



SESHADRIPURAM EDUCATIONAL TRUST  
**SESHADRIPURAM INSTITUTE OF COMMERCE  
& MANAGEMENT**

(Affiliated to Bengaluru City University)  
NAAC Accredited 'B' Grade

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# No. 40, Girls' School Street, Seshadripuram, Bengaluru-560020.  
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**ANKURA**

**The Women Empowerment Forum & Sexual Harassment Redressal Cell**

***GENDER AUDIT***  
***Academic Year 2021-22***

*"The meaning and content of the fundamental rights guaranteed in the Constitution of India are of sufficient amplitudes to encompass all facets of gender equality...."*

*Late Chief Justice J.S. Verma, Supreme Court of India, Vishaka v. State of Rajasthan*

**Preamble:**

Gender audit of educational institutions is a tool for assessing the protected environment for women and girl students at campus. This audit helps the institution to be conscious of gender equity, equality, opportunities to provide a wholesome environment. This helps comprehend strength and gaps of the system and gender disparities. SICM aims at Holistic development of students in line with the trust objectives. Gender audit is an attempt to understand whether the college assures a safe environment and ensures to follow the government rules policy and actions to empower women in a positive way.

**Ankura – The Women Empowerment Cell** is a proactive forum to empower women with acquisition of knowledge and awareness of Self- Action to be taken for empowerment. It focuses on bringing about a major paradigm shift in the gender equation by organizing awareness programmes in

the four quadrants of life-work, family, self and others, thus instilling the confidence to aim for a fulfilling life.

### **Sexual Harassment Redressal Cell**

*“...the time has come when women must be able to feel liberated and emancipated from what could be fundamentally oppressive conditions against which an autonomous choice of freedom can be exercised and made available by women. This is sexual autonomy in the fullest degree”*  
*Late Chief Justice J.S. Verma, Justice Verma Committee Report, 2013*

### **POSH: Prevention of Sexual Harassment**

**Sexual harassment (Prevention, Prohibition and Redressal)** is a punishable offence. In our college, members of the committee are on a constant vigilance in the campus for any conduct or incident which causes or is likely to cause annoyance, hardship or physiological harm or to raise fear or apprehension to both faculties and students. Sexual harassment encompasses a wide range of behaviors and actions that are objectionable and undesirable including making inappropriate sexual comments, displaying or watching inappropriate content, etc. As enshrined in the Preamble to the Constitution of India, “equality of status and opportunity” must be secured for all its citizens; equality of every person under the law is guaranteed by Article 14 of the Constitution. An effective implementation of the Act will contribute to the realization of their right to gender equality, life and liberty, equality in working conditions everywhere. The sense of security at the workplace will improve women’s participation in work, resulting in their economic empowerment and inclusive growth.

The Committee deals with issues relating to sexual harassment at the college. It is applicable to all students and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. It included:

- \* A definition of sexual harassment
- \* Shifting accountability from individuals to institutions
- \* Prioritizing prevention
- \* Provision of an innovative redress mechanism

A written complaint may be addressed to the principal over phone or in person and it will be kept confidential and also the action will be taken immediately. The students can also communicate their problem directly to the Principal. The cell provides security & counseling to those who have faced problem and mental trauma. The details of the Anti-Sexual Harassment Cell members have been displayed in the college notice board for student reference.

**The issues related to Sexual Harassment under following behavior:**

- Demand or request for sexual favours.
- Sexually coloured remarks.
- Eve-teasing.
- Jokes causing or likely to cause awkwardness or embarrassment.
- Gender based insults or sexist remarks.
- Unwelcome sexual overtone in any manner such as over telephone.
- Touching or brushing against any part of the body and the like.
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
- Physical confinement against one's will and any other act likely to violate one's privacy.

