



## **ANTI -SEXUAL HARASSMENT POLICY**

### **THE POLICY STATEMENT**

*Karnatak Law Society's Raja Lakhamgouda Law College, Belagavi is committed to providing a safe environment for all its students and employees free from discrimination on any ground and from harassment at work including sexual harassment.*

*Karnatak Law Society's Raja Lakhamgouda Law College, Belagavi will operate a zero-tolerance policy for any form of sexual harassment in the college, treat all incidents seriously and promptly investigate all allegations of sexual harassment.*

*Any person found to have sexually harassed another will face disciplinary action.*

*All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.*

*No one will be victimized for making such a complaint.*

*All kinds sexual harassments are prohibited at Karnatak Law Society's Raja Lakhamgouda Law College, Belagavi, whether it takes place within premises or outside, including at events, conducted by the college.*

*Anyone, he/she, who is subject to sexual harassment can approach one of the designated staff members responsible for receiving complaints of sexual harassment.*

*As per the guidelines of UGC and the Supreme Court an Anti-Sexual Harassment Committee has been established by the college to provide a healthy atmosphere to the students of the college.*

*Anti-Sexual Harassment Committee deals with issues relating to sexual harassment*

**KARNATAK LAW SOCIETY'S RAJA LAKHAMGOUDA LAW  
COLLEGE, BELAGAVI  
INTERNAL COMPLAINT COMMITTEE  
COMPOSITION**

 Karnatak Law Society's   
**RAJA LAKHAMGOUDA  
LAW COLLEGE**  
Affiliated to Karnataka State Law University  
Tilakwadi, Belagavi- 590006

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**ANTI-SEXUAL  
HARASSMENT CELL  
COMPOSITION**

**CHAIRMAN**  
**Dr. A. H. Hawaldar**  
(Principal)

**HEAD OF COMMITTEE**  
**Mrs. Madhuri Kulkarni**  
(Senior Lecturer)

**MEMBERS**  
**Dr. Samina Nahid Baig**  
(Assistant Professor)

**Mrs. Jyoti Kulkarni**  
(Lecturer)

**Dr. Sonali Sarnobat**  
(N.G.O MEMBER)

**Mrs. Chetana S Biraj**  
(Practicing Advocate Belagavi)

**CONTACT OF ANY RELATED ISSUES AND QUERIES**

**CELL: 9449441373**  
**Email ID: madhuri@rlc.in**

## **COMPLIANCE WITH THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013**

➤ What is the PoSH Act?

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly referred to as the 'PoSH Act' is an Indian law enacted with the objective of making workplaces safer for women by preventing, prohibiting and redressing acts of sexual harassment against them in the workplace. The law was made effective in the whole of India on December 9, 2013, by the Ministry for Women and Child Development.

➤ What is 'Sexual Harassment' under the Act?

Section 2(n) of the Act defines sexual harassment to include the following unwelcome acts:

- i. Physical contact and sexual advances.
- ii. A demand or request for sexual favours.
- iii. Making sexually coloured remarks.
- iv. Showing pornography.
- v. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

These acts may be considered unwelcome if the woman expresses her discomfort upon the commission of these acts, or does not consent to them. Additionally, the following circumstances may amount to sexual harassment if they are connected with any of the acts or behaviour mentioned above.

- i. Implied or explicit promise of preferential treatment in employment.
- ii. Implied or explicit threat of detrimental treatment in employment.
- iii. Implied or explicit threat about present or future employment status.
- iv. Interference with work or creating an intimidating or offensive or hostile work environment.
- v. Humiliating treatment likely to affect health or safety.

