

**Ref: HIT/IQAC/ SE/001**

**Date: 17/09/2025**

To,  
The Principal,  
Harsha Institute of Technology  
Bengaluru

From,  
Nischitha V  
Assistant Professor  
Department of Chemistry  
Basic Sciences  
Harsha Institute of Technology  
Bengaluru

Through,  
The Dean Academics / IQAC Head, HIT, Bengaluru

**Subject:** Creation of Sexual Harassment Elimination Committee

Respected Sir,

As per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, and in accordance with the directives of the Internal Quality Assurance Cell (IQAC), it is proposed to constitute the Sexual Harassment Elimination Committee at our institution.

The committee will aim to prevent, address, and resolve issues related to sexual harassment, ensuring a safe and equitable environment for all students and staff members. The formation will include a Presiding Officer, Faculty Members, and Student Representatives as per UGC norms.

Hence, I kindly request your approval for the creation of the Sexual Harassment Elimination Committee and to initiate further proceedings for its formal constitution and notification.

Kindly do the needful.

Thanking you sir,  
Nischitha V  
Assistant Professor  
Department of Chemistry  
Basic Sciences

**Copy to:**

- Dean/ IQAC Coordinator/ Committee File
- Office Superintendent
- Notice Board / College Website

Ref: HIT/IQAC/ SE/001

Date: 17/09/2025

## Circular

**Subject: Constitution of Sexual Harassment Elimination Committee for the Academic Year 2025–26.**

This is to inform all staff members and students that the Sexual Harassment Elimination committee has been constituted for the academic year **2025–26**.

The objective of this committee is to create a safe, respectful and gender equitable environment by preventing and addressing all forms of sexual harassment and discrimination among students and staff.

The members of the Women Empowerment Cell are as follows:

Sl. No.	Name	Designation	Post held in Committee	Signature
1.	Dr. Shashidhar T M	Principal	Chairman	
2.	Dr. B S Krishna	Dean Academics and HOD	Vice Chairman	
3.	Dr. Vijaya Kumar H R	IQAC Head	Convener	
4.	Mrs. Nischitha V	Asst. Professor	Coordinator	
5.	Mrs. Nandini T	Asst. Professor	Member	
6.	Ms. Pooja T S	Asst. Professor	Member	
7.	Ms. Lida Thankam	Asst. Professor	Member	
8.	Ms. Gowthami R S	Asst. Professor	Member	
9.	Ms. Jasmine Swetha	Asst. Professor	Member	
10.	Ms. Smitha S	Asst. Professor	Member	
11.	Ms. Dunitha K G	Student, 1 <sup>st</sup> Year CSE (ISE)	Member	
12.	Ms. Madhulekha	Student, 1 <sup>st</sup> Year CSE(ISE)	Member	
13.	Ms. Yogitha Vinayak Lagagi	Student, 1 <sup>st</sup> Year CSE	Member	
14.	Ms. Jaiswar Anamika Mahendra	Student, 1 <sup>st</sup> Year CSE (AIML)	Member	
15.	Ms. C. Rekha	Student, 1 <sup>st</sup> Year ISE	Member	
16.	Ms. Ansari Shagufa Khatun Mohd Nasir	Student, 1 <sup>st</sup> Year CSE (AI & ML)	Member	

**Coordinator****IQAC****Dean****Principal****Copy to:**

- Dean/ IQAC Coordinator/ Committee File
- Office Superintendent
- Notice Board / College Website

Ref: HIT/IQAC/ SE/002

## SEXUAL HARASSMENT ELIMINATION COMMITTEE

The Sexual Harassment Elimination Committee at **Harsha Institute of Technology** is constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The committee is committed to ensuring a **safe, secure, and respectful environment** for all students, faculty, and staff.

### Aim

- To prevent sexual harassment within the campus
- To ensure a safe and supportive environment
- To provide a proper mechanism for addressing complaints

### Objectives

- To create awareness about sexual harassment and its prevention
- To encourage reporting of incidents without fear
- To ensure fair and confidential inquiry of complaints

### Committee Activities

The committee actively conducts:

- Awareness programs and seminars on gender sensitivity
- Orientation sessions for students and staff
- Display of guidelines and safety measures across the campus

### Complaint Redressal

A proper complaint mechanism is established where:

- Complaints are received confidentially
- Fair inquiry is conducted
- Necessary action is taken based on findings

Coordinator

Dean

IQAC

Principal

**Ref: HIT/IQAC/ SE/003**

**Date: 02/03/2026**

## **Circular**

**Subject:** Meeting of Sexual Harassment Elimination Committee

All members of the Sexual Harassment Elimination Committee are hereby informed that a meeting has been scheduled as per the details below:

**Date:** 05/03/2026

**Timings:** 10:00 AM to 11:00 AM

**Agenda:**

- To discuss awareness and preventive strategies
- To examine complaints received (if any)
- To plan future activities and improvements

All members are requested to attend the meeting without fail

**Coordinator**

**IQAC**

**Dean**

**Principal**

**Copy to:**

- Dean/ IQAC Coordinator/ Committee File
- Office Superintendent
- Notice Board / College Website

Ref: HIT/IQAC/ SE/004

## Sexual Harassment Elimination committee Meeting Report

A meeting of the Sexual Harassment Elimination Committee (Internal Committee) of Harsha Institute of Technology was held on 05/03/2026 at Harsha institute of technology to review the functioning of the committee and to discuss measures for preventing sexual harassment on campus. The committee operates in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

### Agenda of meeting

- To discuss awareness and preventive strategies
- To examine complaints received (if any)
- To plan future activities and improvements

### Members of the committee

Sl. No.	Name	Designation	Post held in Committee	Signature
1.	Dr. Shashidhar T M	Principal	Chairman	
2.	Dr. B S Krishna	Dean Academics and HOD	Vice Chairman	
3.	Dr. Vijaya Kumar H R	IQAC Head	Convener	
4.	Mrs. Nischitha V	Asst. Professor	Coordinator	
5.	Mrs. Nandini T	Asst. Professor	Member	
6.	Ms. Pooja T S	Asst. Professor	Member	
7.	Ms. Lida Thankam	Asst. Professor	Member	
8.	Ms. Gowthami R S	Asst. Professor	Member	
9.	Ms. Jasmine Swetha	Asst. Professor	Member	
10.	Ms. Smitha S	Asst. Professor	Member	
11.	Ms. Dunita K G	Student, 1 <sup>st</sup> Year CSE (ISE)	Member	
12.	Ms. Madhulekha	Student, 1 <sup>st</sup> Year CSE(ISE)	Member	
13.	Ms. Yogitha Vinayak Lagagi	Student, 1 <sup>st</sup> Year CSE	Member	
14.	Ms. Jaiswar Anamika Mahendra	Student, 1 <sup>st</sup> Year CSE (AIML)	Member	
15.	Ms. C. Rekha	Student, 1 <sup>st</sup> Year ISE	Member	

16.	Ms. Ansari Shagufa Khatun	Student, 1 <sup>st</sup> Year CSE (AI&ML)	Member	
-----	---------------------------	---	--------	--

## Minutes of the meeting

The committee discussed the need to increase awareness regarding sexual harassment and prevention methods. The following points were highlighted:

- Conducting seminars on gender equality and respectful behaviour
- Organizing orientation programs for students
- Displaying posters and guidelines across the campus

## Review of Complaints

The committee reviewed the status of complaints received since the last semester

- **No complaints were reported during this period**
- The members emphasized that all complaints must be handled with strict confidentiality and fairness. The importance of encouraging victims to report incidents without fear was also discussed.

## Geotag photo