## Objectives of Ankura

### **The Women Empowerment Cell and Sexual Harassment Redressal Forum:**

- To create awareness about essentials like menstrual health, hygiene, sexual harassment – online and offline, legal aspects, Pregnancy and Motherhood and so on.
- To have an Anti Sexual Harassment Committee and create awareness about harassment and measures to be taken by women to prevent them.
- To showcase videos and movies related to Women and Gender Disparities.
- To create and maintain safe, healthy and supportive environment for women and girl students in the campus.
- To address issues faced by women at work place and to organize awareness generation programs and to take preventive steps towards protection of women staff / female students from sexual harassment in the college
- To create awareness on Government policies and acts on gender equality and empowerment.

### **ACTIVITIES CONDUCTED:**

- Awareness programme on Health & Hygiene for Women
- 'Mission Saahasi' Self Defence Camp.
- Seminar on 'Health and Wellness'
- Vismaya- International Women's Day to recognize and appreciate contribution of Women in various fields and our student achievers by interacting and preparing a documentary. The same was showcased on Women's Day celebrations.
- Seminar on Legal Awareness on Rights and Responsibilities
- Session on 'Vishaka Guidelines Against Sexual Harassment'
- Showcased movie "Padman" to students.
- Self Defense Classes: Karate was conducted for girl students by the Martial Arts Trust.
- Discussion on Video Presentation Against Sexual Harassment
- Aaraike- Session on Pregnancy & Motherhood
- Session on 'Gender Equity and Gender Equality' and Gender Sensitization
- Session on 'Online Sexual Harassment'
- Manini- Students Conference On account of International Women's Day
- Paper Presentation Competition on 'Challenges Faced by Transgender in the society'
- Webinar on 'Achieving a Safe and Gender Equal World'

- Special Lecture on ‘Streetva: Ondu Jeevana Kale’ on account of International Women’s Day
- Webinar on POSH- ‘Prevention of Sexual Harassment’
- Workshop on ‘Pragna Jagriti- Deha, Manassu mattu Samaja’
- ‘Daan Utsav’ - A Joy of Giving (donations in kind) in association with NEED BASE INDIA.

### **About SICM**

Seshadripuram Educational Trust, since its establishment in 1930, has been known for producing quality students. In 2005, the Trust established Seshadripuram Institute of Commerce and Management offering Bachelor of Commerce and Bachelor of Business Administration.

Quality education is the hallmark of excellence. We, at Seshadripuram Institute of Commerce and Management, are working to enhance institutional culture to better serve the needs of an ever changing and dynamic learning community. Since 2005, we bear the torch of education which heightens the path of life.

As said by Swami Vivekananda "Real Education is one by which character is formed, strength of mind is increased, the intellect is expanded and by which one can stand on one's own feet", our college is here to kindle the flame of Knowledge, Truth and Tolerance.

The institution has achieved academic excellence since its inception. The institution has to its credit several University Ranks and Gold Medals. The college has several medals in sports and other extra-curricular activities. At SICM, students have a multidimensional grooming which makes them self-directed and responsible citizens.

We strongly believe in the holistic education. The learning culture evolved is for the lifetime not just for graduation. Hence our Motto is: "Inspiring Possibilities"

### Ratio of Staff

YEAR	PERCENTAGE OF WOMEN STAFF	PERCENTAGE OF MEN STAFF
2021-22	57.89%	42.10%

### Ratio of Students

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2021-22	41.23%	58.77%

### Ratio of NCC Candidates

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2021-22	Certificate 'B'-42.10%	Certificate 'B'-57.90%
	Certificate 'C'-30%	Certificate 'C'-70%

### Ratio of NSS Candidates

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2021-22	59%	41%

### Ratio of Student Council Members

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2021-22	48.48%	51.52%

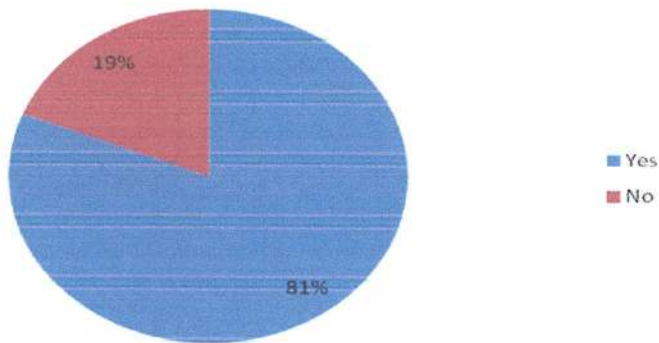
### Ratio of Class Representatives (CRs)