## **IMPLEMENTATION OF UGC REGULATIONS AGAINST SEXUAL HARASSMENT**

- University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015 as notified and brought into force by an official gazette on the 2nd of May, 2016.
- The Regulation marks an important step forward in making higher education more accessible to women students in the country and establishing positive mechanisms like Internal Complaints Committees with elected student representatives in all colleges to address the challenge of sexual harassment and gender-based violence.
- It charges all higher educational institutions with the binding responsibility of "creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels". It further provides an elaborate list of supportive measures, which recognize the compounded vulnerability of students on the basis of "region, class, caste, sexual orientation, minority identity and being differently abled".
- At the same time, the regulations also clearly state that "concern for safety of women students cannot be cited to impose discriminatory rules for women in hostels" and that "campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students".
- It also mandates such important steps as according priority to construction of women's hostels, ensuring reliable public transport, gender sensitive health care infrastructure and counseling, adequate lighting on campuses and sensitization programs with faculty, administrative and security staff among others things.





KARNATAK LAW SOCIETY'S  
**RAJA LAKHAMGOUDA LAW COLLEGE**

Tilakwadi, Belagavi - 590 006  
(Affiliated to the Karnataka State Law University, Hubballi)



## **PROHIBITION OF SEXUAL HARASSMENT**

Sexual harassment includes such unwelcome sexually determined behaviour as:

- (a) Physical contact and advances
- (b) A demand or request for sexual favours
- (c) Sexually coloured remarks
- (d) Showing pronography
- (e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

### **INTERNAL COMPLAINTS COMMITTEE AGAINST SEXUAL HARASSMENT**

**Dr. A. H. Hawaldar**, Principal  
Chairman | Cell: 9449070959

**Mrs. Madhuri S. Kulkarni**  
Member | Lecturer | Cell: 9449441373

**Dr. Samina N. Baig**  
Member | Asst. Professor | Cell: 9448149247

**Mrs. Jyoti Kulkarni**  
Member | Lecturer | Cell: 9740636891

**Smt. Chetana Biraj**  
Advocate, Belagavi | Cell: 9986726761

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**Anti Sexual Harassment Cell**

09-03-2022









## ಲೈಂಗಿಕ ಶೋಷಣೆಯ ನಿವೇದನೆ

- 1) ದೈಹಿಕ ಸ್ಪರ್ಶ ಮತ್ತು ಲೈಂಗಿಕವೇನಿಸುವಂತಹ ಅಂಗಿಕ ವರ್ತನೆ
- 2) ಲೈಂಗಿಕತೆಗೆ ಒತ್ತಾಯ ಅಥವಾ ಮನವಿ
- 3) ಲೈಂಗಿಕವೇನಿಸ ಬಹುರೂಪ ಅಭಿವ್ಯಾಜ್ಯಗಳ ಅಭಿವ್ಯಕ್ತಿ
- 4) ಅಶ್ಲೀಲ ವಾಚಿತ್ಯ, ಚಿತ್ರ ಅಥವಾ ಪತ್ರಗಳನ್ನು ತೋರಿಸುವಿಕೆ
- 5) ಲೈಂಗಿಕ ಸ್ವರೂಪದ ಇತರೆ ಯಾವುದೇ ಅನುಭವವಾದ ಅಂಗಿಕ, ತಾರ್ಕಿಕ ಅಥವಾ ತಾರ್ಕಿಕ ವಲ್ಲದ

