

**Minutes of the Meeting**  
**Academic Year 2016-2017**

**KOVAI KALAIMAGAL COLLEGE OF ARTS AND SCIENCE**  
**(An Autonomous Institute Affiliated to Bharathiar University)**  
**Re-accredited with "A" Grade by NAAC**  
**Narasipuram Post, Coimbatore – 641 109**

Ref: KKCAS/SHCC/2016 -17/01

28.5.2016

Circular

Sexual Harassment Curb Committee meeting will be held on 4.6.2016 (Friday) at 10.a.m in the Principal's Room. All the members of the committee are requested to attend the meeting without fail.

  
Principal

**Principal**  
Kovai Kalaimagal College of Arts and Science  
Narasipuram Post, Coimbatore - 641 109.

**KOVAI KALAIMAGAL COLLEGE OF ARTS AND SCIENCE**

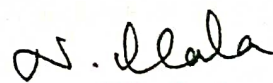
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**SEXUAL HARASMENT CURB COMMITTEE MEMBERS -- 2016-2017**

Sl.No	Name of the member	Designation
1	Dr A.A. Sivakumar	Principal/ Chairman
2	Dr V.Vijayalakshmi	Dean /Convener
3	Dr N.Mala	Faculty Member
4	Mrs.P.Vasanthi	Faculty Member
5	Mrs.N.Deepalatha	Non Teaching staff
6	Mrs.R.Gayathri	Non Teaching staff
7	Prithika .M	Student of II B.Com
8	Pavithra .R	Student of II BCA



Principal


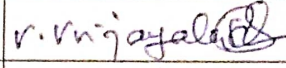
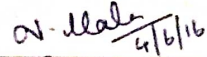
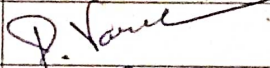
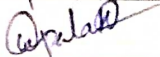
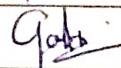
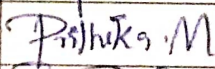

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**MINUTES OF MEETING SEXUAL HARASMENT CURB COMMITTEE - 2016-17**

Minutes of the meeting of Sexual Harassment Curb Committee was held on 4.6.2016 in the Principal's Chamber at 3.00 pm .

The following members were present:

Sl.No	Name of the member	Designation	Signature
1	Dr A.A. Sivakumar	Principal / Chairman	
2	Dr.V.Vijayalakshmi	Dean/ Convener	
3	Dr.N.Mala	Faculty Member	
4	Mrs.P.Vasanthi	Faculty Member	
5	Mrs.N.Deepalatha	Non Teaching staff	
6	Mrs.R.Gayathri	Non Teaching staff	
7	Prithika .M	Student of II B.Com	
8	Pavithra .R	Student of II BCA	

Meeting commenced with welcome address by the Principal. After detailed discussion about the incidents of the Sexual Harassment in Educational Institutions and work places and their impacts on the members of the society, the following resolutions were passed.

- Resolved to make the students, teaching and nonteaching staff of both sex aware of the kinds of grievances and complaints that can be brought under the category of Sexual Harassment and the punishment that can be given by the court of law to the persons who are indulging in such acts.
- Resolved to display posters with the helpline numbers at prominent places in the campus.
- Resolved to make all those concerned aware of the Code of Conduct of the college, norms for use of library, laboratory , office and public places and also the consequences of violating the code.

- Resolved to get declaration form signed by all those concerned accepting the code.
- Resolved to make the women students know about the procedure for filing complaints in case they get affected.
- Resolved to conduct the detailed enquiry within 15 days from the day of incidence and the guilt should be proved, beyond any reasonable doubt with adequate evidences. Once the guilt is proved the concerned persons should be punished as per the guidelines issued by the Government of Tamil Nadu.
- As there was no other matters to be discussed, the meeting was concluded with the vote of thanks proposed by the convener.

  
PRINCIPAL

**Principal**  
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The Sexual Harassment of women in the Workplace (Prevention, Prohibition and Redressal) Act 2013 (commonly known as the PoSH Act) has developed a grievance procedure in the form of a grievance redressal forum called the Internal Complaints Committee or ICC.

Under Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH), it is mandatory for all workplaces to have ten or more employees to frame an anti-harassment policy

The College has established the Sexual Harassment Curb Committee in the year 2016. The committee intends to take care of complaints from women and solve the problems according to UGC guidelines and Supreme Court orders. The committee creates awareness on sexual harassment redressal mechanisms. Informal methods are first adopted to resolve the problems amicably. If necessary, the Committee conducts a detailed enquiry. Humanistic approach is adopted while dealing with the complaint. Safe and fearless environment will be created to speak openly about the harassment.

**Sexual Harassment**

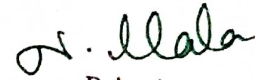
Sexual harassment is about indecent behaviour (whether directly or by implication) such as physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography, or any other unpleasant physical /verbal / non-verbal conduct of a sexual nature. Sexual harassment is a form of violence against women and is also a human rights violation. It is a violation of fundamental rights as laid down in the Indian Constitution. Such behaviour transgresses common dignity and gender equality and denies equal opportunity.

According to the definition of The Supreme Court of India, sexual harassment is any unwelcome sexually determined behaviour, such as:-

- Physical contact
- A demand or request for sexual favours
- Sexually coloured remarks

- Showing pornography
- Any other physical, verbal or non-verbal conduct of a sexual nature.

Combating sexual harassment can be best achieved by building women's confidence (including conducting self-defense classes on campuses). Students should be enabled to protest against incidents as and when they happen. A sporadic incident can possibly be tackled right away, but all forms of abuse of power or sources of ongoing discomfort and fear based on unwanted sexual attention must be reported to the complaints committee.



Principal  
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