



College Internal Complaint Committee (CICC)

Objective

BGS College of Engineering and Technology (BGSCET) has established Prevention of Sexual Harassment that governs the processes required to prevent sexual harassment at the workplace.

This document specifies the scope and this policy implementation at BGSCET.

Committee Members

No.	Name	Designation & Department	Role
1.	Dr. Deepthy D	Associate Prof. & Head, Dept. of Mathematics	Chairperson
2.	Mr. Hanumesh G K	Office Superintendent	Member
3.	Dr. Manjula G	Associate Prof. & Head, Department of CSE	Member
4.	Dr. Jalaja G.	Professor & Head, Department of AI&ML	Member
5.	Dr. Chaitra Naveen	Associate Prof. & Head, Department of ISE	Member
6.	Mrs. Dhanalaksmi B S	Principal's Secretary	Member
7.	Tomcy R	Program Coordinator Durga India	Member
8.	Mr. Shashikiran B S	Student, 2 nd year ISE	Member
9.	Ms. Sinchan D	Student, 2 nd year AIML	Member

BGSCET believes that all employees & students should be afforded the opportunity to work & study in an environment free of sexual harassment. Sexual harassment is a form of misconduct that undermines the employment relationship. No employee/ student, either male or female,

should be subjected verbally or physically to unsolicited and unwelcome sexual overtures or conduct.

Sexual harassment refers to behaviour that is not welcome, that is personally offensive, debilitates morale and therefore, interferes with work effectiveness. Such behaviour may be in the form of unwanted physical, verbal or visual sexual advances, requests for sexual favours, and other sexually oriented conduct which is offensive or objectionable to the recipient, including, but not limited to: epithets, derogatory or suggestive comments, slurs or gestures and offensive posters, cartoons, pictures or drawings.

BGSCET will not tolerate any behaviour that amounts to sexual harassment and any employee or student found to have committed sexual harassment shall be subjected to disciplinary action including dismissal.

Scope



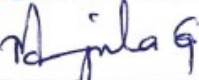
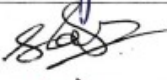

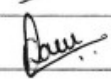
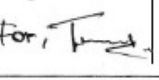

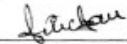
The scope of this policy may include but not be limited to the following.

1. In or outside the college building.
2. In the course of work assignments outside the college.
3. At work-related conferences, studies or training sessions.
4. During work related travel.


All employees (including contract employees) and students of BGSCET shall receive a copy of BGSCET's sexual harassment policy while joining the college. If BGSCET should amend or modify its sexual harassment policy, they will receive an individual copy of the amended or modified policy.

To Whomsoever it may concern

I hereby submit my acceptance as a member of CICC and ensure that the complaints will be dealt in a sensitive, equitable, timely and highly confidential manner.

No.	Name	Designation & Department	Role	Signature
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Dr. Deepthy D.
Chairperson


Dr. Ravikumar G K
Principal
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