



SESHADRIPURAM EDUCATIONAL TRUST
SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT
(Affiliated to Bengaluru City University)
NAAC ACCREDITED 'A' GRADE
AICTE Approved ISO Certified 9001:2015

No. 40, Girls' School Street, Seshadripuram, Bengaluru-560020.
Ph.No. 080-22955382 Fax: 080-23462472: info@sicm.edu.in www.sicm.edu.in

Internal Complaints Committee
POSH- Prevention of Sexual Harassment
Annual Report AY 2023-24

Prevention of Sexual Harassment/Internal Complaint Committee
Nominated Members List for the Academic Year 2023-24

Sl.No.	Name	Designation
1.	Prof. Vidya. Shivannavar	Principal, Chairperson
2.	Asst. Prof. Kavitha B	Convener
3.	Mrs. Kumkum Kadam	Member
4.	Student Coordinators	Iyndri Kulkarni of III Bcom Paavai Sharanya of III Bcom Nitesh Kumar of III Bcom

Committee had conducted two meetings per semester (Odd and Even Semester 2023-24) to discuss on orientation programs, events and competitions which should be organized by the PoSH committee. All the members of the committee were present in these meetings.

Committee had successfully conducted an elocution competition on November 10th 2023 on 'Meaning and Importance of Gender Equality at Workplace' for students and ten students were participated very actively. Paper Presentation competition conducted on 28th May 2024 on 'Gender Discrimination and Sexual Harassment' and six students were presented their research paper on prescribed topic with current examples. On account of International Women's Day for Peace and Disarmament, special talk had organized on 'Fostering a Culture of Safety and Empowerment' on 29th May 2024. Around 200 students (girls) were participated in this interaction session. These events will be helpful to implement and enforce disciplinary actions against any form of sexual harassment or abuse with concern.

In terms of sexual harassment, no grievance cases were reported in the academic year 2023-24.


Convener- PoSH
Internal Complaint Committee


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POSH - Prevention of Sexual Harassment

AY 2023-24

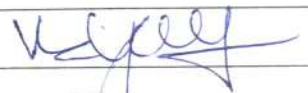
ODD SEMESTER

Minutes of Meeting

- 1) Meeting 1: Had a meeting, regarding an awareness session on 'Gender Sensitization' in association with ROTARACT CLUB of SICM on 13th October 2023. Listed out the works and duty allotment for the student co-ordinators of both of the committees.

Resource Person Dr. Surekha Shetty mentioned by ROTARACT CLUB convenor. And also discussed on E-Certificate distribution for all the participants in association with IQAC. (Held on 07/10/2023)

Kavitha P
Convenor



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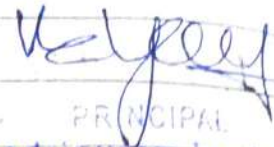
- 2) Meeting 2: Had a meeting, to discuss about POSH (Prevention of Sexual Harassment) internal committee events which should be held in the month of November 2023. Discussed about the plan of action of POSH internal committee for this academic year and odd semester 2023-24.

Planned programmes are:

- (1) Discussion on Gender Sensitization.
- (2) Paper presentation on Gender equality and equity.
- (3) Seminar and awareness events.

- (4) Poster making competitions.
(5) Role play or small skit competitions.

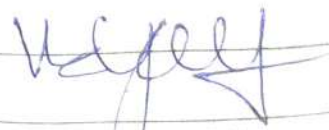
Kavitha B
Convener



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- 3) Meeting 3: Had a meeting regarding elocution competition which will be held on 10th November 2023, Friday. For elocution competition main topic selected as 'Meaning and Importance of Gender Equality at Workplace' and also selected few sub themes as:
- 'Gender Equity and Equality'
 - 'Difference between Gender Equity & Equality'
 - 'Mainstreaming Gender Equity for Sustainability'
 - 'Gender Discrimination in workplaces'
- Informed the duty allotments for student co-ordinators.

Kavitha B
Convener



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ANKURA - The Women Empowerment
Forum
POSH - Prevention of Sexual Harassment

Minutes of Meeting
2023-24 EVEN SEMESTER

1) Meeting 1: Had a meeting, regarding, Even Semester 2024 plan of Action of all the departments and forums on 23/04/2024. And also discussed about upcoming events and competition for even semester 2024.

Kavitha P
Convener - ANKURA & POSH

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20.

2) Meeting 2: Had a meeting, regarding, the events and competitions which are going to conduct in the month of May and June 2024.