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2021-22	50%	50%

## Audit Survey

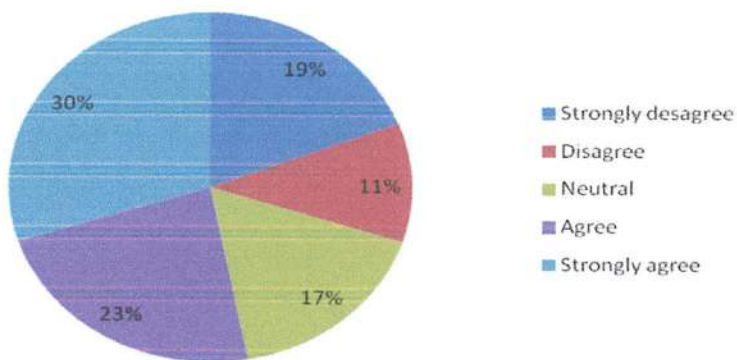
Does college conduct Gender Sensitization Programs

74 responses

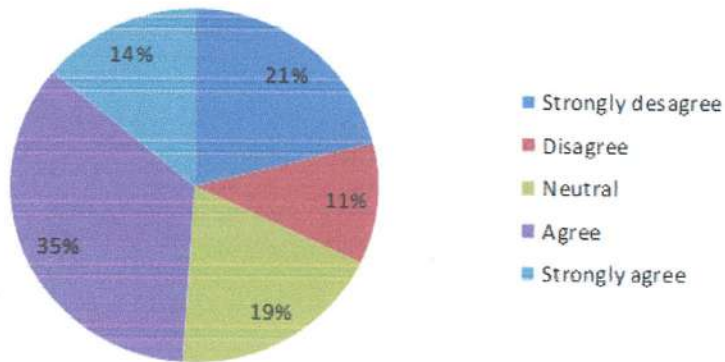


Do you agree that adequate numbers of toilets are available for girls in the campus

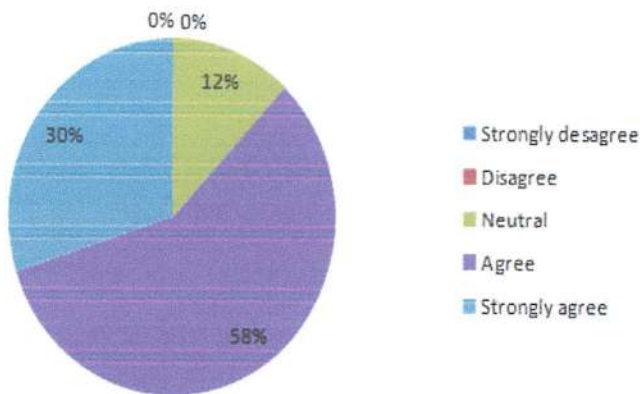
74 responses



Do you agree that adequate facilities are available inside the toilets such as Sanitary Napkin dispenser, Water, Light, Disposal papers for Sanitary Napkin, Dustbins  
74 responses

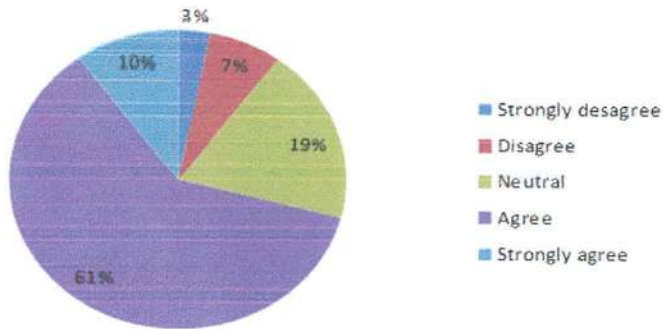


Do you agree that safe environment is available in the campus such as CCTV, Grievance cell, Lady Faculty in women cell, Security Guard  
74 responses

