



Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY, KGF

Anti-Sexual Harassment Committee

Date-01st August 2018

Sl.no	Member name	Designation	Committee Designation	Contact no.	Email-Id	Signature
1	Prof. Ruckmani Divakaran	Dean Administration &HOD ECE.	Chief	9880253460	dean@drttit.edu.in	<i>Rud Divakar</i> 01-8-2018
2	Prof. Vijaya Bharathi M	Associate Professor ECE	Member	9481585097	bharathi@drttit.edu.in	<i>Vijaya Bharathi</i> 1/8/18
3	Prof. Vinutha B A	Assistant Professor CSE	Member	9483774358	vinuthagvit@yahoo.co.in	<i>Vinutha</i> 1/8/2018
4	Dr. Palaniswamy K M	Professor ECE	Member	7411180461	mail2kmp@gmail.com	<i>Palaniswamy</i> 1/8/2018
5	Mr. Rudre Gowda	Librarian	Member	9481587955	librarian@drttit.edu.in	<i>Rudre Gowda</i> 01/08/18
6.	Dr. Suguntha Devi K	Professor Maths	Convener	9449192442	suganthadevik@yahoo.co.in	<i>Suguntha</i> 01-08-2018
7.	Prof. Sarala Shanthi.]	HOD Physics	Member	9663450731	hod.phy@drttit.edu.in	<i>Sarala Shanthi</i> 01.08.2018
8.	Respective HOD					

Rud Divakar
Dean(Administration) 01.8.2018

Chand
Vice-Principal
VICE PRINCIPAL
Dr T.Thimmaiah Institute of Technology
Oorgaum, K.G.F -563 120.
01/8/2018

S. Thimmaiah
Principal
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K.G.F. - 563 120.
01/8/18



Estd. 1986

Golden Valley Educational Trust

Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY

(Affiliated to VTU, Belagavi, Recognized by Govt of Karnataka & Approved by AICTE, New -Delhi)

Oorgaum, Kolar Gold Fields - 563120

Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

Dr.TTIT/2019-20/001/CICC/HM

Date:03-02-2020

To,
Rev. Sister. Sunanda Salestin
Head Project Women Social Welfare Organization (NGO)
Krishnavaram, KGF.

Dear Madam,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same

Thanks and regards

Accepted
Sunanda
3/2/2020

Dr. Syed Ariff
Principal,
PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120



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Oorgaum, Kolar Gold Fields - 563120

Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

Dr.TTIT/2019-20/CICC/001/HM

Date:03-02-2020

To,
Prof. Vinutha,
Assistant Professor, Dept. of CSE,
Dr. TTIT, KGF.

Dear Madam,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

accepted
V. Jha
3/2/2020

Dr. Syed Ariff
3/2/2020

Principal,
Dr. Syed Ariff,

PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120



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Ph: 08153 265413 | principal@drtit.edu.in | www.drtit.edu.in

Date:03-02-2020

Dr.TTIT/2019-20/001/CICC/HM

To,
Mr.Thangaraj R
Accounts Head
Dr.TTIT, KGF.

Dear Sir,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

Accepted
Hrs J
03/02/2020

Dr. Syed Ariff
Principal,
PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120



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Ph: 08153 265413 | principal@drtit.edu.in | www.drtit.edu.in

Date:03-02-2020

Dr.TTIT/2019-20/001/CICC/HM

To,
Mamatha C H
Student
Dept. of Computer Science & Engineering
Dr.TTIT, KGF.

Dear Student,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

Accepted -
Mamthak. H.
3/2/2020

Dr. Syed Ariff
Principal,
PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120

03/02/2020



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Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

Date:03-02-2020

Dr.TTIT/2019-20/001/CICC/HM

To,
K Dollar Singh
Student
Dept. of Electronics & Communication Engineering
Dr.TTIT, KGF.

Dear Student,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

Accepted
03.02.2020

Dr. Syed Ariff
Principal,
PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120

03/02/2020



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Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

Dr.TTIT/2019-20/CICC/HM

Date:03-02-2020

To,
Prof. Ruckmani Divankaran,
Dean & HOD of E & C Department,
Dr. TTIT, KGF.

Dear Madam,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as chairperson for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

Accepted
Ruckmani Divankaran
03.02.2020

Principal,
Dr. Syed Ariff,
PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120



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Dr.TTIT/2019-20/001/CICC/HM

Date:03-02-2020

To,
Mr.Ammiraju B V
Exam Superintendent
Dr.TTIT, KGF.

Dear Sir,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

Accepted by me
Dr. Ariff
10/2/2020.

Dr. Ariff
3/2/2020

Dr. Syed Ariff
Principal,
PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120



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Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

Date:03-02-2020

Dr.TTIT/2019-20/001/CICC/HM

To,
Pradyumna H
Student
Dept. of Mechanical Engineering
Dr.TTIT, KGF.

Dear Student,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

*Accepted by me
Pradyumna
03/02/2020*

Dr. Syed Ariff
Principal,

Syed Ariff 03/02/2020
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120



Estd. 1986

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Ph: 08153 265413 | principal@drtit.edu.in | www.drtit.edu.in

Dr.TTIT/2019-20/CICC/HM

Date:03-02-2020

To,
Prof. Vijaya Bharathi,
Associate Professor, Dept. of E & C,
Dr. TTIT, KGF.

Dear Madam,

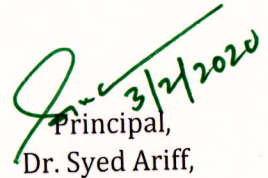
Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

Accepted
Vijaya Bharathi
03.02.2020


Principal,
Dr. Syed Ariff,

PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120

**Dr. T.THIMMAIAH INSTITUTE OF TECHNOLOGY
OORGAUM, KGF.-563120**

OFFICE ORDER

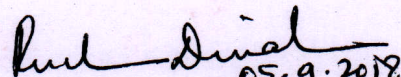
OFFICE order/Dr.TTIT/Gri.Cell.Committee/2018-19

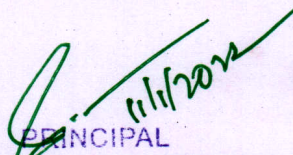
Formation of Grievance Cell

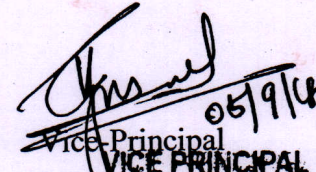
Ref. - AICTE Regulation for Establishment of a Grievance Redressal Committee & Appointment of Ombudsman, by the Technological affiliating universities/AICTE approved Institutions.

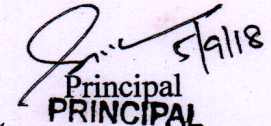
With reference to above, Grievance Cell is being formed for **Dr. T.THIMMAIAH INSTITUTE OF TECHNOLOGY, K.G.F.**, Students having any complaint/grievance shall contact any of the following members of the Grievance Cell. Members list are as follows.

Sl.no.	Member name	Designation	Grievance Cell Designation	Room no.	Contact no.	Email-Id
1	Dr.P.D.Sudersanan	Professor & HOD. Mechanical Engg.	Chairman	FH-137	9448310725	hod.mech@drttit.edu.in
2	Dr.H.G.Shenoy	Professor & Vice-Principal	Member	VPL-107	9880206257	viceprincipal@drttit.edu.in
3	Ms.Vijaya Lakshmi	Associate Professor,ECE.	Member	F-329	9449378246	vijayalakshmi@drttit.edu.in
4	Mr.B.V.Ammiraju	Office superintendent	Member	F-116	9448713918	ammiraju@drttit.edu.in
5	Dr.Rajan babu	Scientist, NIRM.,KGF.	Ombudsman	----	9845188807	ddstrajan@gmail.com


05.9.2018
Dean(Administration)


11/1/2018
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120


05/9/18
Vice-Principal
VICE PRINCIPAL
Dr T.Thimmaiah Institute of Technology
Oorgaum, K.G.F -563 120.


5/11/18
Principal
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F. - 563 120.

Dr. T.THIMMAIAH INSTITUTE OF TECHNOLOGY, KGF

OFFICE ORDER

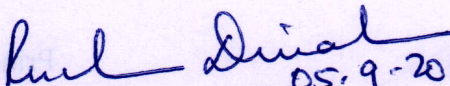
OFFICE order/
Date:

Formation of Grievance Cell

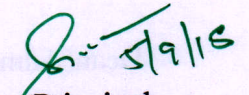
Ref. - AICTE Regulation for Establishment of a Grievance Redressal Committee & appointment of Ombudsman, by the Technological & Affiliating Universities/AICTE approved Institutions. Letter from AICTE No.1-101/DPG/AICTE/OMBUDSMAN/2012 dtd.9th July 2012.

With reference to above, Grievance Cell is being formed for **Dr. T.THIMMAIAH INSTITUTE OF TECHNOLOGY, K.G.F.**, Students having any complaint/grievance shall contact any of the following members of the Grievance Cell. Members list are as follows.

Sl.no.	Member name	Designation	Grievance Cell Designation	Room no.	Contact no.	Email-Id
1	Dr.P.D.Sudersanan	Professor&HOD., Mechanical Engg.	Chairman	FH-137	9448310725	hod.mech@drttit.edu.in
2	Dr.H.G.Shenoy	Professor&Vice-Principal	Member		9880206257	viceprincipal@drttit.edu.in
3	Ms.Vijaya Lakshmi	Associate Professor,ECE.	Member	F-329	9449378246	vijayalakshmi@drttit.edu.in
4	Mr.B.V.Ammiraju	Office superintendent	Member	F-116	9448713918	ammiraju@drttit.edu.in
5	Dr.Rajan Babu	Scientist, NIRM.,KGF.	Ombudsman	----	9845188807	ddstrajan@gmail.com


Dean(Administration)
05.9.2018


Vice-Principal
VICE PRINCIPAL
Dr T.Thimmaiah Institute of Technology
Oorgaum, K.G.F -563 120,


Principal
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K.G.F. - 563 120.



**Dr T THIMMAIAH INSTITUTE OF TECHNOLOGY,
OORGAUM, KGF**

OFFICE ORDER

OFFICE Order/Dr.TTIT/Gri.cell.comittee/2015-16

Formation of Grievance Cell

Date:01/08/2017

Ref. - AICTE Regulation for establishment of a grievance redressal committee & appointment of Ombudsman, by the technological &affiliating universities/AICTE approved Institutions.

With reference to above, Grievance Cell is being formed for **Dr. T.THIMMAIAH INSTITUTE OF TECHNOLOGY,K.G.F.**, Students having any complaint/grievance shall contact any of the following members of the Grievance Cell. Members list are as follows.

Sl. no.	Member name	Designation	Grievance Cell Designation	Room no.	Contact no.	Email-Id	Sign.
1	Dr.P.D.Sudersanan	Professor&HOD Mechanical Engg.	Chairman	FH-137	9448310725	hod.mech@drtit.edu.in	
2	Dr.H.G.Shenoy	Professor and Vice-principal	Member	VPL-107	9880206257	viceprincipal@drtit.edu.in	
3	Prof.Vijayalakshmi G V	Associate Professor, EEE.	Convener	F-329	9449378246	vijayalakshmi@drtit.edu.in	
4	Mr.B.V.Ammiraju	Office superintendent	Member	F-116	9448713918	ammiraju@drtit.edu.in	
5	Dr.Rajanbabu	Scientist, NIRM.,KGF.	Ombudsman	----	9845188807	ddstrajan@gmail.com	

Dean(Administration)

Vice-Principal

[Handwritten Signature]
Principal
01/08/2017

PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
OorGaum, K. G. F. - 583120



Committee and Clubs 2021

Advis.

College level Clubs

Sl. No	Clubs
1	Music Club
2	Photography Club
3	Kannada Club
4	Art / Painting / Sketching Club

→ ~~None~~
→

Department Clubs

Sl. No	Clubs
1	Science Club
2	Robotics Club (Mechanical)
3	Energy(Electrical)
4	Debate(Mining)
5	App Club (CSE)
6	Embedded and IoT Club (ECE)
7	CT Club (Civil)

Electronics

→

Outreach Committee.

1. Mr. Srinivas Balen.
2. Shashi Kiran.

R & D. Committee

Dr. Palaniswamy.
Myself.
Jeniltha

[Signature]
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaam, K. G. F-563120
11/1/2022



Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY
OORGAUM POST, K.G.F-563120

**REPORT OF ANTI-SEXUAL HARSSMENT COMMITTEE /
CICC 2019-2020**

ASHC/CICC for the Year 2019-20, formed under the Chairmanship of Dean,
Prof. Ruckmani Divakaran

1. ASHC/CICC meeting is conducted twice every semester or as an when required.
2. All the Committee members attended the meeting on 3rd February, 2020.
3. Agenda of the Meeting was to discuss about the proceedings of the previous meeting which was held on 06.09.2019.
4. The measures are being discussed for awareness of ASH and CICC among the staff and students at Institution Campus, hostel and enforce protocols, steps to safe guard the Students and staff.
5. The measures are being discussed for awareness on ASH and CICC among the staff and students through mentors.

Vijaya Bharathi
Mrs. Vijaya Bharathi
Convenor 06/06/2020

Ruckmani Divakaran 06.6.2020
Prof. Ruckmani Divakaran (Dean)
Chairperson

[Signature] 21/1/2022
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
- Oorgaum, K. G. F- 563120



Estd. 1986

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Oorgaum, Kolar Gold Fields - 563120

Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

Ref: Dr.TTIT/2019-20/002/HM

Date: 04.09.2019

CIRCULAR

It is hereby informed by the undersigned that, the Chairperson/Convener of the Anti-Sexual Harassment committee will have to conduct the monthly committee Meeting on one of these dates 4th, 5th or 6th September 2019.

And the report of the meeting should be submitted to the undersigned at the earliest.

Members are as follows:

Sl.no.	Member name	Designation	Cell Designation
1.	Prof.Ruckmani Divakaran	Dean Administration &HOD ECE.	Chairperson
2.	Prof. Vijaya Bharathi M	Associate Professor ECE	Member
3.	Prof. Vinutha B A	Associate Professor CSE	Member
4.	Dr.Palaniswamy KM	Professor ECE	Member
5.	Mr.Rudre Gowda	Librarian	Member
6.	Dr.Sugantha Devi K	Associate Professor Maths	Convener
7.	Prof.Sarala Shanthi J	Associate Professor Physics	Member


PRINCIPAL
PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120

To

27/06/2019
K.G.F

The Vice Principal
Dr. T. T. I. T. KGF

Through:- The Manager
Estate .
Dr. T. T. I. T.