## ಲೈಂಗಿಕ ಶೋಷಣೆಯ ವಿರುದ್ಧ ಒಳರೂರು ಸಮಿತಿ

**ಡಾ. ಎ. ಎಚ್. ಹವಾಲಾರ್,**

ಪ್ರಾಚಾರ್ಯರು, ಅಧ್ಯಕ್ಷರು  
 (ಮೊ) 9449070959

**ಶ್ರೀಮತಿ ಮಾಧುರಿ ಕುಲಕರ್ಣಿ**

ಸಹಕಾರಿ, ಸಹ ಪ್ರಾಚಾರ್ಯರು  
 (ಮೊ) 9449441373

**ಶ್ರೀಮತಿ ಜ್ಯೋತಿ ಉರಯ ಕುಲಕರ್ಣಿ**

ಸಹ ಪ್ರಾಚಾರ್ಯರು ಸಹಕಾರಿ  
 (ಮೊ) 9740636891

**ಡಾ. ಸಮಿತಾ ಎನ್. ಬೇಗ್**

ಸಹ ಪ್ರಾಚಾರ್ಯರು, ಸಹಕಾರಿ  
 (ಮೊ) 9446149247

**ಶ್ರೀಮತಿ ಚೇತನಾ ಎಸ್. ಬಿರಾಜ್**

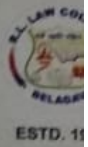
ವಕೀಲರು, ಬೆಳಗಾವಿ  
 (ಮೊ) 9986726761





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# Anti Sexual Harassment Cell

Karnatak Law Society's  
**RAJA LAKHAMGOUDA LAW COLLEGE**  
Tilakwadi, Belagavi  
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**Anti-Sexual Harassment Cell**  
In collaboration with  
IQAC  
Celebrates  
**International Women's Day**  
*"Gender Equality today for a sustainable tomorrow"*  
08-03-2022





## **ANTI-RAGGING POLICY**

*Karnatak Law Society's Raja Lakhamgouda Law College, Belagavi is committed follows a 'Zero-Tolerance Policy' towards ragging in conformity with Supreme Court judgments and directions, UGC Guidelines and State Government Instructions. Any student of this institution accused and found guilty of ragging, will be severely dealt with, in accordance with the Provisions of the Law.*

*In order to check and monitor as well as taking punitive measures against those found to indulge in ragging of any kind, an Anti-Ragging Committee at the institution level, has been formed.*

*The principal is the chairman for the Anti Ragging Cell and all faculty members are the members of the cell.*

*The Committee/Cell has been formed as per the mandate of the said UGC (Curbing the Menace of Ragging) Regulation, 2009.*

*University Grants Commission of India imposed regulations upon Indian universities to help curb ragging and launched a toll-free 'anti-ragging helpline'.*

*Accordingly, as directed by the court, instructions have been issued by the regulatory bodies UGC/Karnataka State Law University, Hubballi, for inclusion of the clause in the prospectus regarding punishment of students with expulsion etc. if found guilty of ragging.*

*Ragging in any form is banned inside and outside the campus. Strict action is taken against persons flouting this rule; no leniency is shown. Suspension and/or withdrawal from the hostel/ college is the first action against the offender.*

*The Karnataka Education Act of 1983, ragging is a criminal offense and punishable with one-year imprisonment.*

*The Supreme Court of India has also defined ragging as a criminal offense.*

*The guidelines have been displayed at the prominent places in the college to bring it to the notice of the students.*

## **ANTI- RAGGING CELL COMPOSITION**

<b>S.NO.</b>	<b>NAME</b>	<b>DESIGNATION</b>	<b>POST</b>	<b>EMAIL</b>
1.	Dr. A.H. Hawaldar	PRINCIPAL	CHAIRMAN	hawaldaranilkumar@gmail.com
2.	Shri Girish Wagh	Faculty Member	MEMBER	wmgirish@gmail.com
3.	Shri S. S. Hegde	Faculty Member	MEMBER	hegde@rllc.in
4.	Dr. D. Prasannakumar	Faculty Member	MEMBER	prasanna@rllc.in
5.	Shri P. A. Yajurvedi	Faculty Member	MEMBER	payajurvedi@gmail.com
6.	Shri Chetankumar T.M.	Faculty Member	MEMBER	chetankumartm76@gmail.com
7.	Dr. Samina Nahid Baig	Faculty Member	MEMBER	baig@rllc.in
8.	Shri Satish Anikhindi	Faculty Member	MEMBER	satish@rllc.in
9.	Smt. Ashwini Parab	Faculty Member	MEMBER	ashwini@rllc.in
10.	Smt. Shilpa Raikar	Faculty Member	MEMBER	shilparaikar228@gmail.com
11.	Smt. Madhuri Kulkarni	Faculty Member	MEMBER	madhuri@rllc.in
12.	Shri Rahul Bhandurge	Faculty Member	MEMBER	rahulsbhandurge@gmail.com
13.	Smt. Jyoti Kulkarni	Faculty Member	MEMBER	jyoti@rllc.in
14.	Shri Manjunath Kale	Faculty Member	MEMBER	manjunathkale4u@gmail.com
15.	Shri Amit Jadhav	Faculty Member	MEMBER	amit@rllc.in