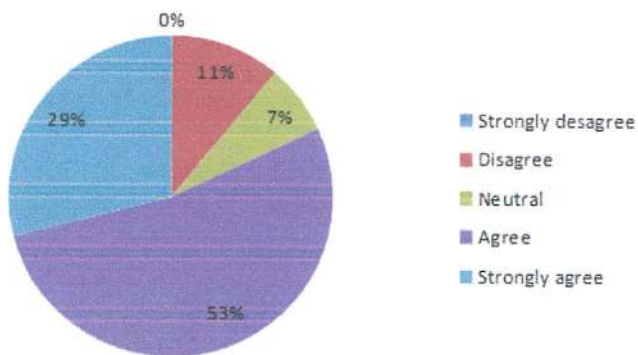




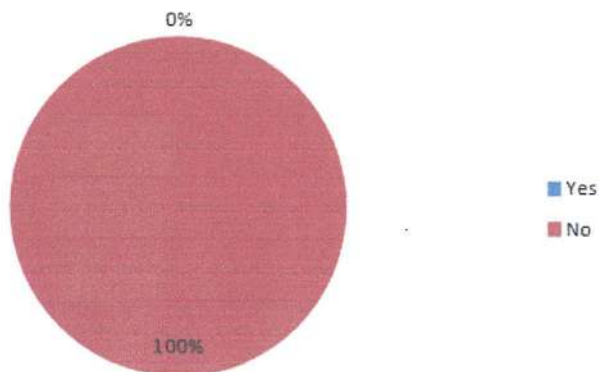
Do you agree that equal opportunity is provided to all the students to participate in the events organized by various forms  
74 responses



Do you agree that equal opportunity is provided to all the students to participate in the NCC, NSS, YRC, SPORTS  
74 responses



Are you a victim of sexual harassment at college?  
74 responses



**Suggestions received:**

- \* More sessions to be conducted on personal health and hygiene.
- \* More facilities to be provided in women toilet.

**Action Taken:**

- \* Sessions conducted on health and wellness, personal hygiene and physical fitness.
- \* Providing information regarding counseling and support services in our campus regularly.
- \* Organizing gender sensitization awareness programmes.
- \* Communicated with administrative wing regarding additional requirements for women toilet.



