

**BANGALORE**



**UNIVERSITY**

**SUMMARY REPORT OF THE SYNDICATE SUB-COMMITTEE  
CONSTITUTED FOR DRAFTING A COMPREHENSIVE POLICY ON  
'SEXUAL HARASSMENT / GENDER IN-EQUALITY' IN THE UNIVERSITY  
& ITS AFFILIATED COLLEGES:**

1. University in its notification No: Dev / D1 / SH & GE / Syn. Sub – Comt / 2011, dated:12<sup>th</sup> January 2011 had constituted a Sub-Committee of Syndicate to go through the present policy of the University on Sexual Harassment / Gender in-equality and to prepare a comprehensive policy to curb the menace of Sexual Harassment and on Gender in-equality in the University and its affiliated colleges ('Policy'), initially comprising of 3 (three) Syndicate members along with a Convenor, Prof. K. K. Seethamma, Department of Economics, B.U.B.
2. In its first meeting, it was decided to co-opt in the existing panel as it felt their essentiality:
  - 2 (two) additional members from the University:
    - (i) One Senior Professor from Law College to look into the legal aspects relating to the Policy viz., Prof. Hanumantharayappa, and
    - (ii) One professor from Psychology Department to conduct awareness programme viz., Dr. H. S. Ashok

and

  - 2 (two) experts (including one from an NGO) to understand various issues relating to sexual harassment at work places, viz., Dr. Sangeeta Saksena, Founder of the NGO 'Enfold Proactive Health Trust' and Ms. Supriti, Founder and Chief Lead, 'Sarvam'
3. The Committee met in total 7 (seven) times and deliberated on various issues relating to the following:
  - (i) Drafting of a comprehensive policy on 'Sexual Harassment' on the parameters given in the Model Ordinance,
  - (ii) Feasibility of its implementation (through its redressal mechanisms),
  - (iii) Conducting awareness programme (about gender based discrimination, gender sensitisation and education), and
  - (iv) Its financial implications.

After reviewing all relevant copies provided, it recommended as under:

- The Sexual Harassment Policy, along with the relevant forms to be implemented by the Complaint Screening Committee, is prepared & enclosed herewith to implement as a Rule u/s 45 of KSU Act, 2000 by Bangalore University, its Constituent Colleges & its affiliated Colleges (*Annexure 1*).
- A syllabus of the “Awareness Program” is prepared for the benefit of various groups of people viz., Students, Teaching Staff, & Non-Teaching Staff & is enclosed herewith (*Annexure 2*). This could be conducted in collaboration with the Department of Women Studies & Department of Psychology twice in a year viz., Phase - I in the month of September & subsequently, Phase - II in the beginning of the second semester of the academic year.
- A Questionnaire is prepared to collect primary data from various groups in Bangalore University as a sample study, which shall be conducted by PG Students of Department of Psychology as well as Centre for Psychological Counselling (*Annexure 3*).
- For collecting preliminary data / Survey, a budget amount of Rs. 35,000/- is needed which shall meet out of the budget provision of University funds (*Annexure 4*).
- Further, an amount of Rs. 5,00,000/- (Rupees Five Lakh only) is requested to be earmarked for conducting awareness programmes at various levels for the purpose of sensitising the implementation of the said Policy (*Annexure 4*).
- The Committee recommends the establishment of a ‘Sexual Harassment / Gender In–Equality’ Cell in the BU Campus.

Dr. MANASA NAGABHUSHANAM  
Member

Prof. K. M. HANUMANTHARAYAPPA  
Member

Dr. H. S. ASHOK  
Member

Dr. SANGEETA SAKSENA  
Expert

Ms. SUPRITI  
Expert

Mrs. ZAHEDA MULLA  
Chairperson