Respected Sir,

Sub:- Requesting for oppology

I under sign bring to your kind notice that I am done mistake during my work allotted by in-charge. and I used so much word by wanted to my in charge. He allotted some work at 11.45Am But I could not attend that work. and also I am not coming in time in afternoon.

Here after I am not repeat the same I am not talk unnecessarily my authority. So Please Excuse me for oppology

Here after what ever work allotted by you or in-charge I will do with out any remarks. kindly give me last chance for me

Thanking you.

PRINCIPAL

Dr. T. Thirumalaiah Institute of Technology
Oorgaum, K. G. F. - 563120

your obediently

R.M.H.
[Signature]

M. Venkatesh
(M. VENKATESH)
Dept Estate

Dr. T. T. I. T.

Date: 4/1/2019.
Place: K.G.F.

From,

Selvi.
Dept of Library
Dr. T.T.I.T.
Oorgaum post K.G.F.

To.

The principal/Committee
Dr. T.T.I.T.
Oorgaum post.
K.G.F.

Respected Sir,

I am working in Library for the past 24 years. I am getting harassment by Keerthi long back. that time I complaint to our Dean and Librarian. He called and warned and sent. Again Now he is doing the same thing when ever i am going he is following me and saying bad words it gives mental harassment.

So please do the needful sir,

Thanking you
04/01/2019
PRINCIPAL
Dr. T. Thirumalaiah Institute of Technology
Oorgaum, K. G. F. - 563120

Your's faithfully
selvi's

4-1-2019

From
S. Venkatesh
HR Section
Dr. T. T. IT

To
The Principal/ Chief of Anti Sexual Harassment
Committee,
Dr. T. T. IT

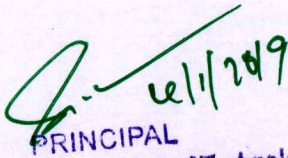
Respected Sir/Madam.

~~As~~ I the undersigned person write to state
that from today onwards, I will not
speak to Selvi & not follow her
kindly forgive me, I will not harass
her by any means.

Hope your Goodself. will give me
a last chance to an

Thank you

Yours faithfully
S. Venkatesh


PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaam, K. G. F- 563120

To

The Librarian
Library & Information Center
Dr. T. T. T.

Respected Sir

Sub: Explanation - req.

With due respect I the undersigned
person write to state that usually
I am going to reading section to
send her for cleaning & reading paper
~~opening the fine sand being an~~
~~elderly person~~, she has given a
false information which is not correct.
that I have personally explained
if she feels I restrict my self
in future.

Thank you

on Received

29/04/2010

29/04/2010

PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
- Oorgaum, K. G. F- 583129

Johns for the book
Dent

Oorgaam,
27.04.2010.

From:

Selvi.S
Library Section
Dr. T. Thirumalaiah Institute of Technology,
Kolar Gold Fields - 563120.

To

The Librarian
Dr. T. Thirumalaiah Institute of Technology
Kolar Gold Fields - 563120.

Respected Sir,

Subject: "Request for immediate
transfer to any other department."

With reference to the above, I the
undersigned, would like to have an
immediate transfer from library, as
I am unbearable by the mental torture
by one of my colleague named Keerthi.S
I request you to kindly cooperate and
oblige.

Thanking You

Received on 27/04/2010

Yours sincerely,
SELVI S

Informed to principal &

vice principal.

Principal instructed to me to meet and
take a Apologi from him. Keerthi Seelan,

PRINCIPAL
Dr. T. Thirumalaiah Institute of Technology
- Oorgaam, K. G. F. 563120

27/04/2010



Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY, KGF

Anti-Sexual Harassment Committee

Date-01st August 2018

Sl.no	Member name	Designation	Committee Designation	Contact no.	Email-Id	Signature
1	Prof. Ruckmani Divakaran	Dean Administration &HOD ECE.	Chief	9880253460	dean@drttit.edu.in	<i>Rud Divakar</i> 01-8-2018
2	Prof. Vijaya Bharathi M	Associate Professor ECE	Member	9481585097	bharathi@drttit.edu.in	<i>Vijaya Bharathi</i> 1/8/18
3	Prof. Vinutha B A	Assistant Professor CSE	Member	9483774358	vinuthagvit@yahoo.co.in	<i>Vinutha</i> 1/8/2018
4	Dr. Palaniswamy K M	Professor ECE	Member	7411180461	mail2kmp@gmail.com	<i>K M</i> 1/8/2018
5	Mr. Rudre Gowda	Librarian	Member	9481587955	librarian@drttit.edu.in	<i>Rudre</i> 01/08/18
6	Dr. Suguntha Devi K	Professor Maths	Convener	9449192442	suganthadevik@yahoo.co.in	<i>Suguntha</i> 01-08-2018
7	Prof. Sarala Shanthi.J	HOD Physics	Member	9663450731	hod.phy@drttit.edu.in	<i>Saralashanti</i> 01-08-2018
8.	Respective HOD					

Rud Divakar
Dean(Administration) 01-8-2018

Suguntha
01/8/2018
PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120

Chand
01/8/2018
Vide-Principal
VICE PRINCIPAL
Dr T.Thimmaiah Institute of Technology
Oorgaum, K.G.F-563 120.

Suguntha
01/8/18
Principal

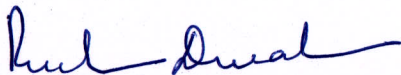
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Dr. T. Thimmaiah Institute of Technology
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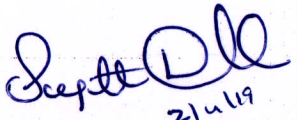
Annual Report on case of sexual Harassment

Period : 1st April 2018 to 31st march 2019

Name of the College: Dr.T.Thimmaiah Institute Of Technology

Sl.no		Number of Cases
1	Number of complaints of sexual harassment during in the year.	1
2	Number of complaints dissolved during the year	1
3	Number of cases pending for more the 90 days	0
4	Number of workshops on awareness programs against sexual harassment conducted during the year	0
5	Nature of action	Suspended two persons one for 8 days another person was suspended for 3 days


Prof. Ruckmani Divakaran
Chairman 02.4.2019

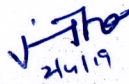

Dr.Sugantha Devi
Convener

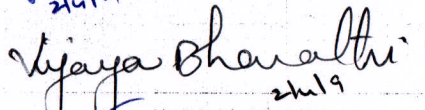
Members: Mrs B.A Vinutha

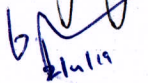
Mrs Vijay Bharathi

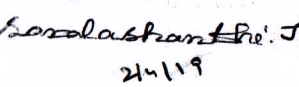
Dr. Palaniswamy

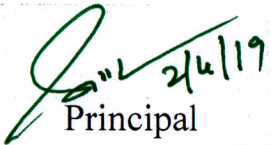
Ms.Sarala Shanthi


24/4/19


24/4/19


24/4/19


24/4/19


Principal

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Oorgaam, K. G. F-563120

Sample Sexual Harassment Policy

[Explanatory note: This sample sexual harassment policy is intended for use by private and public employers in the Pacific to help them develop their own sexual harassment policies. It is based on international good practices and includes all the components which make a sexual harassment policy comprehensive. As such, it is not intended to be a collection of clauses from which employers can pick and choose. Instead, any effective policy must include most if not all of the content of this sample policy. Organisations should of course modify certain clauses to meet specific conditions within their organisations.]

The Policy Statement

[Name of Company] is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment. [Name of Company] will operate a zero tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment.

All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimised for making such a complaint.

[Explanatory note: This explains in broad terms what the policy is about and sets out the intention of the organisation in adopting the policy.]

Definition of sexual harassment

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. It includes situations where a person is asked to engage in sexual activity as a condition of that person's employment, as well as situations which create an environment which is hostile, intimidating or humiliating for the recipient.

Sexual harassment can involve one or more incidents and actions constituting harassment may be physical, verbal and non-verbal. Examples of conduct or behaviour which constitute sexual harassment include, but are not limited to:

Physical conduct

- Unwelcome physical contact including patting, pinching, stroking, kissing, hugging, fondling, or inappropriate touching
- Physical violence, including sexual assault
- Physical contact, e.g. touching, pinching
- The use of job-related threats or rewards to solicit sexual favours

Verbal conduct

- Comments on a worker's appearance, age, private life, etc.
- Sexual comments, stories and jokes
- Sexual advances
- Repeated and unwanted social invitations for dates or physical intimacy
- Insults based on the sex of the worker
- Condescending or paternalistic remarks

Further, victims of sexual harassment may want to resolve the matter in different ways. Some may be happy with an informal resolution and for the matter to stop, others may want more formal measures. In addition, informal resolution mechanisms may be inappropriate where the allegation is serious or where the harasser is also the victim's supervisor. It is important that the company's complaints procedures reflect these different needs and ways of resolving conflict.]

Anyone who is subject to sexual harassment should, if possible, inform the alleged harasser that the conduct is unwanted and unwelcome. [company name] recognises that sexual harassment may occur in unequal relationships (i.e. between a supervisor and his/her employee) and that it may not be possible for the victim to inform the alleged harasser.

If a victim cannot directly approach an alleged harasser, he/she can approach one of the designated staff members responsible for receiving complaints of sexual harassment. This person could be another supervisor, a member of the human resources department, etc.

When a designated person receives a complaint of sexual harassment, he/she will:

- immediately record the dates, times and facts of the incident(s)
- ascertain the views of the victim as to what outcome he/she wants
- ensure that the victim understands the company's procedures for dealing with the complaint
- discuss and agree the next steps: either informal or formal complaint, on the understanding that choosing to resolve the matter informally does not preclude the victim from pursuing a formal complaint if he/she is not satisfied with the outcome
- keep a confidential record of all discussions
- respect the choice of the victim
- ensure that the victim knows that they can lodge the complaint outside of the company through the relevant country/legal framework

[Explanatory note: It is important to give the victim options for reporting the matter and this will depend on the structure of the company. The need for options for reporting is very important because having one person only to report to limits the ability of the victim to avail themselves of the complaints procedure. If for example, the harasser is also the designated person, the designated person is away on leave, or the victim would rather report it to a woman than a man or to a man than a woman and the designated person is a man, woman etc.]

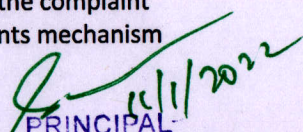
Throughout the complaints procedure, a victim is entitled to be helped by a counsellor within the company. [company name] will nominate a number of counsellors and provide them with special training to enable them to assist victims of sexual harassment. [company name] recognises that because sexual harassment often occurs in unequal relationships within the workplace, victims often feel that they cannot come forward. [company name] understands the need to support victims in making complaints.

[Explanatory note: In many large companies, certain employees are designated as counsellors to help victims of sexual harassment navigate the complaints procedures.]

Informal complaints mechanism

If the victim wishes to deal with the matter informally, the designated person will:

- give an opportunity to the alleged harasser to respond to the complaint
- ensure that the alleged harasser understands the complaints mechanism


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decision on re-organising the office. For example, the victim may not want to be moved to a different department and as the victim, he/she should be entitled to decide this and not be re-victimised by being forced to move within the company.]

Outside complaints mechanisms

A person who has been subject to sexual harassment can also make a complaint outside of the company. They can do so through [insert mechanism depending on country/legal framework – i.e. employment tribunal, ombudsperson, etc].

[Explanatory note: This section is intended to inform employees of their rights to use other national mechanisms that may be available to them. Some employees may not feel comfortable bringing a complaint through the disciplinary measures at work and they should be informed of their right to seek redress elsewhere. The internal policy of a company cannot prevent an employee from also using the national mechanisms available to him or her.]

Sanctions and disciplinary measures

Anyone who has been found to have sexually harassed another person under the terms of this policy is liable to any of the following sanctions:

- verbal or written warning
- adverse performance evaluation
- reduction in wages
- transfer
- demotion
- suspension
- dismissal

The nature of the sanctions will depend on the gravity and extent of the harassment. Suitable deterrent sanctions will be applied to ensure that incidents of sexual harassment are not treated as trivial. Certain serious cases, including physical violence, will result in the immediate dismissal of the harasser.

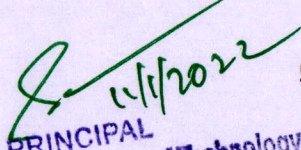
[Explanatory note: The policy should be applied consistently throughout the company and sanctions should be based on the gravity of the conduct. Suitable deterrent sanctions should be included in workplace policies on sexual harassment to ensure that incidences of sexual harassment are not treated as trivial events. They should become part and parcel of company regulations and/or collective labour agreements].

Implementation of this policy

[Name of company] will ensure that this policy is widely disseminated to all relevant persons. It will be included in the staff handbook. All new employees must be trained on the content of this policy as part of their induction into the company.

Every year, [name of company] will require all employees to attend a refresher training course on the content of this policy.

It is the responsibility of every manager to ensure that all his/her employees are aware of the policy.


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Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY

(Affiliated to VTU, Belagavi, Recognized by Govt of Karnataka & Approved by AICTE, New -Delhi)

Oorgaum, Kolar Gold Fields - 563120

Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

Ref: Dr.TTIT/2019-20/002/HM

Date: 04.09.2019

CIRCULAR

It is hereby informed by the undersigned that, the Chairperson/Convener of the Anti-Ragging Committee will have to conduct the monthly committee meeting on one of these dates 4th, 5th or 6th September 2019.

And the report of the meeting should be submitted to the undersigned at the earliest.

