under any law, the employer shall initiate appropriate action in accordance with the law, by making a complaint to the appropriate authority.

**19. Repeal:** The existing Rule relating to sexual harassment on women employees shall stand repealed.

  
Vice Chancellor  
University of Mysore  
Mysore-570 005

  
Registrar,  
University of Mysore  
Mysore.

  
H.R. BHARDWAJ  
Chancellor

  
**Principal**  
Sarada Nilas Teachers College,  
K.M. Puram, Mysore-570 004