



# KRUPANIDHI COLLEGE OF PHARMACY

(Approved by AICTE & PCI, New Delhi, Affiliated to RGUHS, Bengaluru)  
Accredited with Grade 'A' by NAAC, Bengaluru | ISO 9001 - 2015 Certified  
12/1, CHIKKA BELLANDUR, CARMELARAM POST, VARTHUR HOBLI, BANGALORE - 560 035



*6.1.2 The effective leadership is visible in various institutional practices such as decentralization and participative management*

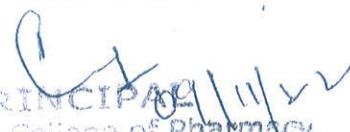
*Internal Complaint Committee*

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## Annual Report of Internal Complaint Committee 2016 -17



  
PRINCIPAL  
Krupanidhi College of Pharmacy  
Chikkabelandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035

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Krupanidhi College of Pharmacy is committed to providing a safe academic and working environment to all students and its women employees. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College for a period of five years (2016-17, 2017-18, 2018-19, 2019-20 and 2020-21).

## Objectives:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

1. To develop a policy against sexual harassment of women at the Institute.
2. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
5. To create a secure physical and social environment to deter any act of sexual harassment.
6. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

## The Process for Complaint and Inquiry

**Step I:** An aggrieved woman should give a written complaint either in person or through post or email. It should be submitted to the 'Prevention of Sexual Harassment and Atrocities against Women Committee' within 3 months of the date of the incident. The time limit may be extended for a further period of 3 months if, on account of certain circumstances, the woman was prevented from filing the complaint. If the aggrieved woman is unable to make a complaint, her legal heirs may do so.

#12/1, Chikkabelandur, Carmelaram Post, Varthur Hobli, Bangalore-560035



Principal  
Krupanidhi College of Pharmacy  
Chikkabelandur, Carmelaram Post.

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**Step II:** On receipt of the complaint, the ICC will proceed to make an inquiry in accordance with the service rules or in their absence, in accordance with rules under the Act. The inquiry will be completed within 90 days. And the inquiry report will be submitted within 10 days from the date of completion of the inquiry.

**Step III:** If the ICC finds that the allegations against the respondent are proven, it will submit a report to the Principal to take action for sexual harassment as misconduct in accordance with the provisions of the applicable service rules or where no service rules exist, in accordance with rules framed under the Act.

**Step IV:** The college management will act on the recommendations of ICC within 60 days of the submission of the inquiry report.

**Step V:** Appeal against the decision of the ICC is allowed within 90 days of the recommendations.

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### Committee constitution:

The committee constituted by the following members for 2020-21:

S.NO	Name of the Members	Designation	Nature	Mobile Number	Mail.ID
1.	Dr.Amit Kumar Das	Principal	Chairperson	9742544738	dasamit2k1961@gmail.com
2.	Dr.M.D.Karvekar	Academic Director	Advisory Member	9448811994	drmdkarvekar@gmail.com
3.	Dr.Preeti Sudheer	Professor	Co-ordinaor	9449822912	preetisudheer@gmail.com
4.	Dr.P.D.Chaithan ya Sudha	Associate Professor	Member	9848226950	chaithumpharm@gmail.com
5.	Mrs.Jyothi.Y	Associate Professor	Member	7259519535	jokirano5@gmail.com

### Student Members:

- 1.Bibi Tahsin Dusoruth -IV YEAR B.PHARM
2. Sreshi Kumari - III YEAR PHARMD



*P*  
20/09/22  
PRINCIPAL  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035