Members are as follows:

Sl.no	Member name	Designation	Anti-ragging Cell Designation
1.	Prof.Ruckmani Divakaran	Dean Administration & HOD ECE.	Chairman
2.	Dr.N.Lakshmipathy	Professor & HOD EEE.	Member
3.	Dr.Sreedhar Kumar	Professor & HOD CSE.	Member
4.	Prof. Mohan Kumar	Associate Professor, Mechanical Engg.	Squad
5.	Prof.Paul Prasanna Kumar	Associate Professor, Mining Engg.	Squad & Convener
6.	Mr.Vishwanath K V	Head Constable	Squad

04/09/19
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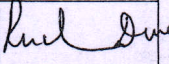

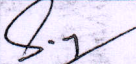
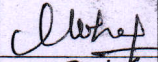
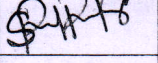
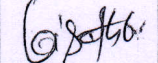
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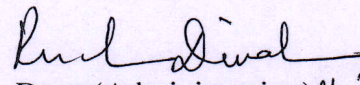
OFFICE ORDER

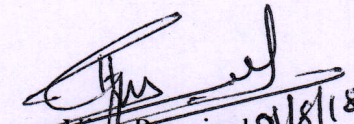
Formation of Anti-ragging Committee & Squad

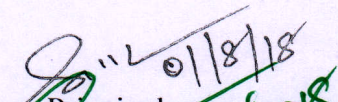
Date:01/08/2018

Anti-ragging committee & Squad is being formed for Dr.T. THIMMAIAH INSTITUTE OF TECHNOLOGY, KGF., students having any complaints with ragging shall contact any of the following members of the Anti-ragging Committee Cell. Members List are as follows:

Sl. No.	Member Name	Designation	Anti-ragging Cell Designation	Staff Room No	Contact No.	E-mail Id	Signature
1	Prof. Ruckmani Divakaran	Dean Administration & HOD, ECE	Chairman	FH-324	9880253460	dean@drtit.edu.in	
2	Dr. N. Lakshmipathy	Professor & HOD, EEE	Member	FH-117	8762208659	hod.eee@drtit.edu.in	
3	Dr. Sreedhar Kumar	Professor & HOD, CSE	Member	F-218	9448291685	hod.cse@drtit.edu.in	
4	Prof. Mohan Kumar	Associate Professor, Mechanical Engg.	Squad	FH-140	9886943625	mohan@drtit.edu.in	
5	Prof. Paul Prasanna Kumar	Associate Professor, Mining Engg.	Squad & Convener	FH-304	9480012684	paul@drtit.edu.in	
6	Mr Vishwanath.K.V	Head Constable	Squad	CHAMPION REEFS POLICE STN.	9902841010	vishwanath1879@gmail.com	


Dean (Administration) 01.8.2018


Vice-Principal 01/8/18


Principal
PRINCIPAL
01/08/2018
Dr T Thimmaiah Institute of Technology
Dorqam KGF 563 120



Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY

Oorgaam, KGF - 563120.

NOTICE

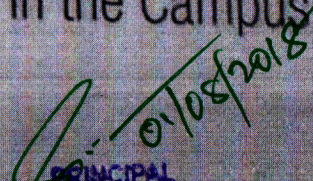
RAGGING LEADS TO FOLLOWING PUNISHMENT

1. Suspension from Attending Classes.
2. Debarring from Attending Test.
3. Withholding Results.
4. Debarring from Participation in any Sports & Cultural activities.
5. Withholding Scholarship.
6. Fine Raising from Rs. 25000 to Rs. 100000.
7. Expulsion from Hostel & Institution.
8. Debarring from Admission to any other Institution.
9. FIR will be lodged by Institution.
10. Non bailable warrant.
11. Imprisonment..

 Say **NO** to
Ragging

CAUTIONS

1. Ragging is a recognizable offence under IPC.
2. Ragging is a Criminal Offence.
3. Ragging is a Sin.
4. Ragging is a Crime.
5. Any sort of Ragging is Strictly Prohibited in the Campus & in the Hostels.


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- Overview
- Intranet / Wifi
- Gym
- Transport
- Sports
- Student Center
- Hostels
- > Student Support Systems
- Academic Advisory Committee
- Anti Ragging Committee**
- Grievance Redressal Committee
- SC & ST Cell
- Internal Compliant Committee
- Anti Sexual Harassment Committee
- Institution Industry cell
- E-cap
- Student Login

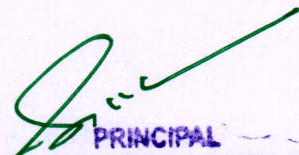
(Anti-ragging Committee & Squad)

SI No	Member Name	Designation & Department	Committee Designation	Contact No.	Email Id
1	Prof. Ruckmani Divakaran	Dean Administration & HOD, Department of Electronics & Comm. Engg.	Chairman	9880253460	dean@drttit.edu.in
2	Dr. N. Lakshmi pathy	Professor & HOD, Department of Electrical & Electronics Engg.	Member	8762206659	nod.eee@drttit.edu.in
3	Dr. Sreedhar Kumar	Professor & HOD, Department of Computer Science Engg.	Member	9448291685	nod.cse@drttit.edu.in
4	Dr. M. S. ...	Associate Professor	Member	9900112007	...@drttit.edu.in

Name Email

Contact No Message

Submit


PRINCIPAL
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Overview

Intranet / Wifi

Gym

Transport

Sports

Student Center

Hostels

> Student Support Systems >

Academic Advisory Committee

Anti Ragging Committee

Grievance Redressal Committee

SC & ST Cell

Internal Compliant Committee

Anti Sexual Harassment
Committee

Institution Industry cell

Student Login

(Anti-ragging Committee & Squad)

3	Dr. Sreedhar Kumar	Professor & HOD, Department of Computer Science Engg.	Member	9448291685	hod.cse@drttit.edu.in
4	Prof. Mohan Kumar K	Associate Professor, Department of Mechanical Engg.	Squad	9886943625	mohan@drttit.edu.in
5	Prof. Paul Prasanna Kumar	Associate Professor, Department of Mining Engg.	Squad & Convener	9480012684	pau@drttit.edu.in
6	Mr. Vishwanath K V	Head Constable	Squad	9902841010	vishwanath1879@gmail.com

Name

Enter Name

Email

Enter Email

Contact No

Enter Mobile

Message

Enter Message

Submit


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ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

(A STATUTORY BODY OF THE GOVERNMENT OF INDIA)

7th FLOOR, CHANDERLOK BUILDING, JANPATH, NEW DELHI-110 001
Ph. : 011-23724151-57, Website: www.aicte-india.org

Advt. No. : Anti Ragging / 08(06) / 2012

PUBLIC NOTICE CURBING THE MENACE OF RAGGING IN AICTE APPROVED TECHNICAL INSTITUTIONS

It is brought to the notice of the Institutions, students and other various stakeholders that ragging is a criminal offence and AICTE has framed regulation which has been notified vide F.No.37-3/Legal/AICTE/2009 dated July 1, 2009 (available on AICTE web portal at www.aicte-india.org-Grievance-Anti-Ragging) on curbing the menace of ragging in AICTE approved Technical Institution, in order to prohibit, prevent and eliminate the scourge of ragging in AICTE approved Technical Institutions.

The above regulation is mandatory and applicable to all AICTE approved Institutions. All AICTE approved Institutions should take necessary steps for its implementation, constitution of Anti-ragging Committee, Anti-Ragging Squads, obtaining Affidavit, Dedicated Cadre of Wardens, Counseling by Professional Counselors and monitoring mechanism etc. as per provisions provided in the above regulation and ensure its strict compliance. (Please also refer to our Public Notice No.AR/05(04)/2012 available on AICTE Web Portal at www.aicte-india.org-Bulletin-Advertisement-S.No.65).

Any violation of AICTE regulation as cited above by an Institution or in case any Institution fails to take adequate steps to prevent ragging or act in accordance with these regulations or fails to punish perpetrators or incidents of ragging suitably, AICTE shall call for punitive action against erring Institutions as per the Approval Process Handbook 2012-13.

Students in distress owing to ragging related incidents can access the Toll Free Helpline No.1800-180-5522 or write to the Member Secretary, AICTE, 7th Floor, Chandernok Building, Janpath, New Delhi-110 001.

(Dr. K.P. Isaac)
Member Secretary

168.0 sq.cm. 12x14


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Dr. T. Thimmarah Institute of Technology
Durgam K G F 563 120



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

(A STATUTORY BODY OF THE GOVERNMENT OF INDIA)

7TH FLOOR CHANDERLOK BUILDING, JANPATH, NEW DELHI-110 001

Ph. : 011-23724151-57, Website : www.aicte-india.org

Advt. No. : AR / 05(04) / 2012

PUBLIC NOTICE

CURBING THE MENACE OF RAGGING IN AICTE APPROVED TECHNICAL INSTITUTIONS

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The above regulation is mandatory and apply to all AICTE approved Institutions. **All these Institutions should take necessary steps for its implementation, monitoring mechanism, etc. as per provisions provided in the above regulation and ensure its strict compliance.** Also the following preventive measures for Anti-Ragging should be strictly followed by all AICTE approved Institutions.

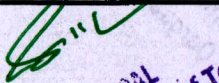
- (1) All advertisements issued for admission by a technical institution shall clearly mention that ragging is totally banned and anyone found guilty of ragging and/or abetting ragging is liable to be punished.
- (2) The 'Prospectus' and other admission related documents shall contain directions of the Supreme Court and AICTE Regulation for curbing the menace of ragging in AICTE approved technical institutions and printed in the brochure of admission/ instruction booklet for candidates.
- (3) **Affidavit must be obtained from every Student and Parent/Guardian separately as per Clause 5, Sub-Clause 3 & 4 of the AICTE regulation as cited above. Another affidavit must also be obtained from Student and Parent/Guardian along with application of Students while availing hostel accommodation as per Clause 5, Sub-Clause 6 of AICTE regulation as cited above.**
- (4) All Educational Institutions should constitute (i) Anti-Ragging-Committee as per Clause 6(a) (ii) Anti-Ragging Squads as per Clause 6(c) and dedicated Cadre of Wardens and (iii) Professional Counselors as per Clause 5, Sub-Clause 11 of the AICTE Regulation as cited above.
- (5) The Institutions may erect suitable hoardings/bill boards/banners in prominent places to exhort the students to prevent or not to indulge in ragging and also indicating therein the names of the officials and their telephone numbers to be contacted in case of ragging.
- (6) The Institution shall also undertake any other form of campaigns as it may consider appropriate for prevention of ragging.

Any violation of AICTE Regulation as cited above, by AICTE approved Institution or in case any Institution fails to take adequate steps to prevent ragging or act in accordance with these regulations or fails to punish perpetrators or incidents of ragging suitably, AICTE shall call for punitive action against erring Institutions.

Students in distress owing to ragging related incidents can access the **Toll Free Helpline 1800-180-5522** or write to the Member Secretary, AICTE, 7th Floor, Chanderek Building, Janpath, New Delhi-110 001.

Dr. K.P. Isaac
Member Secretary

12x18cms


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Oorgaum, Kolar Gold Fields - 563120

Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

ABSTRACT

This file contains AICTE notifications, VTU Circulars, Dr TTIT College guidelines, Anti-Ragging Committee & Squad Formation, Image of Anti-Ragging Committee & Squad on our College Website, display of committee on department and Hostel notice boards and Committee Agenda and minutes of meetings.


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Oorgaum K G F 563 120



Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Dr. H.N. Jagannatha Reddy B.E., M.E., Ph.D.

REGISTRAR

Phone : (0831) 2498100

Fax : (0831) 2405467

Ref: VTU/BGM/Aca-OS/UG-Cirs/2017-18/9275

Date : 5 JAN 2018

CIRCULAR

Sub: Ragging Free Campus - reg..

Ref: 1. UGC Letter No. D.O. No. F-1-15/2009(ARC)pt.III dt: 13-11-2017

2. Hon'ble Vice-Chancellor's orders dated 23-12-2017

With reference to the above, this is brought to your kind notices that the Hon'ble Supreme Court of India in its order dated 08-05-2009 in Civil Appeal 887 of 2009 in the matter of University of Kerala versus Council, Principals, Colleges, Kerala and others, constituted a four member committee of mental health and public health professionals.

The committee submitted its report entitled "Psychosocial Study of Ragging in Selected Educational Institutions in India" to UGC. UGC enlisted important recommendations of the committee which call for an urgent action on the part of higher education institutions in the above referred letter.

In this regard, you are hereby informed to implement the Committee recommendations as informed by UGC.

The UGC letter D.O. No. F-1-15/2009(ARC)pt.III dt: 13-11-2017 and Committee report are uploaded to VTU website www.vtu.ac.in for necessary action in the matter.

BY ORDER

Sd/-

REGISTRAR

To,
The Principals of All Colleges (Affiliated, Autonomous, Constituent) under the ambit VTU,
Belagavi

Copy to:

1. Hon'ble Vice-Chancellor through the Secretary to VC, VTU, Belagavi for kind information
2. The Regional Directors (I/O) of all the Regional Offices of VTU for kind information
3. The Special Officers of Academic Section, VTU, Belagavi
4. The Case workers of Academic Section, VTU, Belagavi
5. The Computer Network centre, VTU, Belagavi

REGISTRAR

PRINCIPAL

Dr. T. Thimmaiah Institute of Technology
Oorgaam, K. G. F- 583120



पी. के. ठाकुर
सचिव

P. K. Thakur
IP&TAFS
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

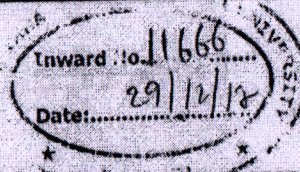
Ph.: 011-23236286/23239337

Fax : 011-2323 8858

email : pkihakur.ugc@nic.in

SPEED POST

D.O.No.F.1-15/2009(ARC)pt.III



13th November, 2017

Dear Sir/Madam

The Hon'ble Supreme Court of India in its order dated 08.05.2009 in Civil Appeal 887 of 2009 in the matter of University of Kerala versus Council, Principals', Colleges, Kerala and Others, constituted a four members committee of mental health and public health professionals with the following terms of reference.

- i. To ascertain the reasons and circumstances under which senior students resort to ragging;
- ii. To ascertain the psychological impact of ragging on students;
- iii. To assess and quantify the impact of ragging and indiscipline on the standard of education in an institution and relate it to the existing procedures used by MCI, UGC and other regulatory bodies to assess the suitability of an institution for recognition;
- iv. To recommend urgent and mandatory mental health measures to be implemented in, and practiced by school, colleges, and all educational and vocational institutions, so as to curb ragging.