In the month of May, an awareness talk will be organized on 'PCOP & PCOS' in association with Milam Hospital, Bengaluru. Two different competitions will be held from ANKURA & POSH committee. Along this one healthy and awareness talk will be conduct for all the girl students regarding, self care, safety and empowerment in the month of May and June 2024.
(Held on 08/05/2024)

Title of the events are:

- (1) 'Healthy Talk on PCOD & PCOS'
- (2) Paper Presentation on 'Gender Discrimination and Sexual Harassment'
- (3) Special Talk on 'Fostering a culture of Safety and Empowerment'
- (4) Slogan writing competition on 'Importance of Healthy Food Habits' in association with YRC wing of STCM.

Kavitha B

Convener - ANKURA & POSH

V. G. Jey
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PoSH- Prevention of Sexual Harassment
(Academic Year: 2023-2024 EVEN SEMESTER)

Minutes of Meeting

Proceeding of the 2nd meeting of PoSH- Prevention of Sexual Harassment, held on 17th May in the Principal's cabin.

Meeting Date: 17/05/2024

Time: 12:15 pm

Place: Principal's cabin SICM

Members present at the meeting with details:

Sl.No.	Name	Designation	Address
1.	Prof. Vidya Shivannavar	Principal Seshadripuram Institute of Commerce and Management	Seshadripuram Institute of Commerce and Management # No. 40, Girls' School Street, Seshadripuram, Bengaluru-560020.
2.	Asst.Prof. Kavitha B	Convener Ankura-The Women Empowerment Cell & PoSH- Prevention of Sexual Harassment	Seshadripuram Institute of Commerce and Management, Bengaluru
3.	Mrs. Kumkum Kadam	Office Superintend SICM	Seshadripuram Institute of Commerce and Management, Bengaluru
4.	Student co-coordinators:	Indri Kulkarni Paavai Sharanya Nitesh Kumar	III B.Com -SICM III B.Com-SICM III B.Com-SICM

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Agenda: To decide to conduct awareness programs and events of the cell/forum for the year 2023-24 Even Semester.

Minutes: All the members decided to

a) Make the list of the various awareness programs, events and competitions ensure safety of the students in the college campus which are related with this cell/forum. like

*Paper Presentation Competition on 'Gender Discrimination and Sexual Harassment' with various sub-topics.

*Special Talk on 'Fostering a Culture of Safety and Empowerment' for girl students.

(Which will be held in the month of May and June)

b) To conduct more special and healthy talk to make the students to aware about the functions and guidelines of the **PoSH- Prevention of Sexual Harassment** internal committee. And also given the general instructions which should be convey to the students in a proper way.

c) To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.

Signature:

1. Prof. Vidya Shivannavar



2. Asst.Prof. Kavitha B



3. Mrs. Kumkum Kadam



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PoSH- Prevention of Sexual Harassment

(Academic Year: 2023-2024 EVEN SEMESTER)

Minutes of Meeting

Proceeding of the 1st meeting of PoSH- Prevention of Sexual Harassment, held on 8th May in the Principal's cabin

Meeting Date: 08/05/2024

Time: 12:30 pm

Place: Principal's cabin SICM

Members present at the meeting with details:

Sl.No.	Name	Designation	Address
1.	Prof. Vidya Shivannavar	Principal Seshadripuram Institute of Commerce and Management	Seshadripuram Institute of Commerce and Management # No. 40, Girls' School Street, Seshadripuram, Bengaluru-560020.
2.	Asst.Prof. Kavitha B	Convener Ankura-The Women Empowerment Cell & PoSH- Prevention of Sexual Harassment	Seshadripuram Institute of Commerce and Management, Bengaluru
3.	Mrs. Kumkum Kadam	Office Superintend SICM	Seshadripuram Institute of Commerce and Management, Bengaluru
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Agenda: To decide action plan of the cell/forum for the year 2023-24 Even Semester.

Minutes: All the members decided to

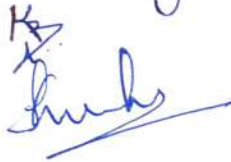
- a) Make an action plan for the year 2023-2024 to ensure safety of the girl students in the college campus and to organize more awareness events related with this cell.
- b) Make them aware about the functions and guidelines of the **PoSH- Prevention of Sexual Harassment** internal committee. And also given the general instructions which should be convey to the students in a proper way.
- c) Aware them about the procedure to make complaints if they have any problem regarding prevention measures of sexual harassment.
- d) To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.

Signature:

1. Prof. Vidya Shivannavar



2. Asst.Prof. Kavitha B



3. Mrs. Kumkum Kadam