

Ref: VSIMS/INTERNAL COMMITTEE/2025-26/004

Date: 02/07/2025

ESTABLISHMENT OF INTERNAL COMMITTEE(IC)

As per AICTE Regulations, 2016 on Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students

In accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and the guidelines issued by the AICTE, the institution has established an Internal Committee (IC) to provide a safe and secure working and learning environment for women employees and students.

The committee ensures prompt and effective handling of complaints related to sexual harassment and promotes gender equality, dignity, and respect across the campus.

OBJECTIVES OF THE COMMITTEE

- To prevent and address incidents of sexual harassment at the workplace and within the institution.
- To create awareness among students and staff regarding gender sensitivity and workplace ethics.
- To provide a neutral and confidential mechanism for complaint redressal.
- To ensure a safe, secure, and respectful environment for women.

COMPOSITION OF THE INTERNAL COMMITTEE

As per the Act, the Internal Committee comprises the following members:

Sl.no	Name	Designation	Role In Committee
1	Dr. Ajay R	Director	Chairperson
2	Ms. Jenifer G	Associate Professor	Co-Ordinator
3	Ms. Mamtha	Assistant Professor	Member
4	Ms. Rakshitha J	Assistant Professor	Member
5	Ms. Keerthana	Student Representative	Member
6	Mr. Jaganath	Student Representative	Member

FUNCTIONS OF THE COMMITTEE

- To receive and address complaints of sexual harassment from any woman employee or student.
- To conduct a fair, impartial, and confidential inquiry into complaints.
- To recommend appropriate disciplinary or corrective action against the respondent, if proven guilty.
- To organize awareness and sensitization programs on gender equality and workplace ethics.
- To maintain proper records of complaints and actions taken.

AWARENESS INITIATIVES

The Internal Committee conducts regular awareness and training programs to sensitize staff and students about gender equality, professional conduct, and grievance procedures. Posters and circulars displaying information about the IC, along with contact details of committee members, are prominently displayed on campus and the institutional website.

CONCLUSION

The establishment of the Internal Committee reflects the institution's commitment to maintaining a safe, fair, and inclusive campus environment. It empowers women to speak up against misconduct and ensures prompt redressal through transparent procedures.



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