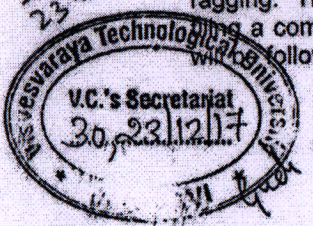
The four members committee has since submitted its Report entitled "Psychosocial Study of Ragging in Selected Educational Institutions in India" to the UGC. The report has been uploaded on the UGC website and may be accessed through the link http://www.ugc.ac.in/pdfnews/7661310_Psychosocial-Study-of-Ragging.pdf. The recommendations of the study are enclosed at Annexure-I.

The important recommendations which call for an urgent action on the part of the higher education institutions are as follows:

- (1) The higher education institutions should organize welcome and orientation programmes at the beginning of every academic session involving the students through which a clear message shall be sent regarding acceptable and unacceptable behaviours. This must include zero tolerance to ragging, sexual harassment and discrimination based on caste, religion, ethnicity etc.
- (2) Apart from installation of CCTV cameras, a proper surveillance mechanism consisting of a human system of wardens, mentors etc. shall be institutionalized, wherein they should be in regular touch with the students and promote their inclusion in activities such as games, sports and extra-curricular activities etc. in the hostels.
- (3) A clear Standard Operating Procedure shall be laid down for dealing with the cases of ragging. The students should be made aware of these rules as well as the procedure for filing a complaint, who to approach and their contact information and the procedure that shall be followed by the HEI, with assurance of anonymity of complaint.

*Reg
To implement
across all
VTO colleges*

23-12-17



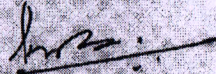
Contd.....
10/11/2017
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- (1) Psychosocial Support and counselling should be offered to victims as well as perpetrators so that the potential for cyclical abuse is neutralized. The engagement of counsellors with the students could also be in the form of sensitization/training modules on power and inequalities, prejudice, discrimination, exclusion, harassment and violence, using creative methods such as drama, art, films, and other media.
- (2) The institutions must appreciate the huge diversities in the institution in terms of ethnicity, language, religion, sexuality etc. and effectively address the diversity related concerns by assessing and monitoring the social climate of institutions through regular surveys of students and staff.
- (3) The higher education institutions must provide an environment where the students learn the values of democratic, mutually respectful relationships, non-violent conflict resolution, autonomous and critical thinking, compassion and caring, respect for differences, fairness and so on. This can be done by holding programmes and activities that foster civic engagement and responsibility, critical reflection on social issues and deliberation on values.

You are requested to implement these recommendations and ensure a ragging free campus and create an institutional climate which is supportive and fair, with faculty who are attuned and interested in student development, that will become the foundation of a dynamic culture that is just, progressive and open to change towards an egalitarian society.


With kind regards,

Yours sincerely


(P. K. Thakur)

Encl: As above.

The Vice-Chancellor
Visveswaraiah Technological University
"Jnana Sangama",
Belgaum-590 018,
Karnataka.

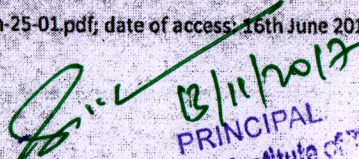

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Annexure - I

Recommendations of the Committee on "Psychosocial Study of Ragging
in Selected Educational Institutions in India"

One of the most striking findings of our study is the widespread acceptance of ragging in our educational institutions and indeed in our society. It is frequently described as a rite of passage, of preparing youth for a tough and competitive world, and of being masculine. The findings clearly indicate that ragging occurs in the context of power relationships, in a deeply hierarchical and unequal society and is reflective of these social processes. It also occurs as a result of a lack of appreciation of the diversities we need to celebrate in a country like ours— of ethnicity, language, religion etc. Our study of bullying in schools indicates a continuum commencing from families to schools and finding expression in ragging in colleges and higher educational institutions. Indeed the Quality Education Study 2010-11 echoes this, revealing children's bias against the girl child, the disabled, religious minorities, 'lower castes' and children from other states and speaking other languages⁵¹. What is therefore alarming is the finding that people do not perceive ragging as a problem and consequently, do not feel the need to address it. In the light of this pervasive approval of what is clearly detrimental to students and the educational system, and a phenomenon that extends to the larger social fabric, making recommendations to respond to this issue is a complex and a rather daunting task; it cannot be met with a 'magic bullet' approach. Thus, the surveillance/ CCTV law and order approach is not sufficient or sensitive to address the magnitude of the problem. Thus, the recommendations made in this report are unanimous, and based on a wide range of sources and reading, including the Raghavan Committee Report, our review of literature and the findings of this study. Broadly, there are two sets of recommendations: i) short-term recommendations that are more top-down in nature, at the level of institutional systems and administrations; ii) long term recommendations that call for multi-pronged approaches, that move beyond the educational system to look at root causes of the problem within the larger society. These are process-based approaches that (re)examine transformation of education,

⁵¹ Quality Education Study 2010-11 available at: http://www.ei-india.com/wpcontent/uploads/Executive_Summary-Low_Resolution-25-01.pdf; date of access: 16th June 2015.


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inclusive growth and development, gender relationships (including the construction of masculinity), social hierarchies and perceived inequities.

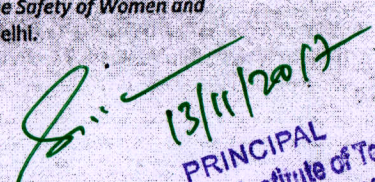
A. Short-Term Recommendations

1. Institutional Role in Fostering Inclusion, Belonging and Acceptance of New Students

Our study shows that where the institution takes the responsibility of organizing welcome and orientation programs, it fosters a sense of inclusion and belonging, reassuring new students of their social acceptance into the institution. The role of ragging as a rite of inclusion to foster belonging to the new institution and to forge new bonds must be replaced by other mechanisms that meet the same purpose, are systematic, public, and involve the whole institutional community and not just the students. In particular, teachers, in collaboration with an elected/representative body of students, may play an important part in helping new students settle down by dealing with their anxieties, and making them feel welcome. Other institutional agencies must also be involved at this stage itself. For instance, faculty in charge of Equal Opportunity Cells should also spell out what steps the institution plans to take to reach out to students who need academic and other kinds of support, for example through remedial English courses, academic support for the learning disabled etc. Counselors should be introduced at such sessions and clear instructions should be provided to students on who to contact in case of need for assistance. In fact, some of this information, including on key contact personnel, should be part of an orientation package that students should receive upon their admission to the institution.

The recommendation is therefore for institutions to organize such welcome and orientation programs involving the student as well as the rest of the institutional community. Secondly, these orientation programs must also set out clear messages of acceptable and unacceptable behaviours. This includes zero tolerance to ragging, sexual harassment and discrimination based on caste, religion, ethnicity, etc. It may be desirable for faculty to engage the student community in debate and reflection on these issues, drawing from some of the findings and recommendations of this report as well as the Saksham Report⁵² on sexual harassment.

⁵²University Grants Commission (2013), *Saksham: Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campus* (Saksham Report), New Delhi.


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2. Maintenance of Support Systems

Surveillance systems are largely understood to mean CCTV cameras. However, surveillance systems cannot be limited to such impersonal policing. In fact, they are illegal as they intrude upon privacy. Data from other countries shows that they do not decrease the incidence of hazing and violence. While they may act as partial deterrents, i) they cannot be relied for complete coverage; ii) they also induce a sense of complacency in administrators and prevent what needs to be done i.e. building a sense of community. This sort of intervention does not address the root causes of ragging.

'Surveillance' therefore needs to comprise of a human system of guardianship—of wardens, mentors, including senior students to be in regular contact with newcomers and to include them in activities such as games/ sports and extra-curricular, in colleges and in their residential facilities (hostels), where ragging frequently occurs. In contrast to the dominance-submission relationship enforced through the intimidation and fear associated with ragging, newcomers can be exposed to another version of authority— one that is firm, yet fair and caring.

3. Institutional Response to Ragging: Implementation of UGC Protocol and Guidelines:

A disconcerting truth is that no matter what mechanisms one puts in place, instances of ragging will continue to surface now and then. Complete eradication can be the goal but as we have seen in the case of child sexual abuse, putting in CCTV cameras in schools will not prevent a motivated perpetrator from attempting to abuse. Thus, there is a need for institutions to follow a clear protocol of response in instances where ragging does occur. The UGC has a protocol for institutional response to incidents of ragging and can be found on its website. This has been conveyed to all institutions and the anti-ragging committee of the institutions should be familiar with it. Furthermore, institutions should have operationalized the protocol with clear procedures and designated staff/faculty to take action as per guidelines. Thus, students should be made aware of these rules as well as how to file a complaint, who to approach and their contact information, and the procedure that will follow, with assurance of anonymity of complainant.

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Our study showed a reluctance to take action against perpetrators in incidents of ragging for fear of damage to the reputation of institutions. Consequently, the perpetrators themselves are reassured by the culture of impunity that pervades our social lives and feel that they can get away because they have the 'right' social and political contacts and/or because they rely on the institution's concern about its reputation. We feel, on the contrary, it is to the credit of the institution if incidents of ragging are reported and responded to; this indicates not only the anti-ragging position of the institution, and its commitment to maintain this stance, but it is also reassuring to the student community and indeed civil society of the safe and enabling nature of the institution. Further, it counters the cultures of impunity, denial and silence that problems such as ragging and abuse are shrouded in.

4. Widening the Role of the Anti-ragging Cell of UGC

Currently, the primary focus of the anti-ragging cell in the UGC is to deal with the complaints of ragging. The cell should also actively function as a nodal body to disseminate various information/literature pertaining to harmful effects of ragging, ways to curb the practice and improve psychosocial climate in institutions, etc. through booklets, website and audio-visual material. The cell should also conduct seminars, workshops, essay-writing competitions, etc. and engage students, faculty and college management in its endeavor to eradicate ragging.

5. Accountability

While the NAAC (National Assessment and Accreditation Council) takes into account the issue of institutional response to ragging, this is attended to by most institutions in a perfunctory and mechanical manner. In order to instill greater accountability, it is necessary for the NAAC to actually check whether the institutions are fulfilling the conditions required for accreditation. Therefore, in addition to the mandatory form, institutions need to be regularly and systematically visited or inspected by the NAAC to ensure adherence to accreditation guidelines.

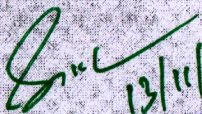

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6. Psychosocial Support and Counseling

Psychosocial support and counseling should be offered to victims as well as perpetrators so that the potential for cyclical abuse is neutralized. While it is desirable to have counselors in every college, we recognize that there is a shortage of human resources and skills in this area. Therefore, we recommend that every college identifies a nodal agency offering counseling/training services and nominate one or two faculty volunteers to train at these agencies and, in collaboration with them, offer support to affected students. Also, the UGC should budget for the provision of counselors and should have a list of recognized nodal agencies which can be accessed for counseling services, till such time as these capacities are developed within institutions.

For victims, counseling would need to focus on issues of support, reassurance and safety on the one hand, and on identity, assertiveness and efficacy on the other; for some victims, the impact may be in the nature of trauma in which case, referral systems for more specialized care, must be made accessible. The counselor or mentor may facilitate this process. For perpetrators, counseling requires to focus on sensitization, empathy-building and perspective-taking issues.

Counselors must also extend their roles beyond individual interventions to larger contact and engagement with student communities who face a great many problems such as first-generation literates, rural-urban and inter-state migration. Many of them are unable to deal with the 'freedoms' they are dealing with for the first time, in impersonal institutional spaces. Above all, our young people are not socialized to deal with issues of gender and sexuality. Ragging is a college-related custom that reflects social power dynamics around seniority compounded by compulsions related to gender. Thus, the counselor's community engagement should be in collaboration with existing committees within the institution, such as the gender sensitization committee, to foster a culture of conversations towards an egalitarian ideology formation. This engagement could be in the form of sensitization/training modules on power inequalities, prejudice, discrimination, exclusion, harassment and violence, using creative methods such as drama, art, films and other media. Involving the new students early in this process will foster inclusion and a sense of belongingness in them.


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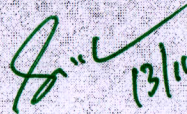
7. Promotion of Diversity

It is important for all educators in our country to appreciate and celebrate the huge diversities of India, in terms of ethnicity, language, religion, sexuality etc. One platform to flag off this idea of diversity is, for example, for students to organize food festivals celebrating cuisines from different states and communities of India.

Sexual minorities face a great deal of discrimination, including sexual violence and ragging. For instance, our study shows that ragging is often the manifest expression of homo-phobia. This again calls for synergistic interventions by various college committees (anti-ragging, gender-sensitization and sexual harassment committees). There are also colleges that have Queer student groups, who can be drawn upon to create an inclusive atmosphere through their activities.

Another group that is frequently discriminated against is people with disabilities. Institutions need to be disability-sensitive in a proactive manner such as providing for toilets and other infrastructure that is disabled-friendly. What is not adequately appreciated is that all of us are potentially people with disabilities. Indeed, more people acquire disabilities than are born with it. It is important that issues of access should be addressed. All public places should be disabled-friendly, commencing with our schools.

As also discussed in the Saksham Report, students from rural and more 'traditional' backgrounds moving into larger city universities and colleges may need assistance to address experiences of discrimination as well as ideas about 'appropriate' behaviour for men and women because this creates confusion and alienation among students. Thus, the rural-urban cultural clashes manifested through dressing sense, language, accent, kind of schooling, economic background, etc. is often a critical factor in ragging. Institutional residential facilities or hostels are spaces where these issues need to be addressed. One way of doing so is to allot hostel seats through lottery so that they reflect diversity; students from different batches of the colleges, from varied geographic and socio-economic backgrounds interact and learn from each other, fostering a sense of respect and a spirit of acceptance and not merely tolerance. Institutions that encourage students to cluster, based on region/religion/community, with an apparent objective of ensuring safety and protection, are counter-productive to


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While awaiting the conduct and results from such studies, training teachers in providing students with life skills education, including conflict resolution, and assertiveness skills will be very important. In addition, designing meaningful, non-academic, practical modules on rights-based issues from a children's perspective, will be important for teachers as well as students to begin to work against deep-seated patterns of social prejudice which are continuing to play themselves out in our schools. These should be designed to actively work against notions of using bullying to 'teach a lesson' or 'for fun'. Likewise, active strategies to teach the general student community not to condone bullying behaviours, so that bullies are not perceived as 'popular' or powerful will be necessary.