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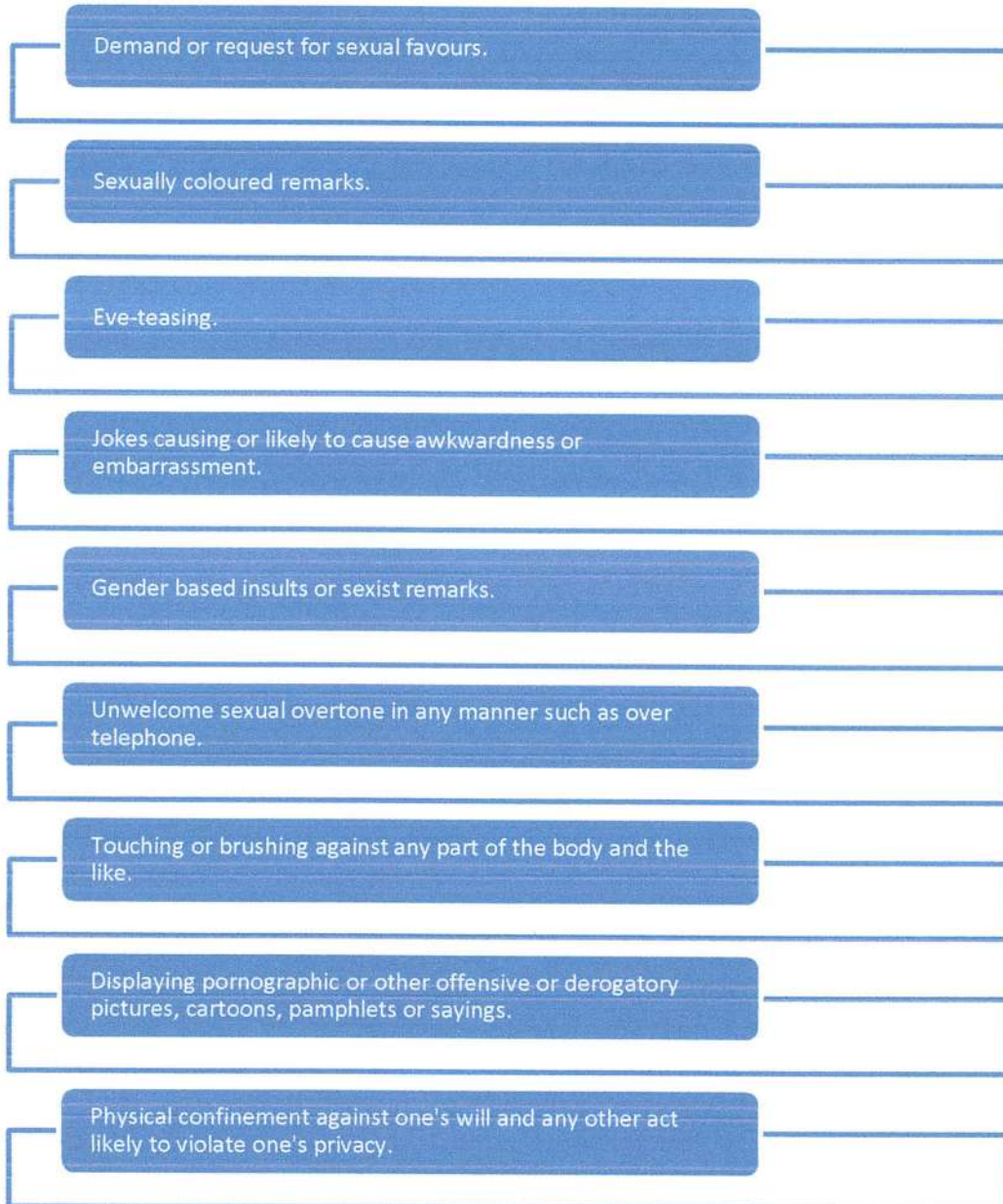
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- ‘Daan Utsav’ - A Joy of Giving (donations in kind) in association with NEED BASE INDIA, Bengaluru.
- A session on ‘Abuse: Break the Silence on Violence’
- An awareness session on ‘Breast Cancer’ in association with Karnataka Cancer Society, Seshadripuram, Bengaluru.
- Awareness Sessions on “Road Safety for Youth and Helmet 4 Life” in Association with NEED BASE INDIA, Bengaluru and United Way Mumbai & Total Energies.

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### Ratio of Staff

YEAR	PERCENTAGE OF WOMEN STAFF	PERCENTAGE OF MEN STAFF
2022-23	60.52%	39.47%

### Ratio of Students

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2022-23	36.85%	63.15%

### Ratio of NCC Candidates

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2022-23	First Year-44.88%	First Year-55.12%
	Second Year- 38.23%	Second Year-61.77%
	Final Year-11.76%	Final Year-88.24%

### Ratio of NSS Candidates

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2022-23	60.50%	39.50%

### Ratio of YRC Candidates

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2022-23	40.96%	59.04%

### Ratio of Student Council Members

YEAR	PERCENTAGE OF GIRL STUDENTS	PERCENTAGE OF BOY STUDENTS
2022-23	51.22%	48.78%

### Ratio of Class Representatives (CRs)

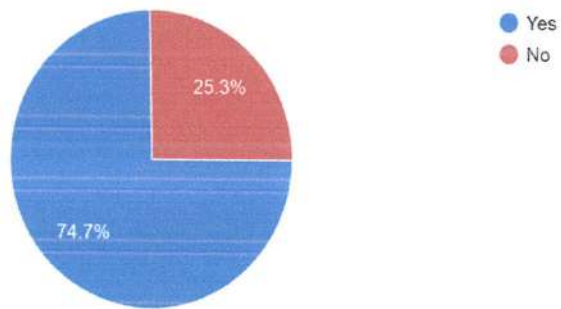
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## Audit Survey

