



**PESIAMS**

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ಪಿಇಎಮ್‌ಸಿ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್  
(ಸಿವೆಂಮ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸಂಯೋಜನೆಯಲ್ಲಿ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)  
ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

**PES Institute of Advanced Management Studies**

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

## Anti-Ragging Committee

### Introduction

PESIAMS College has constituted an Anti-Ragging Committee, whose main objective is to ensure a ragging-free environment for all those who are studying in the institution and to address any ragging complaint received.

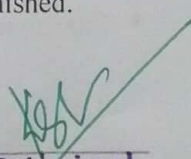
Anti-Ragging Cell is one of the important parts of Educational Institution's mechanism. As per the guidelines of UGC under the Act of 1956, which is modified as UGC regulations on curbing the menace of Ragging in higher Educational Institutions, 2009 establishment of Anti-Ragging Cell is very compulsory in all educational institutions.

### Objective:

Anti-Ragging Committee is the supervisory and advisory committee in preserving a culture of ragging free environment in the college campus. The main objectives of this cell are as follows:

- To make students aware of dehumanizing effect of ragging inherent in its perversity.
- To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.
- To promptly and stringently deal with the incidents of ragging brought to the notice of the committee.
- To generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.

{ 1 }

  
Principal

PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA-577 204.

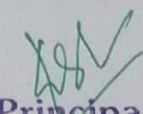


**Composition of Anti-Ragging Committee for the AY 2020-21:**

Sl. No.	Name	Designation	Signature
1	Dr. K. Sailatha Principal	Chairperson	
2	Dr. Sudharshan G M HOD, Dept. of Commerce and Management	Coordinator	
3	Dr. Nagaraj S R Coordinator, PG Dept. of Commerce	Member	
4	Mrs. Roopa D S HOD, Dept. of Computer Science	Member	
5	Mrs. Ashwini E M Dept. of Computer Science	Member	
6	Mr. Anmol U K Dept. of Computer Science	Member	
7	Mr. Prashanth Kumar R Dept. of Computer Science	Member	
8	Mr. Mohan D Dept. of Commerce and Management	Member	
9	Mr. Harsha C Mathad PG Dept. of Commerce	Member	

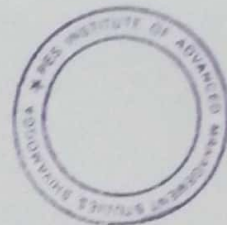
**Punishable ingredients of Ragging:-**

- Abetment to ragging.
- Criminal conspiracy to ragging.
- Unlawful assembly and rioting while ragging.
- Public nuisance created during ragging.
- Violation of decency and morals through ragging.
- Injury to body, causing hurt or grievous hurt.
- Wrongful restraint.
- Wrongful confinement.
- Use of criminal force.
- Assault as well as sexual offences or unnatural offences.
- Extortion.

  
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- Criminal trespass.
- Offences against property.
- Criminal intimidation.
- Attempts to commit any or all of the above mentioned offences against the victim(s).
- Physical or psychological humiliation.
- All other offences following from the definition of "Ragging".

### Standard Operating Procedure (SOP)

- 1) The Committee shall meet as and when any complaint is received by it. Complaint may be received by any member of the committee.
  - 2) The Committee shall direct the employee(s)/student to prepare and submit a written response to the complaint / allegations within a period of four (4) days from such direction or such other time period as the Committee may decide.
  - 3) The Committee shall conduct the proceedings in accordance with the principles of natural justice. It shall allow both parties reasonable opportunity of presenting their case.
  - 4) The Committee shall allow both parties to produce relevant documents and witnesses to support their case. Documents produced by either party shall be affixed with that party's signature to certify the document as original / true copy.
  - 5) The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
  - 6) The Committee shall sit on a day-to-day basis to record and consider the evidence produced by both parties.
  - 7) As far as practicable, all proceedings of the Committee shall take place in the presence of both parties.
  - 8) Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
- If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of ragging is made out against the accused and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, disciplinary action could be initiated in the form of anyone of the following depending in the seriousness of the issue.

Principal



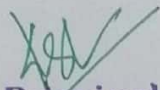
### **Punishment for ragging:**

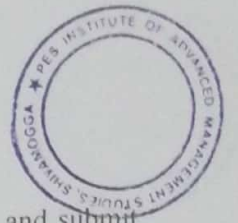
- Warning.
- Written apology.
- Suspension from attending classes and academic privileges.
- Debarring from appearing in any test/examination or other evaluation process.
- Debarring from representing the institution in any regional, National or International meet, tournament, Youth festival, etc.
- Suspension/ Expulsion from the hostel.
- Cancellation of Admission.
- Expulsion from the Institution and consequent debarring from admission to any other institution for specified period.
- Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment. If, in the course of the proceedings before it, the Committee is satisfied that any person has retaliated against / victimized the complainant or any person assisting the complainant as a result of the complaint having been made or such assistance having been offered, the Committee shall report the same in writing, to the Principal/Management, with reasons and with recommendations of the action to be taken against such person.

If, at the culmination of the proceedings before it, the Committee is satisfied that the complainant has knowingly brought false charges of ragging against any person, it shall report the same in writing to the Principal/Management, with reasons and with recommendations of the action to be taken against such person.

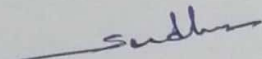
### **Responsibilities of the Committee:**

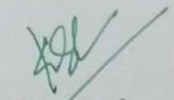
1. To uphold and comply with the directions of the Hon'ble Supreme Court and be vigilant on any acts amounting to ragging.
2. To publicize to all students and prevalent directives and the actions that can be taken against those indulging in ragging.