2. Peer Support

It is recommended that the student body be actively involved in planning and implementation of programs to foster belongingness and inclusion. Such interventions include student mentors, student guides and buddy systems. Further, life skills education needs to be continued into college addressing issues that perplex youth—such as sexuality and intimate relationships, contending with academic and peer pressure. However, life skills programs at this stage need to move from individual and personal to the public and social spheres addressing issues such as by-stander response to situations of violence and social injustice.

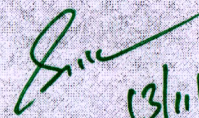
3. Institutional Cultures and Pedagogies

Institutional cultures and pedagogies play a formative role in the lives of students. They influence the ways in which students think and respond, not only in the immediate present but also in the distal future. This is a crucial concern since it lies at the core of value education, a goal that all educational institutions profess. Sadly, as the present study has shown, there is a large gap between the stated ideals of institutions and ground realities. Indeed, there is a widespread belief that ragging serves as a 'socialisation' device equipping youngsters to meet the demands and be successful in the 'real' world – becoming tough mentally and physically, even if that entails aggression and manipulation of the existing power dynamics. In this regard, ragging reflects a set of values actually prevalent, perhaps deeply embedded, in our society. Educational institutions must live up to their lofty ideals by providing an alternate reality where students learn the values of democratic, mutually respectful relationships, non-


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violent conflict resolution, autonomous and critical thinking, compassion and caring, respect for differences, fairness and so on. Some examples of how this may be done are:

- i) Programs and activities that foster civic engagement and responsibility, critical reflection on social issues and deliberation on values;
- ii) Co-curricular activities such as sports, music, theatre, social service to enable a sense of aesthetic engagement, openness and affiliation;
- iii) Creation of opportunities for student engagement and voice in college decisions, including student membership on college boards/committees so as to foster ideas of responsible agency and citizenship;
- iv) Pedagogies that stimulate students to question and seek answers on their own so that sensitive reflection is the style of responding;
- v) An institutional climate that is supportive and fair, with faculty who are attuned and interested in student development, that will become the foundation of a dynamic culture that is just, progressive and open to change towards an egalitarian society.



13/11/2012

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Visvesvaraya Technological University

"Jnana Sangama"

Belagavi - 590 018, Karnataka State

Dr. H.N. Jagannatha Reddy B.E., M.E., P.A.D.

REGISTRAR

Phone : (0831) 2498100

Fax : (0831) 2495467

Ref: VTU/BGM/Aca-OS/Anti Ragging./2017-18/4991

Date :

CIRCULAR

20 SEP 2017

Sub: Curbing the Menace of Ragging in Colleges under VTU - reg...

Ragging refers to an act that violates the dignity of a person. It is a matter of shame that even though ragging has been criticized for decades, we still come across such incidents of inhuman torture. As a result, many students give up their studies and go back home, some lose their mental balance, and some are seriously injured. The scourge of ragging which corrodes the vitals of our campuses needs to be curbed.

In this regard, it is brought to the notice of all the colleges, students and other stake holders that ragging is a criminal offence and UGC, AICTE & Government has framed regulations on curbing the menace of ragging in higher educational institutions.

In this respect, the following are uploaded to VTU website www.vtu.ac.in

1. UGC Regulations, 2009
2. AICTE Regulations, 2009
3. AICTE Public Notice Anti Ragging/ 08(06)/2012
4. AICTE Public Notice Advt. No. AR/05(04)/2012
5. Karnataka State Govt. Circular

As per the same, the Anti Ragging Committee and Anti Ragging Squads are to be constituted in the colleges and information about the same shall be given wide circulation about the same. The names of members of the committee with their contact numbers shall be uploaded to college website. The committees shall have to act vigilantly and take immediate needful action.

During admission of students, the affidavits avowing not to indulge in ragging by student and parent shall be obtained, without fail.

ANY OCCURRENCE OF THE INCIDENT OF RAGGING AND ACTION TAKEN THEREON SHALL BE REPORTED TO THE UNIVERSITY, IMMEDIATELY.

Violation of the norms of by the Colleges may attract punitive actions against the colleges as specified in the Anti Ragging Regulations of UGC and AICTE.

BY ORDER

Sd/

REGISTRAR

To,

The Principals of All Engineering Colleges Affiliated to / Autonomous / Constituent under VTU, Belagavi

Copy to:

1. Hon'ble Vice-Chancellor through his Secretary, VTU, Belagavi
2. The Regional Directors of all the Regional Offices of VTU
3. The Special Officers of Academic Section, VTU, Belagavi
4. The Concerned Case-workers of Academic Section VTU, Belagavi
5. The Secretary to Registrar, VTU, Belagavi
6. The Circular file at Dispatch section
7. The Computer Network Centre, VTU, Belagavi to upload on VTU website

REGISTRAR

20.09.17

20/09/2017
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Dr.T. THIMMAIAH INSTITUTE OF TECHNOLOGY, KGF

OFFICE ORDER

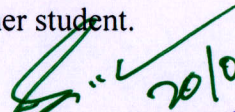
Anti-ragging Guidelines

Anti-Ragging Policy

Government/University Grants Commission (UGC), guidelines notified vide no.F.1-16/2009 (CPP-II) dated 21-10-2009 on Curbing the Menace of Ragging in Higher Educational Institutions, 2009 (Under Section 26(1) (g) of the University Grants Commission Act, 1956) are strictly implemented.

According to the Hon'ble Supreme Court of India Ragging constitutes one or more of any of the following acts which may cause or is likely to cause physical or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student:

- a. Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student
- b. Indulging in rowdy or indiscipline activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.
- c. Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.
- d. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher
- e. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students
- g. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.
- h. Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.


20/09/2017
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- i. Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

Objectives

- a. To make College Campus “Zero Tolerance for Ragging” and Ragging free Zone by making out ragging in all its forms.
- b. To absolutely prohibit ragging within the college campus.
- c. To prevent the occurrence of ragging by the anti-ragging measures in the institution.
- d. To provide punishment to those indulging in ragging as per the guidelines.

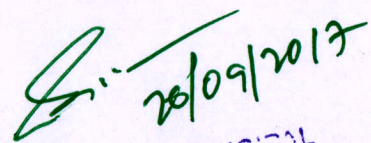
Measures to prevent ragging

- a. Anti-Ragging regulations are displayed in the prominent places in the campus and hostels and on the Institute’s website.
- b. Anti-Ragging Committee is constituted to ensure compliance with the provisions of the Regulations as well as the provisions of any law for the time being in force concerning ragging; It will also to nominate, monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution
- c. Anti-Ragging Squad will be called upon to make surprise raids on hostels, and other places vulnerable to incidents of, and having the potential of, ragging and shall be empowered to inspect such places.
- d. Anti-Ragging Squad is empowered to conduct an on-the-spot enquiry into any incident of ragging referred to it by the Head of the institution or any concerned complainant and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action.

Punishments

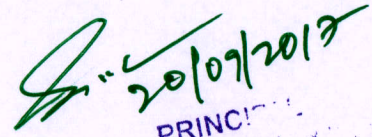
Depending upon the nature and gravity of the offence as established, the possible punishments as per AICTE / UGC Section 9 for those found guilty of ragging at the institution level, shall be any one or any combination of the following:

- a. Cancellation of admission
- b. Suspension from attending classes
- c. Withholding/withdrawing scholarship/fellowship and other benefits
- d. Debarring from appearing in any test/examination or other evaluation process
- e. Withholding results
- f. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- g. Suspension/expulsion from the hostel


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- h. Rustication from the institution for a period as may be determined by appropriate authority
- i. Expulsion from the institution and consequent debarring from admission to any other institution of the University

Students are encouraged to report any ragging act witnessed or experienced by them to any faculty member/ anti-ragging committee or squad/ Students grievance redressal committee/any staff member with whom the student may feel comfortable. The Institute will ensure confidentiality of such a disclosure by the student.


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ANTI-RAGGING COMMITTEE MINUTES
OF THE MEETING HELD ON 07.09.2016
at 3:00 PM

Proceedings of the Anti ragging committee was held on 7.9.2016 at 3:00 PM.

Members Present:

1. Dr H. G. Shenoy - Prof, Mech
2. Dr Manjunath C - Asst prof, Maths
3. Mr N Lakshminath - HOD, EEE
4. Mr Paul Prasanna Kumar - Asst prof Mining
5. Mrs Shailaja - Asst Prof, Maths

Committee agenda & Minutes of the Meeting

1. To review the proceeding of the previous meeting held on 15.8.2016 at 3:00 PM & discuss about the preventive measures taken regarding ragging activities.

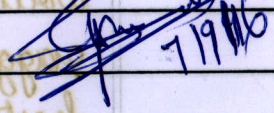
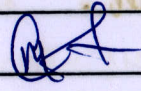
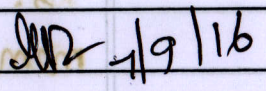
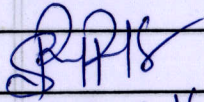
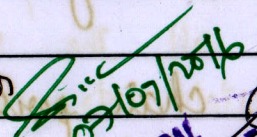
2. The committee decided to go around the campus for observation of any ragging activities inside the college campus during class hours. No student were allowed to roam inside the campus during class hours.

3. The committee discussed about
- i) For any sign of ragging incidents in the college campus.
 - ii) Interact with first year students to gather any information on ragging
 - iii) Interact with hostel warden & staff staying in hostel for gathering information on ragging

4. If there was any such ragging incidents the meeting should be conducted immediately to take necessary actions.

5. Chair person thanked all the committee members & concluded the meeting.

Signature of the committee members present.

- 1. Dr. H.G. Shetty - Chair Person  7/9/16
- 2. Manjunath C - Member 
- 3. Mr. N. Lalshreepaty - Member  7/9/16
- 4. Mr. Paul Parasanna Kumar - Member  7.9.16
- 5. Mrs. Shailaja - member  7.9.16

ANTI - RAGGING COMMITTEE MINUTES OF THE MEETING HELD ON 08.03.2017 at 3:00 PM

Proceeding of the Anti - ragging committee was held on 08.03.2017

MEMBERS PRESENT :

1. Prof. Ruchmani Dixakaran - HOD, ECE
2. Dr. P.D. Sudarshan - Prof & HOD mech
3. Mr. Lakshmi Pathy - HOD, EEE
4. Mr. Vijaya Raghavan - Ass. Prof. Mining
5. Mrs. Shailaja - Assf. Prof. Mathematics

Committee Agenda and Minutes of the meeting:

1. To review the proceeding of the previous meeting held on
2. No incident was reported and the chair person thanked and appreciated all the anti - ragging committee members for the wonderful job. Towards prevention of ragging in our college campus and also in hostel.
3. chair person instructed all the committee members to continue the observation work randomly and if required we shall meet incase any incident is reported.
4. chair person of the committee has concluded the meeting.

Signature of the committee members present :

1. Prof. Ruckmani Divakaran - HOD, FCE

Rud
08.3.2019

2. Dr. P. D. Sudersanan - Prof - Member

P.D.
08/3/19

3. Mrs. Lakshmi Pathy - Member

L.P.
08/3/17

4. Mrs. Vijaya Raghavan - Member

V.R.

5. Mrs. Shailaja - Member

S.
8/3/17

S.
08/08/2017

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ANTI - RAGGING COMMITTEE MINUTES OF THE MEETING.

Proceeding of the Anti - Ragging Committee meeting held on 01-08-2017 at 3:00 P.M

Members Present

1. Prof. Ruckmani Divakaran - HOD, ECE dept.
2. Dr. P. D. Sudersanan - HOD, Mechanical dept.
3. Dr. Kalyan Kumar - HOD, Science
4. Mr. Lakshmi pathy - N - HOD, EEE dept.
5. Mr. Vijaya Raghavan - Associate prof & HOD, Mining dept.

Committee Agenda and Minutes of the meeting

1. Preventive Measures:

2. Committee has decided to take preventive measures to avoid ragging in the college campus and hostels.

The committee members are have to go around the college campus during working hours to regularly monitor students activities. No student is allowed to wander in the campus during class hours.

Placards / circulars have to be displayed in all the notice boards at college and hostels to exhort the students to prevent or not to indulge in ragging, and also indicating

the phone numbers of the committee members to be contacted immediately.

If any student found indulging in ragging activity should be warned immediately & bring it to the notice of the committee. Further the enquiry should be conducted within 24 hours. Appropriate action will be taken accordingly.

For Boys separate Hostel facilities have been made for fresher students. And round the vigilance will be done in house facilities and warden.

The Committee has decided to meet every 6 months to review the activities.

Chair person of the committee has concluded the meeting.

Signatures of committee members present.

1. Prof. Ruckmani Dinkaran - chair person *Sival*
Kul 1-8-2017
2. Dr. P. D. Sudersanan - Member *[Signature]*
3. Dr. Kalyana Kumar. S - Member *A. D. [Signature]*
4. Mr. Lakshmi pathy. N - Member *[Signature]*
5. Mr. Vijaya Raghavan - Member *[Signature]*

[Signature]
01/08/2017

ANTI-RAGGING COMMITTEE MINUTES OF MEETING HELD ON 07/03/2018 AT 3:00 P.M

Proceeding of the Anti-Ragging Committee was held on 07/03/2018 at 3:00 P.M

Members Present:

1. Mrs. Ruckmani Divakaran - Prof & HOD EC
2. Dr. P.D. Sudersanan - Prof & HOD mech
3. Dr. Kalyan Kumar - Prof & HOD mathematics
4. Dr. Lakshmi Pathy - Prof & HOD EEE
5. Mr. Vijaya Raghavan - Assoc. Prof & HOD Mining.

Committee Agenda & Minutes of Meeting.

To review the proceeding of the previous meeting & report on Ragging preventive measures taken.

As specified in the meeting held on 01/08/2017, the committee has done wonderful job towards prevention of Ragging in our college campus as well as hostel premises.

All the above committee members along with other staff members visited thoroughly in the campus during the college hours. Also warden & staff members who are staying in the hostel monitored on regular

basis to avoid such incidents.

No complaint has been received towards Ragging.

chairperson of the committee concluded the meeting.

