



**BANNARI AMMAN INSTITUTE OF TECHNOLOGY**  
(An Autonomous Institution Affiliated to Anna University)  
**SATHYAMANGALAM – 638 401**



**INTERNAL COMPLAINTS COMMITTEE**

**The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**

**Objectives**

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees through seminars, workshop and competitions.
- Lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, students and the employees
- Deal with cases of discrimination and sexual harassment against women in a time bound manner aiming at ensuring support services to the victim.
- Recommend appropriate punitive action against the guilty

**Responsibility of the committee**

Instances of sexual harassment will be taken seriously and dealt with promptly. Disciplinary action will be taken according to the nature and gravity of the behaviour reported. The College will respect the confidentiality and privacy of individuals reporting and the accused of sexual harassment to the extent possible. Care will be taken to see that complainants, witnesses and the harasser does not face victimization and discrimination during the process of enquiry. Intentionally providing false information is a ground for disciplinary action. All members of BIT – students, teaching faculty, administrative staff, both contractual and temporary will come under the purview of this policy.



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**Complaint Committee Against Sexual Harassment**

The following members are constituted to deal with the complaints of sexual harassment in accordance with the guidelines laid down by the Supreme Court of India relating to sexual harassment of women workers at work place and students.

1	Dr. C.Palanisamy Principal	Presiding Officer	04295226000 principal@bitsathy.ac.in
2	Dr K Sivakumar Senior Professor & Dean PDS	Head Student affairs	9750521289 sivakumark@bitsathy.ac.in
3	Dr M Kalil rahiman Associate Professor Department of Mechanical Engineering	Member	9443386086 kalilrahimanm@bitsathy.ac.in
4	Ms S Thenmozhi Programme Manager Sudar NGO, Sathyamangalam	Member from NGO	7708162200; 9994277404 Sudarinfo@gmail.com
5	Dr.R. Praveena Asst. Professor (Level II) Department of Chemistry & NSS PO (Unit II)	Faculty Member	9486213498 praveenar@bitsathy.ac.in
6	Mrs. G. Srinitya Asst. Professor (Level II) Department of Information Technology	Faculty Member	8148170478 nitya@bitsathy.ac.in
7	Dr. K. Amirthavalli Physical Directress	Member	9842983421 amirthavalli@bitsathy.ac.in
<b>In case the victim or alleged perpetrator is a student, following members will be included:</b>			
8	Ms K Harshini(151CS156)	Student representative	8056483266
	Ms B Divya (151IT118)		8973593456
	Ms A M Pavithra (161EC218)		9095642925
	Mr S Sandeep (161ME264)		8220816800



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**The following are considered as sexual harassment and is covered by the committee**

Sexual harassment as defined in the Sexual harassment of women at workplace (prevention, prohibition and redressal) Act, 2013 includes any one or more of the following 'Unwelcome' acts or behavior:

- Physical contact and advances;
- Demand or request for sexual favors;
- Sexually colored remarks;
- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature such as
  - ✓ Eve-teasing
  - ✓ Unsavory remarks,
  - ✓ Jokes causing or likely to cause awkwardness or embarrassment,
  - ✓ Innuendos and taunts,
  - ✓ Gender based insults or sexist remarks,
  - ✓ Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
  - ✓ Touching or brushing against any part of the body and the like,
  - ✓ Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
  - ✓ Forcible physical touch or molestation and
  - ✓ Physical confinement against one's will and any other act likely to violate one's privacy.

**What should you do if you are sexually harassed?**

- Do not feel ashamed. Tell the harasser very clearly that you find his behavior offensive.
- Do not ignore the harassment in the hope that it will stop on its own. Come forward and lodge a complaint to the Committee through college website.
- Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations to come forward and complain.
- Keep a record of all incidents of sexual harassment. If you feel the need to register a formal complaint later, this record will be helpful.
- **Register the complaint through CAMPS**

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