**\*STUDENTS CAN DIRECTLY CONTACT THE PRINCIPAL OR ANY MEMBER OF THE CELL PERSONALLY, SEND AN EMAIL OR DIRECTLY CALL THEM ON THEIR MOBILE.**

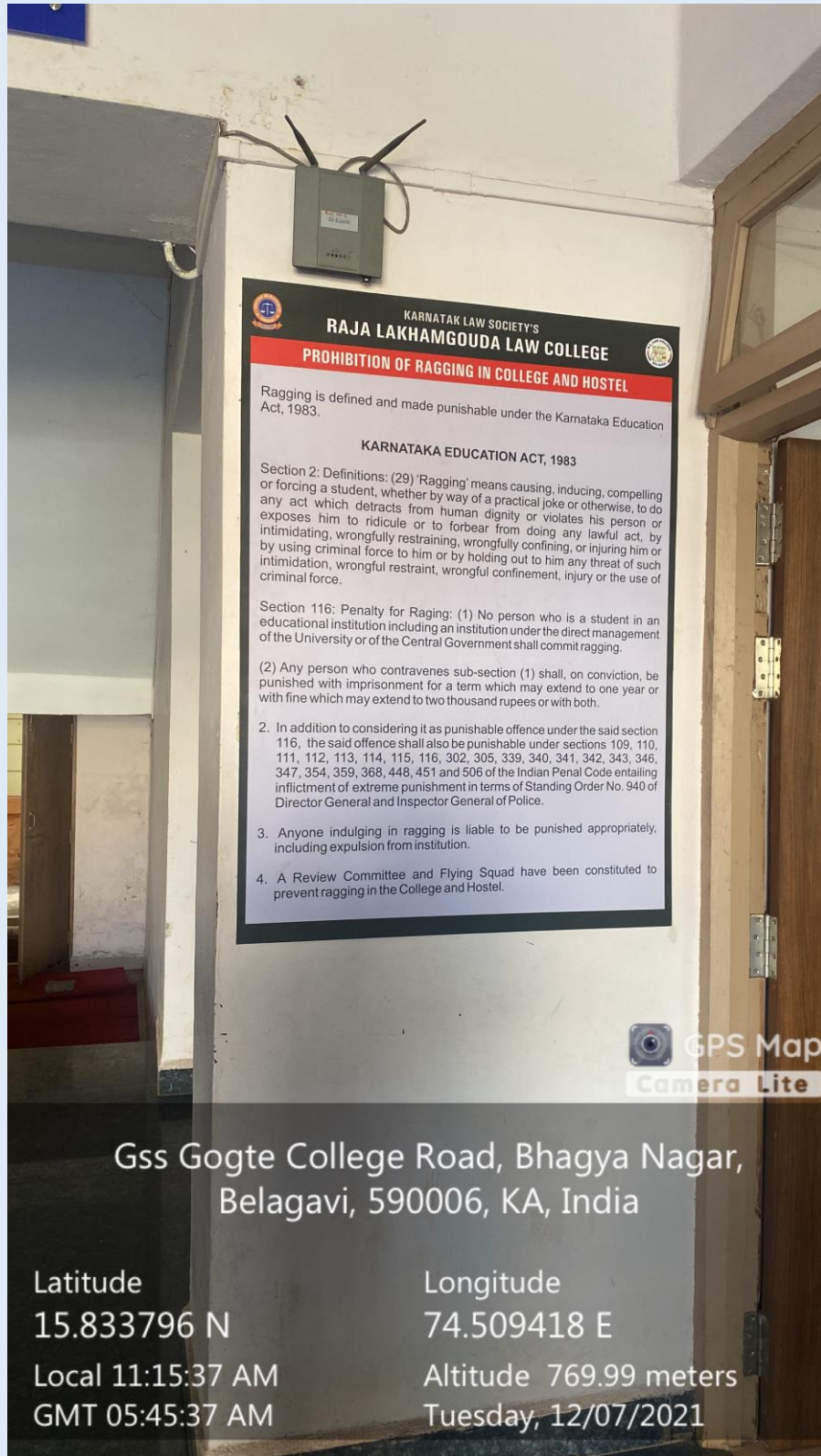
**OR**

**\*\*Contact Toll Free No. for complaints on ragging: 1800-180-5522**



**DISPLAY OF ANTI - RAGGING POLICY OF THE  
COLLEGE PREMISES**

**COLLEGE MAIN BUILDING**



## **LIBRARY BUILDING**



KARNATAK LAW SOCIETY'S

## RAJA LAKHAMGOUDA LAW COLLEGE



### PROHIBITION OF RAGGING IN COLLEGE AND HOSTEL

Ragging is defined and made punishable under the Karnataka Education Act, 1983.

#### KARNATAKA EDUCATION ACT, 1983

Section 2: Definitions: (29) 'Ragging' means causing, inducing, compelling or forcing a student, whether by way of a practical joke or otherwise, to do any act which detracts from human dignity or violates his person or exposes him to ridicule or to forbear from doing any lawful act, by intimidating, wrongfully restraining, wrongfully confining, or injuring him or by using criminal force to him or by holding out to him any threat of such intimidation, wrongful restraint, wrongful confinement, injury or the use of criminal force.

Section 116: Penalty for Raging: (1) No person who is a student in an educational institution including an institution under the direct management of the University or of the Central Government shall commit ragging.