Signature of the committee members present :

1. Prof. Ruckmani Diwakaran - chair person.

Ruckmani Diwakaran
7/3/2018

2. Dr. P. D. Sudersanan - Member.

P. D. Sudersanan
7/3/18

3. Dr. Kalyanakumar . S - Member

Kalyanakumar . S
7/3/2018

4. Dr. Lakshmi patty . N - Member

Lakshmi patty . N
7/3/18

5. Mrs. Vijaya Raghavan - Member.

Vijaya Raghavan

Principal
7/3/2018

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ANTI-RAGGING COMMITTEE MINUTES OF
THE MEETING HELD ON 10.9.2018 AT 3:00 PM

Proceeding of the Anti-ragging committee
held on 10.9.2018 at 3:00 P.M

Members Present

1. Mrs. Ruckmani Divakaran - Prof & HOD [ECU]
2. Dr. N. Lakshmi pathy - Prof & HOD [EEE]
3. Dr. S. Sreedhar kumar - Professor & HOD [es]
4. Mr. Mohan kumar - Associate Professor [Mech]
5. Mr. Paul Prasanna kumar - Associate professor [Mining]

Committee Agenda and Minutes of the meeting

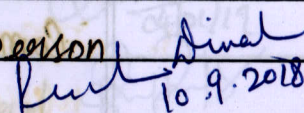
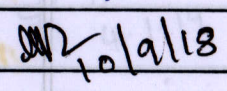
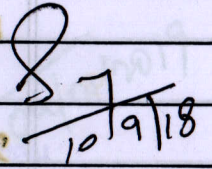
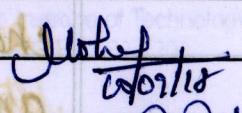
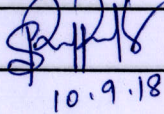
1. To review the proceeding of the previous meeting held on 7.3.2018 at 3:00 PM & report on ragging preventive measures taken.
2. The committee decided to randomly around the campus for observation of students activities during college working hours. No students was allowed to wander in the campus during class hours to avoid ragging.

3. The committee discussed about
- (i) Look out for any incidents
 - (ii) Interact with other faculty members for any information regarding ragging.
 - (iii) Interact with first year students for any information on ragging.
 - (iv) Interact with mentor for information on ragging.

4. If any incident reported, the meeting should be conducted to take necessary action.

5. Chair person of the committee has concluded the meeting.

Signature of the committee members present :-

- 1. Mrs. Ruckmani Divakaran - chair person  10.9.2018
- 2. Dr. N. Lakshmi pathy - Member  10/9/18
- 3. Dr. Sheedhar kumar - Member  10/9/18
- 4. Mrs. Mohan kumar - Squad  10/9/18
- 5. Mrs. Paul Prasanna kumar - Squad  10.9.18


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ANTI-RAGGING COMMITTEE MINUTES OF THE MEETING HELD ON 04.01.2019 at 3:00 PM

Proceeding of the Anti-ragging committee was held on 04.01.2019 at 3:00 PM

Members Present :

1. Prof. Ruckmani Divakaran - HOD, ECE Dept
2. Dr. Lakshmi pathy - N - Professor & HOD EEE Dept.
3. Dr. S. Sreedhar kumar - Professor & HOD CSE Dept.
4. Mr. Mohan Kumar - Associate prof, Mech Dept.
5. Mr. Paul Perasanna kumar - Associate Prof Mining dept

Committee Agenda and Minutes of the Meeting

1. To review - the proceeding of the previous meeting held on 10.9.2018 at 3:00 PM
2. No incident was reported and the chair person thanked and appreciated all the anti-ragging committee member for done a wonderful job towards prevention of ragging in our college Campus and also in Hestels.

3. chair person instructed all the committee members to continue the observation work randomly and if required we shall meet in case any incident is reported.

4. chair person of the committee has concluded the meeting.

Signature of the committee members present :

1. Mrs. Ruckmani Divakaran - chair person *Ruckmani Divakaran*
04.1.2019

2. Dr. N. Lakshmi pathy - Member *N Lakshmi pathy*
4/1/19

3. Dr. S. Seedhar kumar - Member *S Seedhar kumar*
4/1/19

4. Mr. Mohan kumar - Squad *Mohan kumar*
04/01/19

5. Mr. Paul Prasanna kumar - Squad *Paul Prasanna kumar*
4.1.19

Principal
04/01/2019

ANTI RAGGING COMMITTEE MINUTES OF THE MEETING HELD ON 5/9/19 AT 3:00PM

Proceeding of the Anti-ragging committee was held on 5/9/19 at 3:00PM

Members Present

1. MRS. Rukmani Divakaran - Professor in HOD [EC]
2. DR. N. Lakshmi Pathy - Professor in HOD [EEE]
3. DR. S. Sreedhar Kumar - Professor in HOD [CS]
4. MR. Mohan Kumar - Associate Professor [MECH]
5. MR. Paul Prasanna Kumar - Associate Prof Mining Dept.

Committee Agenda and minute of the meeting

1. To review the proceeding of the previous meeting held on 7.3.18 at 3.00PM w report on ragging preventive measure taken.
2. The committee decides to randomly go around the campus for observation of students activities during collage working hours. No student was allowed to wand in the campus during class hour to avoid ragging.
3. The committee discussed about:
i) Look out for any incident
ii) Interact with other faculty member for any information ragging.

- iii) Interact with first year students for any information on ragging.
- iv) Interact with mentor for information on ragging.

iv) If any incident reported, the meeting should be conducted to take necessary action.

v) Chair person of the committee has concluded the meeting

Signature of the committee members present:

1) Mrs. Ruckmani Divalakaran - Prof, Chair Person

Ruckmani Divalakaran
05.9.2019

2) Dr. N. Lakshmi Patti - member

N. Lakshmi Patti
05/9/19

3) Dr. Shreedhar Kumar - member

Shreedhar Kumar
5/9/19

4) Mr. Mohan Kumar - Squad

Mohan Kumar
5/9/19

5) Mr. Paul Prasanna Kumar - Squad

Paul Prasanna Kumar
5.9.19

Principal
05/09/2019



ANTI RAGGING COMMITTEE MINUTES OF THE MEETING HELD ON 14.9.19 AT 3:00 PM

Proceeding of the Anti-Ragging Committee was held on 14.9.19 at 3:00 PM

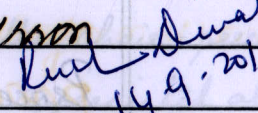
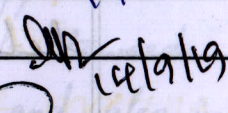
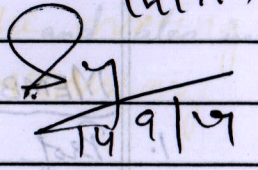

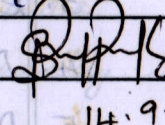
MEMBERS PRESENT:

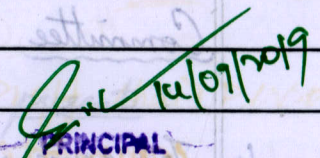
1. Prof. Rulmanu Divakaran - HOD, EEE Dept.
2. Dr. Lalshmi Prati. N - Professor & HOD, EEE Dept.
3. Dr. S. Sreedhar Kumar - Professor & HOD, CSEDU
4. Mr. Mohan Kumar - Associate Prof. - MECH Dept
5. Mr. Paul Prasanna Kumar - Associate Prof. - Mining Dept
(Convener)

Committee Agenda and Minute of the Meeting:

1. To review the proceeding of the previous meeting held on 5.9.19 at 3:00 PM
2. No incident was reported and the chair person thanked and appreciated all the anti-ragging committee members for doing a wonderful job towards prevention of ragging in our college campus and also in hostel.
3. Chair person instructed all the committee members to continue the observation work randomly and if required we shall meet in case any incident is reported.

Signature of committee member present:-

1. Mrs. Ruckmani Divakaran - Chair person  14/9/2019
2. Dr. N. Lakshmi Prathy - Member.  14/9/19
3. Dr. S. Sreedhar Kumar - Member.  14/9/19
4. Mr. Mohan Kumar - Squad.  14/9/19
5. Mr. Paul Prasanna Kumar - Squad.  14.9.

 14/09/2019

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ANTI - RAGGING COMMITTEE MINUTES OF THE
MEETING HELD ON 20.11.19

Proceedings of the Anti-ragging Committee was held on 20.11.19 at 3:00 PM.

MEMBERS PRESENT :

1. Prof. Ruckmani Divakaran - HOD, ECE Dept & De
2. Dr. Lakshminipathy . N - Professor & HOD, EEE Dept
3. Dr. S. Sreedhar Kumar - Professor & HOD, CSE Dept
4. Mr. Mohan Kumar - Associate Prof, MECH Dept.
5. Mr Paul Prasanna Kumar - Associate Prof, Mining Dept.

Committee Agenda and Minutes of the Meeting :

1. To review the proceedings of the previous meeting held on 14.9.19 at 3:00 PM.
2. The Squad members had been around the Campus and had an oral conversation with students during their break-time to see whether any incident of ragging is going on. It was found by observations and oral conversations, no such incidents are happening in the Campus.
3. No students are allowed to roam in the Campus unnecessarily during class hours. Any such students found were enquired and sent to their respective class rooms.
4. The Committee members also visited the hostels and found no ragging was taking place in the hostels.

ANTI-RAGGING COMMITTEE MINUTES OF THE MEETING HELD ON 12.2.2020

Proceedings of the Anti-Ragging Committee was held on 12.2.2020 at 3:00 PM.

MEMBERS PRESENT :

1. Prof Ruckmani Divakaran - HOD, ECE Dept & Dean
2. Dr. N. Lakshminipathy - Prof & HOD, EEE Dept
3. Dr. S. Sreedhar Kumar - Prof & HOD, CSE Dept
4. Mr. Mohan Kumar - Associate Prof, Mech Dept
5. Mr. Paul Prasanna Kumar - Associate Prof, Mining Dept.

Committee Agenda & Minutes of the Meeting :

1. To review the proceedings of the previous meeting held on 20.11.19 @ 3:00 PM
2. The chair-person of the Committee (Prof Ruckmani Divakaran) welcomed the Committee members for the first meeting of the Even Semester 2019-2020.
3. During meeting, some general discussions went on related to ragging and chair-person asked us to start going for rounds around the College Campus & also visit the hostel.
4. The chair-person concluded the meeting.

Signature of the Committee members present:

1. Prof Ruckmani Dirakasan - HOD, ECE - Chair person *Divial*
12-2-2020
2. Dr. Lakshmiipathy .N - Prof & HOD, EEE - Member *12-02-2020*
3. Dr. Sreedhar Kumar .S - Prof & HOD, CSE - Member *S. J*
12/2/20
4. Mr Mohan Kumar - Associate Prof, Mech - Squad *11014*
12/2/20
5. Mr Paul Prasanna Kumar - Associate Prof, Mining - Squad *12.2.2020*

12/02/2020
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ANTI-RAGGING COMMITTEE MINUTES OF THE MEETING
HELD ON 07.03.2020

Proceedings of the Anti-ragging Committee was held on 07.03.20 at 3:00 PM.

MEMBERS PRESENT :



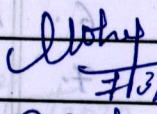
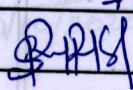
1. Prof Ruckmani Divakaran - HOD, ECE Dept & Dean
2. Dr N. Lakshmiipathy - HOD, EEE Dept
3. Dr. S. Sreedhar Kumar - HOD, CSE Dept
4. Mr Mohan Kumar - Associate Prof, Mech Dept
5. Mr. Paul Prasanna Kumar - Associate Prof, Mining Dept


Committee Agenda & Minutes of the Meeting :

1. To review the proceedings of the previous meeting held on 12.2.2020 at 3:00 PM.
2. The Squad members had been around the College Campus and also had a surprise visit to hostel on 4.3.2020 & 5.3.2020. There was no incident of ragging was found in the College Campus & also in the hostel.
3. No student were allowed to ^{room} in the Campus during their class hours. Any such students found was called and sent them to their respective classes.
4. The chair person thanked all the members & asked us to continue the same frequently in order to maintain discipline & to see that no ragging takes place.

5. The chair person concluded the committee meeting stating, we shall meet in ^{case if we come across} any ragging incidents.

Members present for the meeting:

1. Prof Ruckmani Divakaran - chair person - HOD, ECE & Dean
Rud Dival
07-3-2020
2. Prof N. Lakshminigathay - Member - HOD, EEE Dept.  07/03/2020
3. Prof S. Sheedhar Kumar - Member - HOD, CSE Dept.  7/3/20
4. Prof Mohan Kumar - ~~Asst~~ Squad, Mech Dept.  7/3/20
5. Mr Paul Prasanna Kumar - Squad - Mining Dept  7-3-20

 07/03/2020

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ANTI-RAGGING COMMITTEE MINUTES OF THE MEETING
HELD ON 29.10.2020

Proceedings of the Anti-ragging Committee was held on 29.10.2020 at 10:00 AM

MEMBERS PRESENT

1. Prof. Ruckmani Divakaran - HOD, ECE, DEAN, ADMINISTRATOR
2. Dr. Lakshmi Pathy N. - Professor & HOD, EEE DEPT
3. Dr. S. Sreedhar Kumar - Professor & HOD, CSE Dept
4. Mr. Mohan Kumar - Associate Prof, MECH Dept
5. Mrs. Maneela Reddy - Associate Prof, CV Dept
6. Mr. Paul Prasanna Kumar - Associate Prof, MPInG Dept
7. Mr. Syed Amjed Pasha - Asst Sub-Inspector, Champion Reefs, KGF

Committee Agenda & Minutes of the Meeting:

1. The chairperson welcomed all the members for the meeting and also introduced two new members of the Committee i.e. Mrs. Maneela Reddy & Mr. Mustaq Ahmed, Sub-Inspector.
2. The chairperson gave instructions about the SOP's to be followed in the campus during rounds/checks.
3. The chairperson and all the members of the Committee had general discussions about how to act and how to monitor the students during these pandemic days.
4. In the Committee, it was decided to meet again in case of any incident (or) if not to meet once

classes for first year starts.