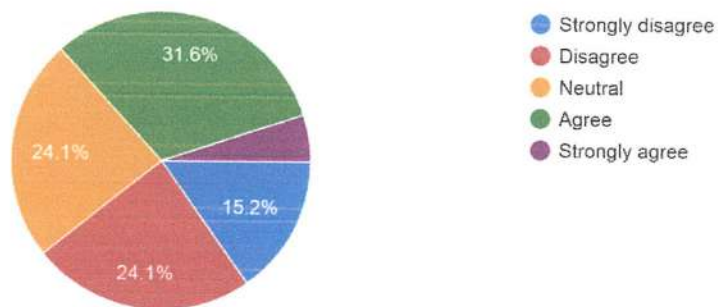
Does college conduct Gender sensitization Programs

79 responses



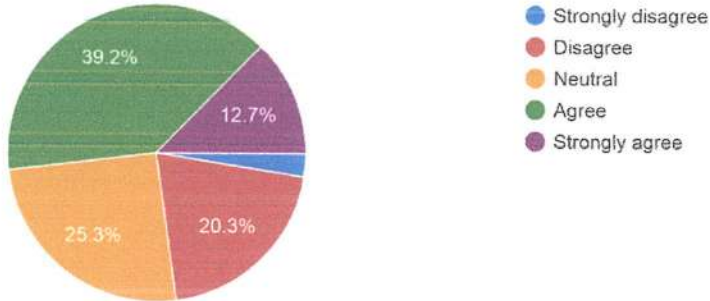
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Do you agree that adequate facilities are available inside the toilets such as Sanitary Napkin dispenser,Water,light,Disposal papers for Sanitary Napkin,Dustbins

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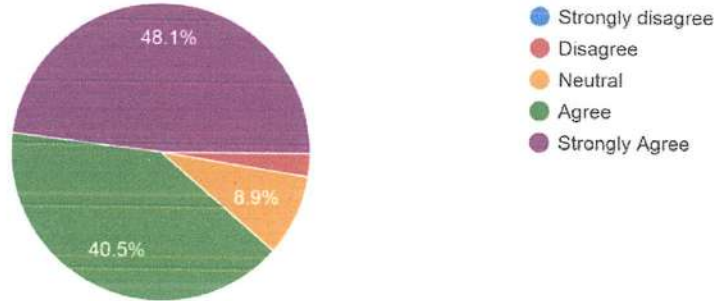
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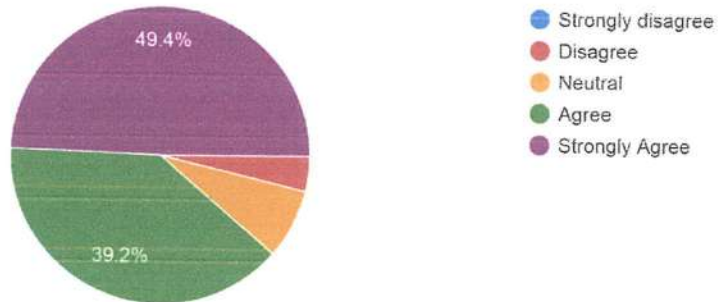
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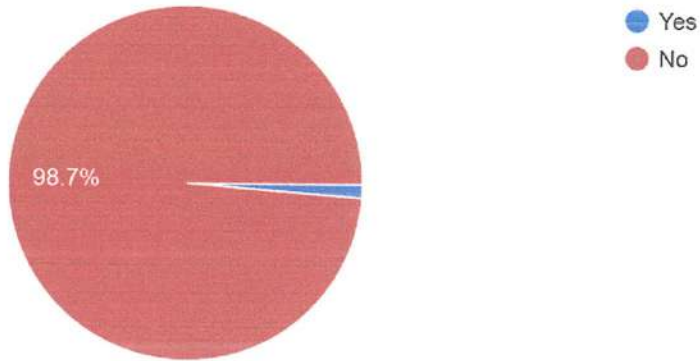


