



# CHRIST COLLEGE

## OF SCIENCE AND MANAGEMENT

Approved by AICTE, New Delhi | Affiliated to Bangalore North University | Recognised by Govt. of Karnataka  
Hosur-Malur Main Road, Alambady, Malur, Karnataka - 563160

**Name of the Cell:** Anti-Sexual Harassment Committee

### **Description of the Cell:**

The Anti-Sexual Harassment Committee at Christ College of Science and Management, Alambady, is a statutory body committed to creating a safe, secure, and gender-just environment for students, faculty, and staff. The cell functions in accordance with the UGC regulations and the directives of the Supreme Court to prevent and address any instance of sexual harassment within the institutional premises.

Guided by the principles of equity, dignity, and respect for all, the committee ensures that complaints of sexual harassment are treated with seriousness, confidentiality, and urgency. It further aims to build awareness about gender sensitivity and to eliminate all forms of sexual misconduct through education, vigilance, and active redressal mechanisms.

The vision of the committee is to foster an environment free from discrimination and harassment, where all members of the academic community can pursue their goals with dignity. The mission is to take proactive steps for awareness generation, timely redressal of grievances, and implementation of preventive policies, thereby ensuring that the college is a safe space for all.

### **Core Functions and Services:**

#### **Complaint Redressal Mechanism:**

The committee addresses oral or written complaints of sexual harassment, including unwelcome advances, comments, or conduct of a sexual nature. A formal procedure ensures timely and fair resolution with appropriate actions based on inquiry findings.

#### **Sensitization and Awareness Programs:**

To instill gender sensitivity and prevent sexual harassment, the committee regularly organizes seminars, awareness drives, poster campaigns, and educational sessions for students and staff.



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### **Anti-Sexual Harassment Squad:**

A mobile squad operates under the direction of the committee to monitor the campus, ensure vigilance, and take immediate action in case of any reported or observed misconduct.

### **Policy Dissemination:**

The policy is shared with all stakeholders through orientations, digital platforms, and notice boards. Efforts are made to ensure that new students and staff are aware of their rights and the procedures for seeking redressal.

### **Confidentiality and Non-retaliation:**

The committee guarantees strict confidentiality in handling complaints. Retaliation against complainants, witnesses, or members of the committee is strictly prohibited.

### **False/Baseless Complaints Clause:**

The cell also addresses instances of malicious or baseless complaints with sensitivity and fairness, taking appropriate disciplinary action if a complaint is proven to be false after due inquiry.

### **Key Achievements and Impact:**

During the academic year, the Anti-Sexual Harassment Committee has made notable strides in creating a more informed and secure campus atmosphere. Highlights include:

Organized gender sensitization workshops for first-year students and newly recruited staff.

Launched an awareness campaign through posters, handouts, and classroom talks.

Conducted a training session for faculty on legal and ethical responsibilities in preventing sexual harassment.



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Maintained a zero-tolerance policy, with no reported incidents escalating to legal action—reflecting the preventive success of the committee's vigilance and awareness efforts.

Strengthened the grievance redressal system, ensuring that the redressal procedures are known, accessible, and student-friendly.

Engaged in collaborations with the Counselling and Mentoring Cells to provide integrated emotional and legal support to complainants.

The committee remains steadfast in its goal to uphold a culture of respect and safety. Continued vigilance, responsive mechanisms, and sustained awareness activities have ensured that students and staff alike recognize the institution as a safe space.

## **Our Team (Composition - 2023-24):**

The Anti-Sexual Harassment Committee consists of committed individuals from various roles within the institution:

Sl. No	Name	Designation
1	Fr. Jince George CMI	Principal
2	Fr. Ebin V Francis CMI	Vice Principal
3	Ms. Athilakshmi S	Faculty Coordinator
4	Dr. P Rajalakshmi	Faculty Coordinator
5	Mr. Godwin George	Faculty Coordinator



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For queries or support, contact us at:

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