



K.L.E. Society's Degree College

II Stage, III Block, (Opp. to BDA Complex), Bengaluru - 560 072.

Tel : +91-080-23181824, 080-23181778

E-mail : info@klenagarbhavi.edu.in Web : <https://klenagarbhavi.edu.in>

No.KLESDC/2025

Internal-Committee

DATE:06/01/2025

Implementation of Internal Committee (IC) in the Campus

In compliance with the AICTE (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016, the institution has established an Internal Committee (IC). This committee is dedicated to providing a healthy and congenial atmosphere to the staff and students and to prevent any form of sexual harassment within the campus, with immediate effect.

1. Internal Committee (IC):

Sl.NO	Member Category	Name of the Member	Contact Address
1	Chair Person	Dr.R Madhan kumar	9036340208 madhankumar@klenagarbhvai.edu.in
2	Member	Dr. Parvati.N. Angadi	9844562316 bca@klenagarbhavi.edu.in
3	Member	Mrs. Kalpana M	9880955230 kalpana.mallikarjuna@klenagarbhavi.edu.in
4	Member	Mrs.Shilpa	9986104015 shilpa2597@gmail.com
5	Member	Ms.Soumya N	7204734247 soumyasnaik96@gmail.com
6	Student	Ms.Shreya Santosh	9902963907 shreyasantosh2904@gmail.com
7	Student	Ms.Gopika	9591684098 krisong10@gmail.com
8	Student	Ms.Skandana. R	9611318845 skandana@klebca.edu.in
9	Member	Mrs.Lavanya	8105417265 info@dishabharath.org
10	Member	Mr.Jagadish Kumar	8660074419 jugs_patel@yahoo.co.in

2. Roles and Responsibilities of the IC:

The Internal Committee is responsible for:

- Organizing training programs and workshops for gender sensitization.
- Publicly displaying the penal consequences of sexual harassment.
- Receiving and investigating formal complaints of sexual harassment.
- Submitting annual reports to the AICTE/Affiliating University regarding the status of complaints and awareness programs.

The IC follows a strictly confidential and time-bound process for redressal, ensuring the safety and dignity of the complainant.

Penalties for Misconduct:

Any individual found guilty of sexual harassment or retaliatory action shall be liable for one or more of the following punishments as per AICTE/UGC guidelines:

- Written Apology
- Warning or Reprimand
- Withholding of Privileges (Scholarships/Exams)
- Suspension or Expulsion from the Institution
- Debarring from Heading Department/Representing College
- Termination of Employment (for staff)
- Legal Action under the Indian Penal Code

These measures aim to establish a **Zero-Tolerance Policy** towards sexual harassment and ensure a safe working and learning environment for all.

IC ANNUAL REPORT

1.Organizing training programs and workshops for gender sensitization.

Date: 03/07/2025

Session: Life Skills Workshop

Number of Participants: 75

Time: 9:00AM to 4:30PM

Trainer's Profile:

Ms. Lavanya RadhaKrishna and Team, Disha Bharat

Ms. Lavanya Radhakrishna

She is a postgraduate in Microbiology from Bangalore University and has had enriching experiences working with reputed companies like EY and Indiahikes for over 7 years. But driven by a higher calling, she joined Disha Bharat to serve society and connect deeply with students.

She is a full-time Coordinator at Disha Bharat and also a certified counsellor. She has led several personality development workshops, coordinated national-level events like MyBHARAT Youth Campaign and Vikasana Webinar Series on NEP 2020, and played a key role in compiling the Vikasana Lecture Series Compendium.

Sri Deekshith Kushalappa

A commerce graduate with an MBA in Finance and HR, he has worked in the corporate sector for four years, but his passion for national service led him to take up the role of Program and events coordinator at Disha Bharat.

With over 15 years of yoga practice, and 8 years of experience in various social organizations, he brings both discipline and dedication to his work. He has successfully managed several large-scale events like India Inspires Quiz, NGO Connect, Champions of Change, and many more.

Sri Yathish S

A dynamic media professional and a gold medalist in Journalism and Mass Communication from the University of Mysore. His work combines storytelling, public engagement, and youth empowerment.

Yathish has volunteered extensively with NGOs and was a key speaker on National Youth Day during an All India Radio broadcast. His contributions at Yuva Dasara and his professional experience with LAN Ventures in event management speak volumes of his creativity and communication skills. He currently serves as the Digital Coordinator at Disha Bharat.

Ms. Supriya

Co-ordinator, Disha Bharat.

Mr. Rakesh

Full time Co-ordinator, Disha Bharat Telangana.

Sessions Conducted:

The Life Skills Workshop by Disha Bharat Foundation was designed to promote holistic development among students. The sessions were interactive, activity-based, and focused on building essential life skills. The key sessions conducted were:

1. Yoga and Breathing Exercises

The session began with simple yoga postures and guided breathing techniques to help students center their minds and bodies. These practices not only improved concentration and physical well-being but also helped reduce stress and anxiety, preparing students mentally for the sessions ahead.

2. Self-Awareness Session

This session encouraged students to look inward and reflect on their personalities, talents, strengths, and areas of improvement. Through engaging activities and discussions, students were guided to understand their emotions, behavior patterns, and decision-making abilities—building a strong foundation for personal growth and confidence.