(2) Any person who contravenes sub-section (1) shall, on conviction, be punished with imprisonment for a term which may extend to one year or with fine which may extend to two thousand rupees or with both.

2. In addition to considering it as punishable offence under the said section 116, the said offence shall also be punishable under sections 109, 110, 111, 112, 113, 114, 115, 116, 302, 305, 339, 340, 341, 342, 343, 346, 347, 354, 359, 368, 448, 451 and 506 of the Indian Penal Code entailing inflictment of extreme punishment in terms of Standing Order No. 940 of Director General and Inspector General of Police.

3. Anyone indulging in ragging is liable to be punished appropriately, including expulsion from institution.

4. A Review Committee and Flying Squad have been constituted to prevent ragging in the College Hostel.



GPS Map

Camera Lite

Gss Gogte College Road, Bhagya Nagar,  
Belagavi, 590006, KA, India

Latitude  
15.833761 N

Local 12:30:53 PM  
GMT 07:00:53 AM

Longitude  
74.509374 E

Altitude 770.43 meters  
Friday, 12/10/2021



**d. WORKSHOP ON ANTI SEXUAL HARASSMENT SENSITIZATION ON 02-09-22 (IN COORDINATION WITH ANTI SEXUAL HARASSMENT CELL)**





Bhagya Nagar, Belagavi, 590006, KA, India

Latitude	Longitude
15.8335N	74.5093E
Local 01:59:50 PM	Altitude 772.6 meters
GMT 08:29:50 AM	Friday, 09/02/2022

