

Re: Reports on Violation of norms by Institutions with no publishing of Internal Complaints Committee Details on their website

Prof. Anil D Sahasrabudhe <chairman@aicte-india.org>

Sun 3/31/2019 9:56 PM

To: Indu Priya S <payanmaram@gmail.com>

Cc: dc-bangaloreurban@karnataka.gov.in <dc-bangaloreurban@karnataka.gov.in>; dcurban@nic.in <dcurban@nic.in>; dtekar@hotmail.com <dtekar@hotmail.com>; www.technicaldirector@rediffmail.com <www.technicaldirector@rediffmail.com>; www.dtekar@redimail.com <www.dtekar@redimail.com>; dc-bangalorerural@karnataka.gov.in <dc-bangalorerural@karnataka.gov.in>; deo.bangalroer3@gmail.com <deo.bangalroer3@gmail.com>; www.dtekar@rediffmail.com <www.dtekar@rediffmail.com>; complaintcell-ncw@nic.in <complaintcell-ncw@nic.in>; NCWIndia <ncw@nic.in>; Kscw 123 <kscwbang123@gmail.com>; noopur.vasandani@bba.christuniversity.in <noopur.vasandani@bba.christuniversity.in>; devanshi.garg@bba.christuniversity.in <devanshi.garg@bba.christuniversity.in>; mridul.palsapure@bba.christuniversity.in <mridul.palsapure@bba.christuniversity.in>; payanmaram-board-of-trustees@googlegroups.com <payanmaram-board-of-trustees@googlegroups.com>; min-wcd@nic.in <min-wcd@nic.in>; HRD Minister <minister.hrd@gov.in>; chiefminister@karnataka.gov.in <chiefminister@karnataka.gov.in>; min-wcd@karnataka.gov.in <min-wcd@karnataka.gov.in>; KRIPA AMAR ALVA <kscpcr@gmail.com>

JD (CAC) / B-GRV
update on dte website
7/1/19

This has already been communicated to all colleges and without that approvals are denied.

We will communicate again..

On Sun, Mar 31, 2019, 21:53 payanmaram <payanmaram@gmail.com> wrote:

Respected Sir/Madam,

We are a 2 year old organization now comprising of founding members who have worked with Drop Out Children and Students for over 4 years now. We have seen children drop out because of abusive staff. We consider that an institution which keeps the spirit of Internal Complaints Committee and safety for its students **will keep the mechanisms in a very transparent and easily available manner**. And time and again, we are proved right.

We are hereby attaching with this letter the detailed survey reports of our recent survey in February 2019, our ideas put into plan and action and executed by our Christ University Student Volunteers this year.

Kindly take immediate action on the same and ensure inclusion of full details of ICC and LCC on their college websites and handbooks and also to ensure encouraging the use of the same among the students. This can happen if the following are taken care of, we think,

We hence humbly request the Authority to

1. Direct the Directorate of Technical Education to take up the matter on a priority and submit the **self-declaration of all students acknowledging and elaborating on the awareness of Internal Complaints Committee and the situations it can help them in.**
2. Direct the Directorate of Technical Education to **ensure publishing detailed information on the same on their college websites**
3. Direct Women's Commissions and social service organizations to oversee and implementation of the necessary awareness programmes in these colleges, considering that such a measure is not taken
4. Necessary permission letters to follow up on the status of this awareness at the college premises which have failed in public declaration of the ICC on their college websites.
5. Even the colleges which have ICC published, haven't published the full committee details. Or some lack **phone numbers** to reach them or some lack **email ids**. We see that giving an email id is vital and ensure that the acknowledgement of the written communication is present with the victim. Also, we see that in such matters, there is a better chance for the victim to speak up over an email than face to face. Hence we request that the same must be ensured by the Management and the Directorate.

6. Instruct other colleges to publish such information and receive declarations in a genuine and pro-active manner **since we see that the case is similar in other States of India as well, irrespective of who forms the Government.**

7. We also could not find the details of the Local Complaints Committee anywhere. We assume that would be the DC Rural and DC Urban. Kindly share us the same as well as request all Institutions to publish the same on their websites as well.

We have received grave reports from our work area (on and off Bannerghatta Road). And we see that they are violators as per our data collection report. However, these children/young students weren't willing to report head-on and are unaware of ICC or not motivated even if told. We hence request serious intervention by the concerned Departments.

Attached:

1. Reports of Data Collection of ICC Information as published in the college websites. The college website addresses were taken from the MHRD KnowYourCollege portal. The team tried to pull out details of the Committee members, their phone email, etc as well as the active status of the website in the first place.
 - a) Bangalore - Rural Institutions
 - b) Bangalore - Urban Institution
2. Summary by our interns. (Kindly do not neglect the colleges they have visited already)
3. Mail from Chairman of AICTE regarding ICC and AICTE norms to include ICC details on college websites for easy access by students.

Together, let us protect students from abuse and motivate them to report such injustice by creating a friendly, suitable and encouraging environment.