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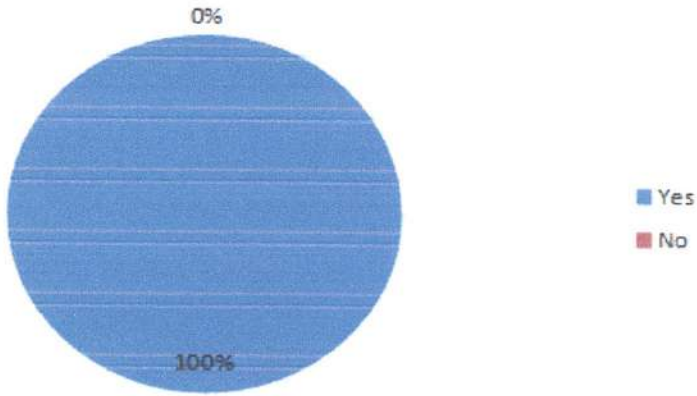
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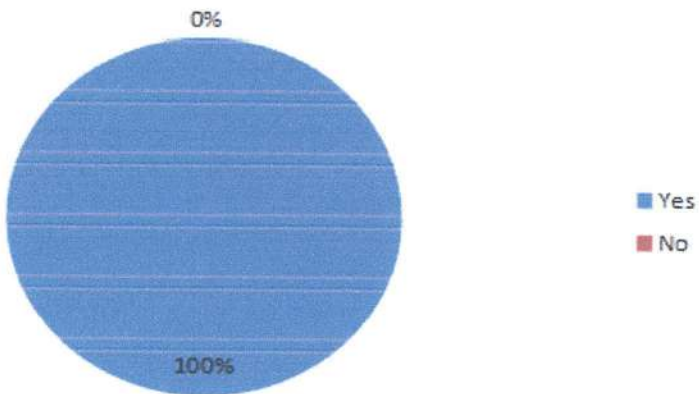
Are you a victim of sexual harassment at college?  
1 response



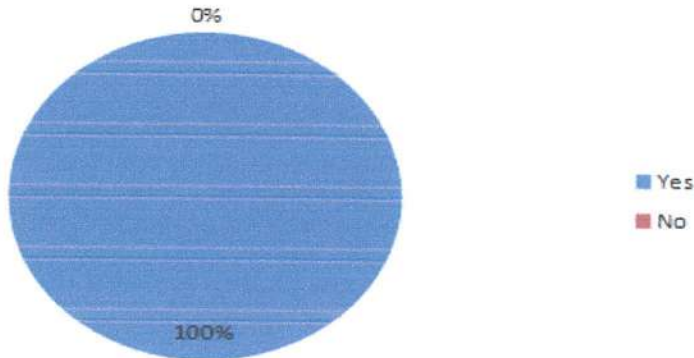
If YES, Have you reported this incident?  
1 response



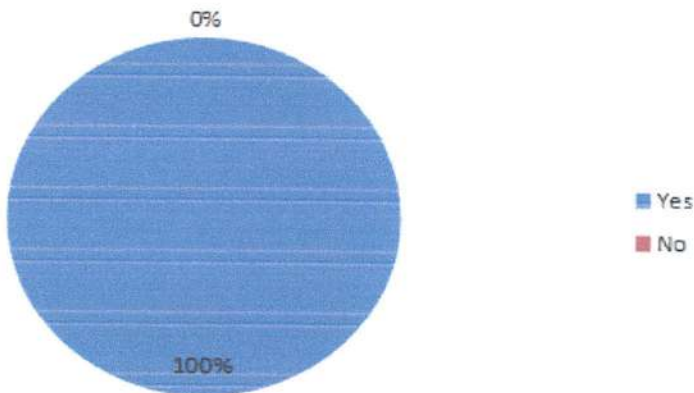
If reported, has a fair enquiry conducted?  
1 response



Has the committee resolved the issues in timely manner?  
1 response



Confidentiality is maintained during the entire process?  
1 response



**Suggestions received:**

- \* More sessions to be conducted on personal health and hygiene.
- \*Session to be conducted on POSH.

**Action Taken:**

- \*Sessions conducted on health and wellness, personal hygiene and physical fitness.
- \*Providing information regarding counseling and support services in our campus regularly.
- \*Organizing gender sensitization awareness programmes.

  
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