5. The chairperson thanked all the members and ended the meeting

MEMBERS PRESENT FOR THE MEETING :

1. Prof Ruckmani Divakar - chairperson, Dean ^{lul Dival} 30.10.2020
2. Dr. N. Lakshmpathy - member ^{lul} 30/10/2020
3. Dr. S. Sreedhar Kumar - member ^{lul} 30/10/2020
4. Mr Mohan Kumar - Squad ^{lul} 30/10/2020
5. Mrs Maneela Reddy - Member ^{M. Maneela} 30.10.2020
6. Mr Paul Prasanna Kumar - Squad ^{lul} 30.10.2020
7. Mr Syed Amjed Pasha - Asst. Sub-Inspector of Police ^{As} 30/10/2020

^{lul} 30/10/2020

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ANTI - RAGGING COMMITTEE, MINUTES OF THE MEETING HELD ON 15.02.2021

Proceedings of Anti-ragging Committee was held on 15.02.2021 at 10:00 AM

MEMBERS PRESENT

1. Prof Ruckmani Divakaran - Dean, Administration
2. Dr. Lakshmpathy - HOD, EEE Dept
3. Dr. S. Sreedhar Kumar - HOD, CSE Dept
4. Mrs. Maneela Reddy - Associate Prof, CV Dept
5. Mr. Mohan Kumar - Associate Prof, ME Dept
6. Mr. Paul Prasanna Kumar - Associate Prof, MN Dept
7. Mr Syed Amjed Pasha - Ast Sub-inspector of Police, champion reefs

Committee Agenda & Minutes of the meeting

1. To review the meeting which was held on 29.10.2020.
2. The chairperson welcomed all the Committee members for the meeting dated 15.2.2021.
3. The members of the Squad of the Committee updated to the chairperson about their visit to the hostel and also about the rounds in the College Campus and found no ragging was happening in the Campus & hostel.
4. The chairperson appreciated the committee members for their effort & continuous monitoring and concluded the meeting with instructions to continue

the same with all SOP's to be followed too.

5. The chairperson thanked all the members & decided to meet again if any ragging incident is found.

MEMBERS PRESENT FOR THE MEETING

1. Prof Ruckmani Divakaran - chairperson *Paul Dival* 15-2-2021
2. Dr. N. Lakshmi Paltry - Member *[Signature]* 15/2/2021
3. Dr. S. Sreedhar Kumar - Member *[Signature]* 15/2/2021
4. Mrs. Maneeka Reddy - Member *M Maneeka* 15/2/21
5. Mr. Mohan Kumar - Squad *[Signature]* 15/2/21
6. Mr. Paul Prasanna Kumar - Squad *[Signature]* 15.2.2021
7. Mr. Syed Amjed Pasha - Asst Sub-Inspector *[Signature]* 15/2/2021

[Signature] 15/02/2021
PRINCIPAL



Anti - Ragging Committee Minutes of the Meeting held on

Proceedings of anti-ragging meeting was held on 12.11.2021 at 2:00 PM

MEMBERS PRESENT :

1. Prof Ruckmani Divakaran - Dean, Administration
2. Dr Lakshminpathy . N - HOD, EEE Dept.
3. Dr Sreedhar Kumar . S - HOD, CSE Dept.
4. Mr Mohan Kumar - Associate Prof, ME Dept.
5. Mr Paul Prasanna Kumar - Associate Prof, MI Dept.
6. Mrs Maneela - Associate Prof, CV Dept.
7. Mr Syed Amjed Pasha - Asst S.I of Police, Champion Reef.

Committee Agenda & Minutes of the Meeting.

1. To review the meeting which was held on 15.2.2021.
2. The chairperson welcomed all the Committee members for the meeting, dated : 12.11.2021
3. As the meeting started, the chairperson gave general instructions to the Committee members & discussion also went on.
4. Later, the Committee members told the chairperson, that, they had been for rounds around the Campus during College hours & a surprise visit to hostels during night times & found no incident of ragging.

5. The chairperson thanked all the Committee members & asked to continue the surprise visit so that there is no ragging in our College & hostels.
6. The chairperson ended the meeting & decided to meet if there is any ragging cases found.

MEMBERS PRESENT FOR THE MEETING

1. PROF RUCKMANI DIVAKARAN - CHAIRPERSON *hul Dival* 12-11-2021
2. DR LAKSHMIPATHY. N - MEMBER *12/11/2021*
3. DR S. SREEDHAR KUMAR - MEMBER *12/11/2021*
4. MR MOHAN KUMAR. K - SQUAD *12/11/2021*
5. MR PAUL PRASANNA KUMAR - SQUAD *12/11/2021*
6. MRS MANEELA - MEMBER M. Moneeba 12.11.21
7. MR SYED AMJED PASHA - MEMBER

12/11/2021
PRINCIPAL
Dr T Thirumalaiah Institute of Technology,
Ooragam KGF 563 120

College Internal Complaint Committee (CICC)

Meeting held on 13-8-2018 at 3:00pm

Agenda & Proceedings of the CICC meeting held on 13-8-2018 at 3:00pm.

Members Present:

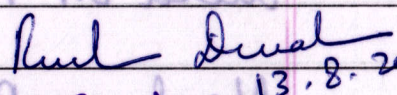
Prof. Kulkarni Divakaran Chairperson
Dr. H.G. Shenoy Member
Mrs. Vijaya Bharathi M. Member
Mrs. Vinutha B. A Member (convener)
Prof. Prasanna Kumar Member NGO.

- 1* The committee met for the first time. The rules and regulations of CICC which was downloaded from website was circulated to all the members.
2. The list of committee members with e-mail and phone No. is displayed on the main Notice Board, all dept. notice boards, all the hostels, Main Gate Notice Board and on college website.
- 3* All the members decided that if any complaint is received from any source it should be informed to the convener, so that meeting can be called and required action can be taken as per Norms.

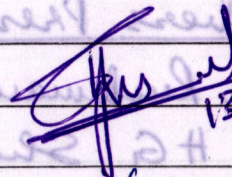
(4) The meeting concluded by the chairperson thanking all the members for their participation.

Members Present

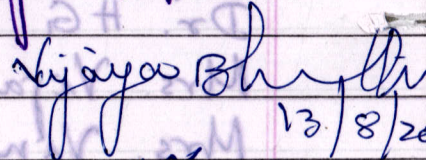
Sign

1. Prof. Rubamani Divakaran  13.8.2018

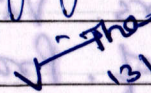
2. Dr. H.G. Shenoy

 13/8/18

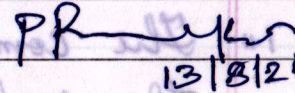
3. Mrs. Vijaya Bharathi M.

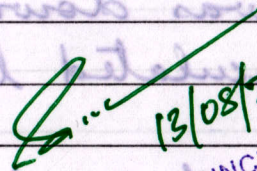
 13/8/2018

4. Mrs. Vinutha B. A.

 13/8/2018

5. Prof. Prasanna Kumar.

 13/8/2018

 13/08/2018

PRINCIPAL
Thirumalaiah Institute of Technology
Oorgaam, K. G. F-563120

P 65 C I G C Meeting held on 06.02.2019 at 3:00 pm.

Proceedings & Agenda:

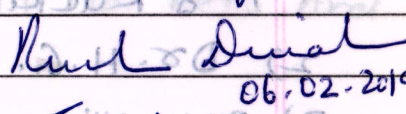
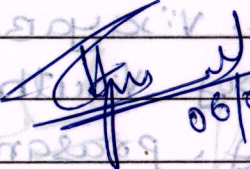
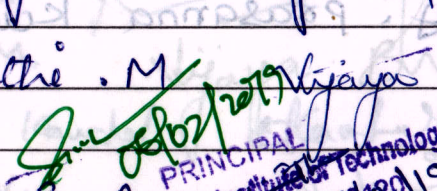
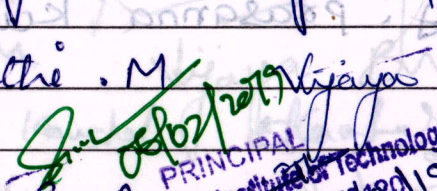
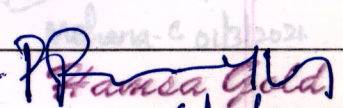
Members Present:

- Prof. Rakmani Dinakaran Chairperson
- Dr. H.G. Shenoy Member
- Mrs. Vijayarathi J. M Member
- Mrs. Vinutha B.A Member (convenor)
- Prof. Prasanna Kumar Member (NGO)

1* The committee meet on 6/2/2019 at 3:00pm. No complaints were received from any source & decided to meet as & add when required or once in 6 months.

2* The meeting concluded by the chairperson thanking all the members for their participation.

Members Present Signature

1. Prof. Rakmani Dinakaran  06.02.2019
2. Dr. H.G. Shenoy  06/02/2019
3. Mrs. Vijayarathi J. M  06/2/19
4. Mrs. Vinutha B. A  06/2/19
5. Prof. Prasanna Kumar 

PRINCIPAL
Dr. T. Thirumalaiah Institute of Technology
Gurgaon, K. G. F. - 563120/19

CICC meeting held on 7.08.2019
at 9.30 am

Proceedings and Agenda:

Members present:

- | | | |
|---|--------------------------|--------------|
| 1 | Prof. Ruckmani Divakaran | Chair person |
| 2 | Dr. H.G. Shenoy | member |
| 3 | Prof. Vijaya Bharathi M | member |
| 4 | Prof. Vinutha B.A | member |
| 5 | Prof. Prasanna Kumar | member |

- No complaint received from any of the staff or students.
- Committee decided to meet as and when complaint are received otherwise next meet will be in the month of Feb 2020

member present:

- 1) Prof. Ruckmani Divakaran
- 2) Dr. H.G. Shenoy
- 3) Prof. Vijaya Bharathi M
- 4) Prof. Vinutha B.A
- 5) Prof. Prasanna Kumar

[Signature]
07.8.2019

[Signature]
7/8/19

[Signature]
7/8/19

[Signature]
7/8/2019

[Signature]
07/08/2019
PRINCIPAL

CICC meeting held on 01.03.2021 at 12:00 PM.

Proceedings and Agenda:

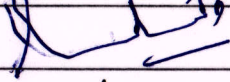
Members Present:

- | | |
|--------------------------------|---|
| 1 - Dr. P.D. Sudersanan | Chairperson |
| 2 - Prof. Vijaya Bhasathi M. | Member |
| 3 - Prof. Rajesh Kumar Kaushal | Convenor |
| 4 - Prof. Nandhini G.N. | Class Teacher 3 rd Sem (ECE) |
| 5 - Prof. Mohana C. | Faculty 3 rd Sem. (ECE) |

1. A complaint was received from one student of 3rd Sem (ECE) regarding her DSD lab record missing.
2. She accused another student from her class.
3. Meeting was ~~held~~ held on 01/03/2021 on this matter.
4. The student agreed that he took the record by mistake and returned it to her. And the matter was resolved.

119.

Member Present

- | | |
|------------------------------------|--|
| 1 - Dr. P.D. Sudersanan |  |
| 2 - Prof. Vijaya Bhasathi M. | Vijaya Bhasathi M. 01/03/2021 |
| 3 - Professor Rajesh Kumar Kaushal | Rajesh Kumar Kaushal 01/03/2021 |
| 4 - Prof. Nandhini G.N. | Nandhini G.N. 01/03/2021 |
| 5 - Prof. Mohana C. | Mohana C. 01/03/2021 |



Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY

(Estd. 1986) Oorgaum, Kolar Gold Fields, Karnataka – 563120

(Affiliated to VTU, Belgaum, Approved by AICTE - New Delhi)

Date: 18-11-2021

Report on findings of the CICC committee for the complaint received on 16-11-2021

Submitted to Principal

Sl. No.	Contents
1	A complaint was received on 16-11-2021 at 11.00 AM from female students of Computer Science department (CSE) on Mr. Jaya Prakash P. N., office attender, CSE department.
2	As per the direction of the principal the committee met on 16-11-2021 at 3.00 PM issued a memo for Mr. Jaya Prakash P. N. instructing to appear before committee on 17-11-2021.
3	In response to that, the meeting of CICC was conducted on 17-11-2021 informing the concerned staff to appear before the committee.
4	During the meeting Mr. Jaya Prakash P.N. was asked to give an explanation about the complaint given by girls of CSE department.
5	He said that as per the directions of HOD, CSE, he went around the campus to drive the students to class during class hours. Also, he stated that he was informed to see students to be seated in class room if they are found in corridor of CSE department.
6	He also informed that 1500 yellow and blue books were carried from stores to department during the process, the yellow books slipped down which he asked the CSE girl students who were in the corridor to pick up it and he didn't have any intention.
7	In the bus he sits next to the driver from where he can see everyone.
8	He also said that one of the girls was his friend's daughter, hence he offered a lift.
9	The committee feels these activities like monitoring the students need to be carried out by faculty members and not by office assistant.
10	The committee has taken an explanation from Mr. Jaya Prakash P.N. for your perusal.
11	Suitable action may be taken

Signature of the committee members:

Prof. Ruckmani Divakaran	Chairperson	<i>Rud Divakar</i> 18.11.2021
Prof. Vijaya Bharathi	Convener	<i>Vijaya Bharathi</i> 18/11/2021
Prof. Vinutha	Member	<i>Vinutha</i> 18/11/2021
Mr. Rudre Gowda	Member	<i>Rudre Gowda</i> 18/11/2021
Mr. Ammiraju B V	Member	On leave
Mrs. Vinodini	Member	On leave

To RD - Madam:

with immediate effect

pls shift jayaprakash to Mirrors Dept & Nanda Kumar to CSE. Dept. with a memo to J-Prakash with warning. Since 18/11/21 Also advise students not roam in campus during the class hours.

From,
Students of CSE Department
Dr. TTIT
KGF

16th November 2021

To,
Dean
Dr. TTIT
KGF

Subject: A complaint regarding Attender JP's
inappropriate behavior.

Respected Ma'am,

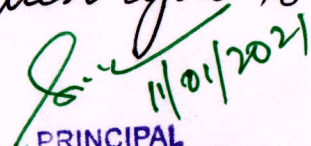
We, the students from CSE department are writing this letter to bring to your notice about the attender J.P.'s inappropriate behavior with us. We feel very unsafe and disturbed to come to college as we have to face him almost everyday. He takes advantage verbally when he sees any of us alone.

Yesterday, he wantedly dropped yellow books in the corridor and purposely asked one of us to pick it up and looked at very inappropriately.

There was also another incident where one of us were standing at five lights alone and he's offered a lift in his car which was extremely inappropriate and disturbing. He stares at almost all of us when we walk on the corridors. His behavior continues even in the bus.

We hope you understand the depth and seriousness of this issue. We kindly request you to please do the needful.

nk You.