Best Regards,
Indu Priya
Co-founder, Payanmaram Trust
9900213043

----- Forwarded message -----

From: **NOOPUR VASANDANI 1723159** <noopur.vasandani@bba.christuniversity.in>
Date: Wed, Mar 27, 2019 at 11:58 AM
Subject: Report
To: Indupriya NGO SLP <payanmaram@gmail.com>

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Best Regards,
Indu Priya
Managing Trustee

Website: www.payanmaram.in | **Email:** payanmaram@gmail.com | **Phone:** +91 99002 13043

The overall data collection work of the Presence of Internal Complaints committee's in various colleges encompassing areas of Bangalore rural and Bangalore urban was carried out for a time period of 20 hours by a team of 7 volunteers carrying out the overall duty of collecting, analysing, sorting and interpreting the existence of data regarding these committees on the various college websites. A consolidated excel sheet containing names of various colleges that are present in these particular geographical locations mentioned was formed containing names of the entirety of existing colleges recorded alphabetically. The task at hand involved identifying the existence of a college website as well as identifying the presence of an internal committee and the presence of contact details of the concerned authorities on the website.

Over 10% of the total colleges have dysfunctional websites in which the redirected college website link leads to a blank page showing an overall error in functioning of the website which will not provide an effective mechanism for the students to search for contacts details of committee in charge personnel.

Large portion of the college websites do not hold details of the internal complaints committee present in the institution which depicts a negative image as there is no ease of access to the required people creating a sense of fear to take up further action in regards to issues raised.

There must mandatorily be an Email presence on the website which was lacking in majority of the chosen platforms as the presence of an email ID shall allow female students to raise issues from an online portal instead of actually raising issues in person as the element of fear of vocalising the issue will be removed if there is an online Email complaint raised.

The least existing detail on websites is the Phone numbers of the people in charge of the complaints committee which reflects negatively as students will not raise complaints if they do not have a trust worthy point of contact and the lack of contact details instils negativity showing that there is lack of care from the management towards the students, hence large number of cases go unreported due to difficulty in accessing concerned individuals.

On the 14th of February, 2019, 3 of us conducted an awareness rally outside Loyola college in Kothnur. We learnt that a lot of girls of that college don't know what sexual harassment is and what comprises of sexual harassment. Even if they did, they weren't aware about the existence of a cell called the ICC that took care about such grievances against sexual harassment. This highlights the need for awareness about such issues in a language that is familiar to them. When we talked to many girls about this issue and explained them what ICC

what and what it did, they told us that the reason they wouldn't go and lodge a formal complaint if they experienced sexual harassment was that, most often they would be told to ignore such incidents; they would be told that if they lodged a formal complaint, society would talk about it and maybe the harassers would come back to harass them even more. Another peculiar observation we made during the rally was the reluctance or a sense of hesitation to talk about such issues. They should be encouraged to talk about issues that concern them and the ones around them. It's ironic how while we were campaigning for the cause, we faced sexual harassment in the form of cat calling. This again highlights the need and importance of the ICC cell and the awareness about its presence. However, having an ICC is not enough, it is important for it to be in a well-functioning condition with grievances that are solved.

On the 16th of February, 2019, after completing the required research and creating a database on ICC present in colleges situated in Bangalore Rural and Bangalore Urban, our team of 4 volunteers conducted a campaign to educate and generate awareness, highlighting the importance of the presence of Internal Complaints Committee and Sexual Harassment cells in colleges. The University we were assigned to visit was, Venkateshwara Polytechnic College, situated in Gotigerre. We were very kindly and professionally taken in by a faculty member, and asked to visit and speak to the students in different classes on campus. We visited a total of 8 classes, the majority of which were clueless and disinterested about the topic we were campaigning on. As we went on about the importance of the presence of sexual harassment cells, and how it is completely alright for female and male students to speak up and not shy away due to society, we got the impression that most of these students, aged between 19-25, were reacting quite immaturely and did not realize the importance of such an issue. The faculty members seemed to be more engaged and enthusiastic, by engaging with us in conversation. He mentioned that, while there were CCTV cameras present all around campus, there wasn't a specific committee dedicated towards addressing these issues. This highlights the need for a more effective campaign and education process, for most colleges situated in Bangalore Rural. The faculty member being keenly impressed with our campaign, requested us to showcase one of our posters on the college's notice board.

After this research and the rallies that we conducted, we believe that even though the mandates have been put in place regarding ICC, there isn't proper implementation and we request the authorities to look into the issues as they come. Awareness about such initiatives is of utmost importance and without that, the purpose of such initiatives would not be

fulfilled. While the ICC cells are supposed to help the victims of sexual harassment, the members of such cells must also ensure that such grievances are addressed with sympathy and understanding towards the victims. Their authenticity should also be maintained and they must not be ridiculed. For victims who might feel afraid to come forward even still, an anonymous but controlled system of complaint registration should be put in place. We also recommend the installation of complaint registration through email, so that there is proof of registration. Such proof of registration should also be maintained in terms of complaints lodged on paper.