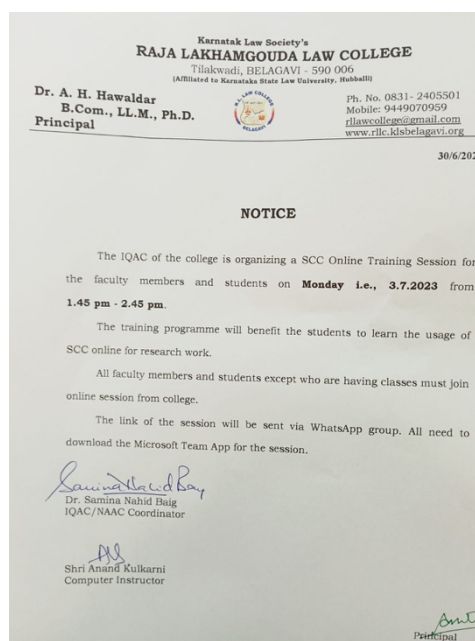


Bhagya Nagar, Belagavi, 590006, KA, India

Latitude	Longitude
15.8335N	74.5093E
Local 01:59:45 PM	Altitude 772.7 meters
GMT 08:29:45 AM	Friday, 09/02/2022

**e. Conducted A Workshop on Mensural Health and Hygiene for RLLC Women Staff and Students Sponsored By Global Hunt Foundation 17.9.2022**

**f. Two SCC Online Training for Staff and Students- 20/12/2022 and 3/7/2023**





# WORKSHOP ON ANTI-SEXUAL HARRASSMENT

## SENSITISATION

02-09-2022

S.No	Name of the Students	Course	Sign
1	Madhura C.R	BBALLB X <sup>th</sup> Sem	Madhura
2	Manasik Jagajimi	BBALLB X Sem	Manasik Jagajimi
3	Nitalrani Joshi.	LL.B. VI Sem	N Joshi
4	Priyanka Tapadla	BB.A. LL.B. X Sem	Priyanka
5	Nidhi Ghosawade	B.BA LL.B. X Sem	Nidhi
6	Shivani Muraai	LL.B. VI Sem	Shivani
7	Megha.N.B	LLB II sem	Megha
8	Priya.D.Hiremath.	LLB VI Sem	P.D.Hiremath.
9	Sushma.S.B	LLB VI Sem	Sushma
10	Smita Y. Desai	LL.B VI Sem	Smita
11	Asmita A. Patil	LLB VI Sem	Asmita
12	Vaidik S Desai	"	Vaidik
13	Akshata Mahindraka	"	Akshata
14	Laxmi. V. Sammanavar	LLB II Sem	Laxmi
15	Pratiksha.T	LLB II sem	Pratiksha
16	Fabreen. F. Nasirpar	BBALLB X <sup>th</sup> sem	Fabreen
17	Priya K.N.	BBALLB IV <sup>th</sup> Sem	Priya K.N.
18	Anusha Kudari	BBALLB X <sup>th</sup> sem	Anusha
19	Ranjitha. G	LLB II sem	Ranjitha
20	Channa mma Khokar	BA.LLB IV Sem	Channa
21	Tabeta. D. George	BA.LLB IV Sem	Tabeta
22	Dimple S. Kolkar	BA.LLB IV Sem	Dimple
23	Vaishnavi Utagi	B.B.A., LL.B VIII sem	Vaishnavi
24	Shradha P. Marekawar	LLB IV Sem	Shradha
25	Shivani Patil	LLB IV Sem	Shivani
26	Nandini. P. Sheri.	LLB 4 <sup>th</sup> Sem	Nandini
27	Vaishnavi. P. Vibhute	"	Vaishnavi
28	Priyali. G. Godakhind	"	Priyali
29	Pooja J. Hosmani	"	Pooja
30	Purana Deshpande	LLB. 4 <sup>th</sup> sem	Purana
31	Sneha. Metri	B.A.LLB II sem	Sneha
32	Pooja. Choukashi	B.A.LLB II Sem	Pooja
33	Laxmi. B. Kodyagal	B.A.LLB. II sem	Laxmi
34	Chetna Patil	B.B.A.LLB I sem	Chetna
35	Niharika S.Patil	P - 11	Niharika