11/01/2021
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F - 563120



Estd. 1986

Golden Valley Educational Trust

Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY

Approved By AICTE Govt. of India New Delhi
Affiliated to Visvesvaraya Technological University Belagavi
ISO 21001: 2018 Certified

Oorgaum, Kolar Gold Fields - 563120

Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in



Ref: Dr.TTIT/ Memo/

Date: 17-11-2021.

To.

Mr. Jayaprakash .P.N.
Office Assistant,
Department of Computer Science
Dr.TTIT, Oorgaum, K.G.F.

Dear Jayaprakash. P.N.

MEMO

Sub: Regarding a Complaint received on you.

You are hereby informed to appear before the CICC Committee today at 11:00AM in
TVV hall without fail.

hul dinal
17.11.2021
Chairperson
CICC

17/11/2021
PRINCIPAL.
11/11/2021
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120

Received on 17/11/2021
Jayaprakash P.N.

Date 17/11/2021

From

Jayaprakash . P.N

O.A. CSE Dept.

Dr. TTIT. K.G.F.

To

The Chairperson.

CICC, Committee.

Dr. TTIT. K.G.F.

Respect, Sir/Madam.

Sub:- Explanation to the Memo.

dated -17-11-2021

With reference to the above subject. I stated a few lines that near Corridor students were standing & disturbing so hod has told me to clear the students and when I was gone for campus rounds students were sitting with boys & I send them to HOD chambers he will take action against them. I am doing my duty as per instruction of hod. I have not done any wrong with the students, I am travelling in college bus. its all false complaint against me. However i will be carefull in future in my duty. As I am working in this college from 2005 to till now there is no any remarks against Me. & students have understood in different way sorry for that. Thanking you

PRINCIPAL
T. N. Srinivasiah Institute of Technology
Oorgaum, K. G. F. - 563120

Jayaprakash
Yours faithfully

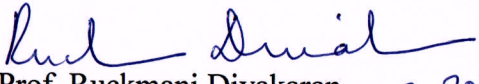


Dr.T.Thimmaiah Institute of Technology
Oorgaum Post, K.G.F-563120
(Approved by AICTE, New Delhi, Affiliated to VTU-Belagavi,
Approved by Govt. of Karnataka and ISO 21001-2018 Certified)

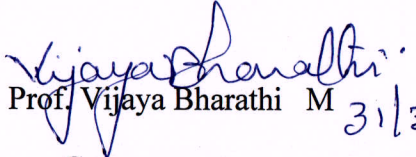


Annual report for 1st April 2019 to 31st March 2020

Sl. No	Descriptions	Number of cases
1	Number of internal complaints registered during the year	2
2	Number of complaints dissolved during the year	2
3	Number of cases pending for more than 90 days	0
4	Number of workshops on awareness programs conducted during the year	0
5	Nature of action	One person was suspended for 15 days and for second complaint the person was suspended for 10 days


Prof. Ruckmani Divakaran 31.3.2021

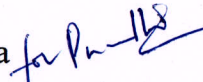
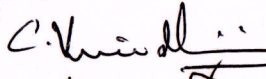


Chairman

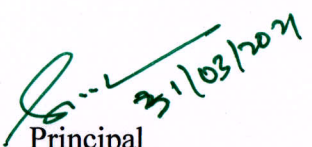

Prof. Vijaya Bharathi M 31/3/2021

Co-convenor

Head of the Department
Dept. of Electronics and Communication Engg.
Dr. T.Thimmaiah Institute of Technology,
Oorgaum, K.G.F.- 563 120.

Members:

- Prof. Vinutha 
- Prof Vinodini 
- Mr Rudre Gowda 
- Mr Ammiraju 


31/03/2021
Principal
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K.G.F. - 563 120

From .
Manjula
Sweeper / Gardener .
Dr TTIT, KGF

29.1.2021

To,
The Principal,
Dr. TTIT, KGF

Through,
The Estate Manager,
Dr. TTIT, KGF

Respected Sir,

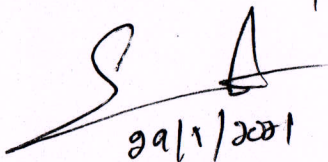
As per your kind self instructions I would like to state few lines to your kind and favourable considerations

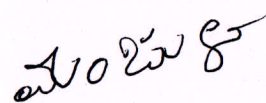
I swear that in future I would not share any of my personal problems inside the college campus with any of the staff. I shall abide to all rules and regulations imposed by the institution

Hence, it is requested to consider my request and oblige. I shall do my duties with honesty and sincerely and shall not indulge in any other activities.

Thankyou Sir,

Manjula


29/1/2021

Yours faithfully


(MANJULA)

Dr. T. Thimmiah Institute of Technology
Gogaum, K. G. F. 582120
PRINCIPAL
29/1/2021
Full name

From

Dt: 29/01/2021

N. Venkatesh
Gardener - Estate
Dr. T. T. I. T. K. G.

To
The principal
Dr. T. T. I. T. K. G.

Through : The Estate Manager

Respected Sir,

Sub: Requesting for apology.

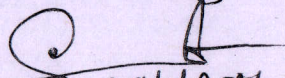
I undersigned would like to bring to your kind notice that I scolded Mrs. Manjula, Gardener - Sports Dept. on 27/01/2021 in front of other staff, I realised my mistake and regret for my bad behaviour in the college campus, I will request your goodness to apologise for my bad languages, I promise, I will not repeat the same in future with any women staff members & will treat them respectfully.

I will obey the orders of my superior & will work sincerely.

I also promise, that action may be taken against me, if any found or mis behaviour.

Once, again I request your goodness kindly apologise.

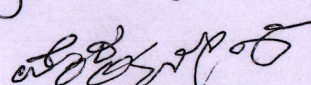
Thanking you


29/1/2021

Full it

Dr. T. Thimmaiah Institute of Technology
Oorgaam, K. G. F - 563120

Yours faithfully


(VENKATESH. M)

From,

27.1.2021

Manjula
Scavenger/Gardener
Dr. TTIT, KGF

To,
The Principal
Dr. TTIT, KGF

Through
The Estate Manager,
Dr. TTIT, KGF

Respected Sir,
Sub: Complaint against M. Venkatesh.
Gardener, Dr. TTIT,

I the undersigned wish to state few
lines to your kind consideration.

As Mr. Venkatesh M gardener, daily
he is scolding me in bad words in front
of all other staff and speaks with me
in unpardonable language.

In this regard, I kindly request your
good self to take suitable action against
him, and justice for me.

Thank you Sir,

Yours faithfully

M. Sreenivasulu
Estate Manager
in Charge
8/27/21

Disciplinary Committee / Harassment Committee
Dr. TTIT

RD Madan

As conduct the
enquiry & report

Principal
Dr. T. T. Ramaiah Institute of Technology
Gurgaon, K. G. F- 563120

Signature



Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY
OORGAUM POST, K.G.F-563120

REPORT OF ANTI-SEXUAL HARSSMENT COMMITTEE
(ASHC) / CICC 2018-2019

ASHC/CICC for the Year 2018-19, formed under the Chairmanship of Dean,
Prof. Ruckmani Divakaran

1. ASHC/CICC meeting is conducted twice every semester or as and when required.
2. All the Committee members attended the meeting on 3rd August, 2019.
3. Agenda of the Meeting was to discuss about the proceedings of the previous meeting which was held on 05.02.2018 and on the complaint received from one of the staff.
4. The meeting was held on 4.01.2019 and resolved the issue of the complaint
5. The measures are being discussed for awareness on ASH and CICC among the staff and students through mentors.

Vijaya Bharathi
Mrs. Vijaya Bharathi
Convenor

Ruckmani Divakaran
Prof. Ruckmani Divakaran (Dean) 06.6.2020
Chairperson

[Signature]
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120



Visvesvaraya Technological University

"Jnana Sangama", Belagavi - 590 018.

Prof. A.S. Deshpande B.E., M.Tech., Ph.D.

REGISTRAR

Ref. No. VTU/BGM/ICC/2019-20/52

Phone: (0831) 2405468

Fax : (0831) 2405467

Date: 03 FEB 2020

REMINDER

Sub : Constitution of College Internal Complaint Committee (CICC)
w.r.t. Prevention, prohibition and redressal of Sexual Harassment –
reg..

Ref : This office circular No.VTU/BGM/ICC/2019-2020/34, dated: 30-11-
2019

As it was already informed vide the circular cited above, regarding constitution of College Internal Complaint Committee (CICC) at your College and inform the undersigned on or before 30-11-2019.

However, as on today, we have not received any reply from your office in this regard. If committee is already constituted inform and send the details of the Members of the Committee and the acceptance letters of each member, otherwise, constitute the said committee immediately and it's mandatory to reply by e-mail to vtuicc@vtu.ac.in on or before 4.00 PM, 10-02-2020 to this office and hard copy by post.

Composition of CICC shall be:

- g) A Chairman should be a woman faculty member employed at a senior level, not below the rank of Associate Professor.
- h) Two faculty members and two non-teaching employees, preferably who have had experience in social work / have legal knowledge / work for the development of woman.
- i) Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's and research scholar levels respectively, elected through transparent democratic procedure.
- j) One member from amongst non-government organization. (A person familiar with the issues relating to sexual harassment).
- k) At-least one-half of the total members of the CICC shall be women.
- l) Principa / Director should not be a part of the committee.

Note: For non-compliance of the same as per the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in Higher Educational Institutions) Regulations, 2015, affiliation of the Institution shall be withdrawn.

Yours faithfully,

03.02.2020
REGISTRAR

Copy to :

4. The Hon'ble Vice-Chancellor through the Secretary to VC, VTU, Belagavi.
5. The Special Officer of Academic Section, VTU, Belagavi.
6. The Computer Network Centre, VTU, Belagavi.

11/1/2020
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120



Estd. 1986

Golden Valley Educational Trust

Dr. T. THIMMAIAH INSTITUTE OF TECHNOLOGY

(Affiliated to VTU, Belagavi, Recognized by Govt of Karnataka & Approved by AICTE, New -Delhi)

Oorgaum, Kolar Gold Fields - 563120

Ph: 08153 265413 | principal@drttit.edu.in | www.drttit.edu.in

Dr.TTIT/2019-20/001/CICC/HM

Date:03-02-2020

To,
Pradyumna H
Student
Dept. of Mechanical Engineering
Dr.TTIT, KGF.

Dear Student,

Sub: Selection of Committee Member for College Internal Complaint Committee (CICC)

We are happy to inform you that you have been appointed as member for College Internal Complaint Committee with affect from 03-02-2020.

Kindly acknowledge the same.

Thanks and regards

*Accepted by me
Pradyumna
03/02/2020*

*Dr. Syed Ariff
Principal,
11/1/2022*

PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120

Date: 8/2/2020

To

THE ESTATE MANAGER,
Dr. TTIT, KGF

Respected Sir,

Sub: Requesting for oppology - reg.

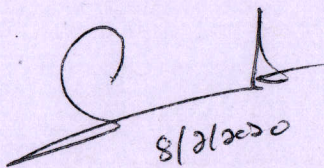
Sir, This is for your kind notice that I was on Causal Leave (CL) on 06/2/2020 (1/2 day) and 07/2/2020 (Full day) but on 06/2/2020 afternoon even though I was on Leave by mistake I signed in the Main Attendance Register and it has come to your notice.

Therefore, I accept my mistake & I will not repeat again & I assure you that I will work your satisfaction.

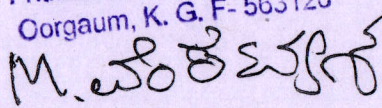
Hence I kindly request yourself to consider as a genuine case & do the needful in this regard.

Thanking you.

File


8/2/2020

PRINCIPAL
Dr. T. Thinnmaiah Institute of Technology
Gorgan, K. G. F. - 583120



Yours faithfully

(VENKATESH. M)
Gardener
ESTATE Dept. Dr. TTIT



Dr. T.THIMMAIAH INSTITUTE OF TECHNOLOGY, KGF



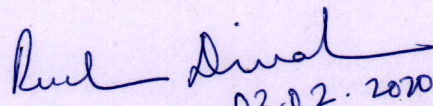
OFFICE ORDER

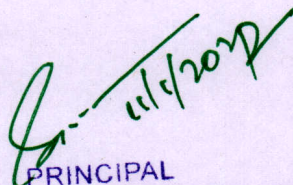
Internal Compliant Committee(ICC) as per AICTE

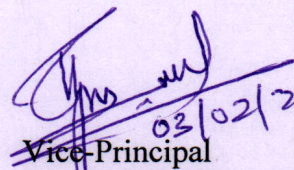
Date:03/02/2020

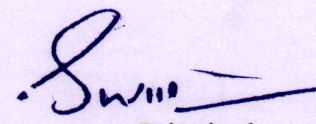
Dr. T.THIMMAIAH INSTITUTE OF TECHNOLOGY have established the committee for Institution Industry cell as per AICTE. Members list are as follows.

Sl. No.	Member name	Designation	Cell Designation	Contact no.	Email-Id
1	Prof.Ruckmani Divakaran	Dean Administration &HOD ECE.	Chairperson	9880253460	dean@drttit.edu.in
2.	Prof.Vijaya Bharathi.M	Associate Professor	Member	9481585097	bharathi@drttit.edu.in
3.	Prof.Vinutha B A	Assistant Professor	Member	9483774358	vinutha@drttit.edu.in
4.	Rev. Sister. Sunanda Salestin	Head Project Women Social Welfare Organisation (NGO)	Member NGO	9741894095	sunanda1976@gmail.com
5.	Mr.Ammiraju B V	Exam Superintend	Member	9448713918	exam@drttit.edu.in
6.	Mr.Thangaraj R	Accounts Head	Member	9481801492	accounts@drttit.edu.in
7.	Pradyumna H	Student (1GV17ME013)	Student member	9448673073	pradyumnahtml@gmail.com
8.	Mamatha C H	Student (1GV17CS035)	Student member	9538426970	Mamthareddy982017@gmail.com
9.	K Dollar Singh	Student (1GV17EC058)	Student member	8787429363	dollarkonjengbam@gmail.com


03.02.2020
Dean(Administration)


03/02/2020
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120


03/02/2020
Vice-Principal
VICE-PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120.


Principal
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum P.O., Kolar Gold Fields - 563 120