

## ST ALOYSIUS COLLEGE (AUTONOMOUS), MANGALURU

### REPORT OF INTERNAL COMMITTEE (2023-2024)

The college formed the Internal Committee (IC) in August, 2020 on the basis of the 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<sup>nd</sup> 2016. Subsequently, due to an amendment vide Gazette notification issued on 9th May, 2016, the Internal Complaints Committee has been renamed as Internal Committee which will function as follows:

- Conduct enquiries into all kinds of sexual harassment cases which are reported and for their redressal within 90 days.
- Encourage a gender-friendly atmosphere for both staff and the students.
- Organize gender sensitization awareness programmes for all stakeholders in the institution.

The committee in our college comprises of 10 members from various departments, including one external member who is an advocate and a social worker associated with several NGOs in protecting and addressing the issues related to sexual harassment faced by women.

The committee meets regularly to assess the reports received on account of sexual harassment from various departments.

The first meeting for the current academic year was held on August 17<sup>th</sup>, 2023 at 3.00 PM, in Magis Hall. Eight members of the committee were present for the meeting. The members felt the need to create awareness among the students in different blocks. It was decided to make posters and affix them on the notice boards. During the discussion it was found that no cases were reported in the past year.

During the semester, the committee organized an awareness drive, where posters with details of committee members, such as their names and phone numbers were displayed in prominent locations, so that it would enable the students to report their grievances without any problems.

The second meeting was held on 21<sup>st</sup> March, 2024. The committee engaged in a detailed discussion regarding the cases brought forward in the previous month, addressing any updates and reaching resolutions wherever necessary. Various

valuable insights were contributed by the committee members during this discussion to create awareness among the students.

The following decisions were made:

- 1) As per the suggestion of Ms. Jenifer Mascarenhas, it was decided to include a session on the importance of Internal Committee to create awareness in the orientation program in the beginning of the academic year for newcomers.
- 2) Committee members deliberated on the modifications required in the current internal committee guidelines in alignment with the new university standards.
- 3) Decided to collaborate with other universities to conduct awareness campaigns emphasizing the value of internal committees in fostering a positive and secure atmosphere for students, teachers, and non-teaching staff.

The meeting adjourned by 3:45 pm after deciding to schedule the next committee meeting in April 2024 along with Vice Chancellor.

It was observed that no incidents of sexual harassment were reported to the committee from any student or staff during the academic year, within or outside the campus.