3. Namaste India Quiz

A vibrant and interactive quiz session that celebrated India's culture, history, achievements, and national values. It helped students connect with their identity as responsible citizens and inspired pride in the country's diversity and accomplishments. The format was fun and engaging, promoting learning through healthy competition.

4. Video Session on Human Values

A powerful visual session that showcased real-life stories and examples highlighting human values such as empathy, kindness, honesty, and respect. The videos were followed by discussions that allowed students to reflect on how these values play a vital role in building a good character and a positive society.

5. Academic Excellence Session

This session focused on helping students improve their academic performance through better planning, discipline, and focus. Topics such as time management, setting realistic goals, effective study habits, and maintaining a positive attitude were discussed. It motivated students to strive for excellence not just in academics, but in all aspects of life.

Photos:

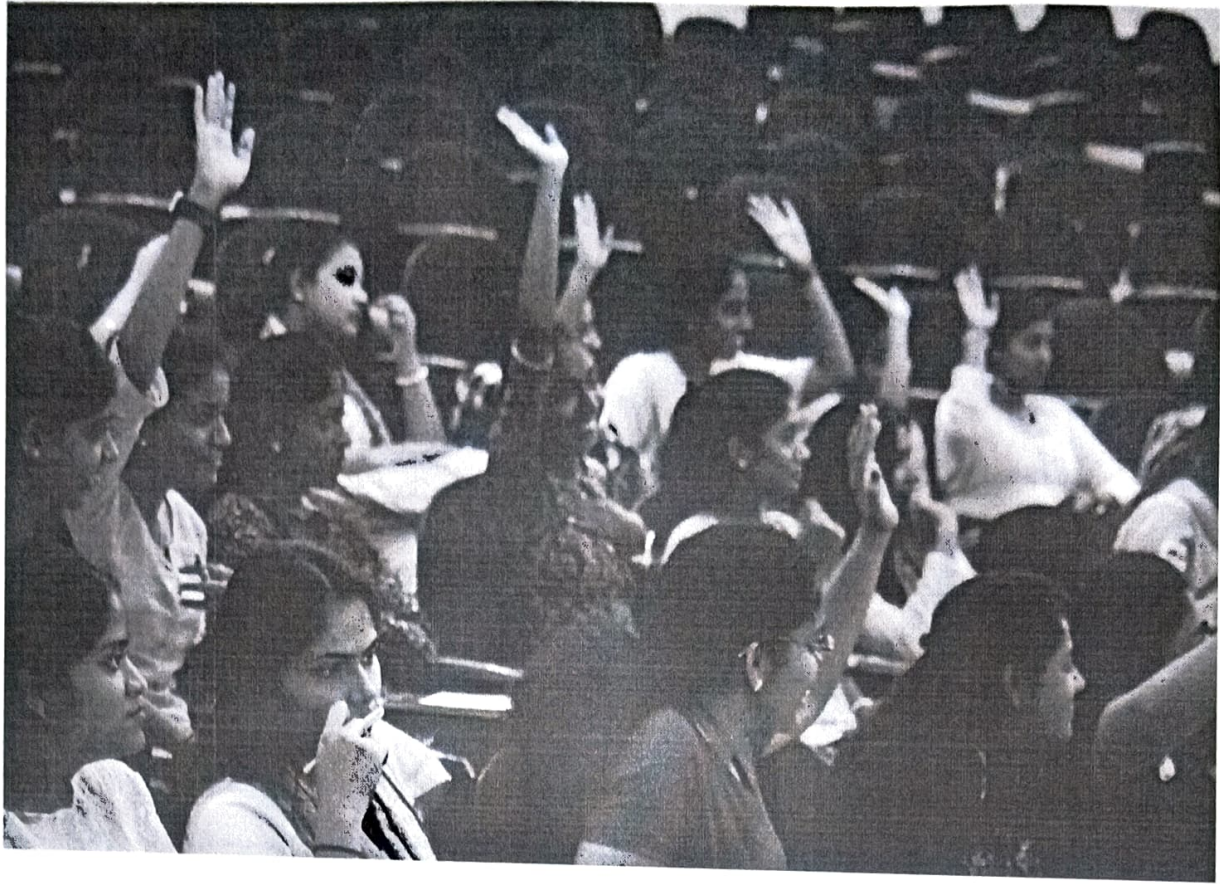






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3.Receiving and investigating formal complaints of sexual harassment.

The Institution maintains a robust mechanism for receiving and investigating formal complaints of sexual harassment through the Internal Committee (IC). We have not received any complaints on sexual harassment this year. However, the following procedure will be followed on receiving any complaints. Upon receipt of a written complaint, the IC will initiate a time-bound inquiry following the principles of natural justice. All proceedings will be conducted with strict confidentiality, ensuring a sensitive environment for the complainant while providing a fair opportunity for all parties to be heard. Detailed documentation and gender-sensitized investigative protocols will be followed to ensure a transparent and unbiased resolution.



PRINCIPAL

Principal

K.L.E.Society's Degree College
2nd Stage, 3rd Block, Nagarabhavi,
Bangalore -560 072.

Copy to:

- All Members concerned
- All Heads of Department
- Staff Members
- College and Department Notice Boards
- Gagan Gowda, Asst. Professor, BCA — To host on college website.