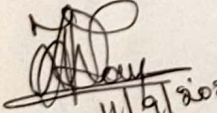


ST ALOYSIUS COLLEGE (AUTONOMOUS), MANGALURU
Report of Internal Committee for the year 2021-2022

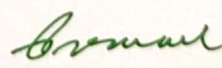
The Internal Committee met in the college campus, at 10.00 AM, 11-09-2021
The following members were present for the meeting.

1. Dr. Zeena Flavia D'souza – Department of Commerce
2. Dr. Manuel Tauro, Department of Commerce
3. Dr. Asha Abraham, Microbiology Department
4. Mrs. Rita D'Costa – Office Manager
5. Mr Udaya – Librarian
6. Student Representative – UG – Vijoy Ashwin Cardoza
7. Student Representative – PG – Thomas Mathew
8. Advocate Merlyn Martis – External Member

The members were of the opinion that during the year 2021-2022 no cases of sexual harassment or any related grievance from the students within the campus was reported to the Internal Committee members.


Dr Zeena Flavia D'souza
Chairman




Dr Praveen Martis SJ
Principal

ನಮೂನೆ

ಕ್ರ.ಸಂ	ಕಾಲೇಜು/ಕಛೇರಿ ಹೆಸರು	ಹಿಂದಿನ ಬಾಕಿ ಪ್ರಕರಣಗಳ ಸಂಖ್ಯೆ	ದಾಖಲಾಗಿರುವ ಪ್ರಕರಣಗಳು	ಒಟ್ಟು	ಇತ್ಯರ್ಥವಾದ ಪ್ರಕರಣಗಳು	ಬಾಕಿ ಇರುವ ಪ್ರಕರಣಗಳು	ಷರಾ
1	ಸಂತ ಅಲೋಶಿಯಸ್ ಕಾಲೇಜು,(ಸ್ವಾಯತ್ತ) ಮಂಗಳೂರು - 575 003	ಇಲ್ಲ	ಇಲ್ಲ	ಇಲ್ಲ	ಇಲ್ಲ	ಇಲ್ಲ	

10.11.2021



ಪ್ರಾಂಶುಪಾಲರು

Report of Internal Committee for the year 2021-2022

St Aloysius College (Autonomous), Mangaluru

Formation

The college formed the Internal Committee (IC) in August, 2020 in compliance with UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, published in the Gazette of India, New Delhi, Monday, May 2, 2016. Subsequently, due to the amendment vide Gazette notification issued on 9th May, 2016, the committee has been renamed as Internal Committee which was formerly known as Internal Complaints Committee.

Plan of Action:

To conduct enquiries into all kinds of sexual harassment cases for their redressal within 90 days and encourage a gender-friendly atmosphere for both staff and the students.

To organize gender sensitization awareness programmes for all stakeholders

The committee met on 11th September 2021 in the conference room, admin block at 10.00AM

Current Composition the IC members with effect from 2021:

Chairperson

Mrs Zeena Flavia D'souza (7760715384)

Members

1. Dr. Manuel Tauro, Commerce Department (9880271899)
2. Dr. Asha Abraham, Department of Biotechnology (944955802)
3. Mrs. Rita D'Costa – Office Manager (9481513535)
4. Dr. Senek D'Souza – H.R. Manager (9845229708)
5. Mr. Vijoy Ashwin Cardoza, Student Representative – UG
6. Mr. Thomas Mathew – Research Scholar
7. Advocate Merlyn Martis – External Member (9448119827)

Guidelines:

1. Zero tolerance towards sexual harassments within the campus

2. To carry out gender sensitization against sexual harassment, by explaining what is sexual harassment, physical, verbal, or using electronic media in collaboration with Gender Resource Centre

3. To ensure the right to safe campus and workplace; that safety of workplace/campus means providing normal atmosphere, rather than degenerating into securitization, nor curtailing the freedom of movement of employees or students.
4. To explain the broadened meaning of workplace/campus under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Saksham Guidelines
5. Taking into account that vulnerable groups may be particularly prone to harassment - and to look after their special needs - based on class, caste, sexual orientation, and disability
6. To provide assistance if an employee or a student chooses to file a complaint with the police
7. To provide mechanisms of dispute redressal and dialogue through just and fair conciliation without undermining complainant rights
8. To minimize the need for purely punitive approaches
9. To enable a complainant to make a formal complaint where the complainant so wishes, and to act in accordance with the Act of 2013 and the UGC guidelines of 2015 to ensure that complaint and inquiry are carried out fairly and within the time set out by law.
10. To protect the safety of complainant and any witnesses by not divulging identities
11. To ensure that victims or witnesses are not threatened or penalised for making complaints
12. To ensure that the provisions of the Act are not misused by frivolous complaints

ANNUAL REPORT ON SEXUAL HARASSMENT

Name of DOS Centre/Unit/AB: St Aloysius College (Autonomous)

Return Year: April 2021 to March 2022

Sl.No	Particulars	Information
1	Number of complaint on sexual harassment received in the year	nil
2	Number of complaints disposed off during the year	nil
3	Number of cases pending for more than 90 days	nil
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	1
5	Nature of action	nil



Brmal
Principal
ST.ALOYSIUS COLLEGE (AUTONOMOUS)
MANGALORE-575003