  
**Principal**



3. To consider the complaints received from the students and conduct enquiry and submit report to the Anti- Ragging Committee along with punishment recommended for the offenders.
4. Conduct workshops against ragging menace and orient the students.
5. To offer services of counselling and create awareness to the students;
6. To take all necessary measures for prevention of Ragging inside the Campus/ Hostels.
7. To maintain all documents/records pertaining to this committee.

  
Coordinator

  
Principal

**Principal**

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ಎಸ್ ಐಬಿ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)  
(ಶುಭಂಭು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಯಡಿ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾರ್ಗದರ್ಶಿ ಪಡೆದಿದೆ)

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No.

## Reconstitution of Anti Ragging Committee for Academic year 2019-2020

It has been decided to form the Anti Ragging Committee with effect from 23<sup>rd</sup> July, 2019 to address the issues relating to ragging by consisting of following members

- 1) Dr. K. Sailatha - Chairperson
- 2) Dr. G.M Sudharshan - Coordinator
- 3) Mr. S.R. Nagaraj- Member
- 4) Mr. Nagesh G P- Member
- 5) Mrs. Roopa D S- Member
- 6) Mrs. Ashwini E M- Member
- 7) Mr. Anmol U K- Member
- 8) Mr. Prashanth Kumar R- Member
- 9) Mr. Mohan D- Member
- 10) Mr. Harsha C Mathad- Member

The committee will be taking decisions unanimously by conducting the meeting against any issues related to Anti Ragging Committee. Further, proceeding of the committee meeting should be recorded and signed by the above members.

*K. Sailatha*  
23/7/2019  
**Principal**  
**Principal**

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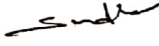



CIRCULAR

A Meeting of the Anti Ragging Committee has been convened in the Principal's chamber tomorrow 10-01-2020 at 4.05 pm. All the faculty members of the committee are informed to attend the same and assemble 5 min before the start of the meeting.

Agenda:

To discuss about incidents of Ragging if any and welfare of new students.

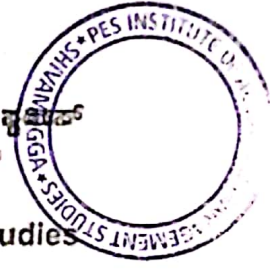
- 1) Dr. K.Sailatha - Chairperson
- 2) Dr. G.M Sudharshan – coordinator 
- 3) Dr. S. R. Nagaraj –Member
- 4) Mr. Nagesh G P – Member
- 5) Mrs. Roopa D S – Member
- 6) Mrs. Ashwini E M – Member
- 7) Mrs. Anmol U.K - Member
- 8) Mr.Prashanth Kumar R – Member
- 9) Mr. Mohan D- Member
- 10) Mr. Harsha C Mathad - Member

  
Coordinator

  
Principal

Principal

PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
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Minutes of the Meeting

The meeting was convened to discuss about the welfare of the students admitted to the I year Degree Course and any issues relating to them if any about incidents of ragging.

- 1) Dr. K.Sailatha - Chairperson
- 2) Dr. G.M Sudharshan – coordinator *Sudharshan*
- 3) Dr. S. R. Nagaraj –Member
- 4) Mr. Nagesh G P – Member
- 5) Mrs. Roopa D S – Member
- 6) Mrs. Ashwini E M – Member
- 7) Mrs. Anmol U.K - Member
- 8) Mr.Prashanth Kumar R – Member
- 9) Mr. Mohan D- Member
- 10) Mr. Harsha C Mathad - Member

*Sudharshan*  
Coordinator

*K. Sailatha*  
Principal

Principal  
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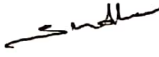


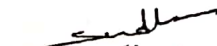
CIRCULAR

A Meeting of the Anti Ragging Committee has been convened in the Principal's chamber tomorrow 17-09-2019 at 4.05 pm. All the faculty members of the committee are informed to attend the same and assemble 5 min before the start of the meeting.

Agenda:

To discuss about incidents of Ragging if any and welfare of new students.

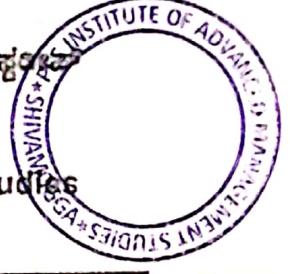
- 1) Dr. K.Sailatha - Chairperson
- 2) Dr. G.M Sudharshan – coordinator 
- 3) Dr. S. R. Nagaraj –Member
- 4) Mr. Nagesh G P – Member
- 5) Mrs. Roopa D S – Member
- 6) Mrs. Ashwini E M – Member
- 7) Mrs. Anmol U.K - Member
- 8) Mr.Prashanth Kumar R – Member
- 9) Mr. Mohan D- Member
- 10) Mr. Harsha C Mathad - Member

  
Coordinator

  
Principal

Principal

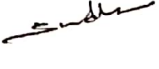
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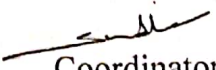



Date: 18/09/2019

### Minutes of the Meeting

The meeting was convened to discuss about the welfare of the students admitted to the I year Degree Course and any issues relating to them if any about incidental of ragging.

- 1) Dr. K.Sailatha - Chairperson
- 2) Dr. G.M Sudharshan – coordinator 
- 3) Dr. S. R. Nagaraj –Member
- 4) Mr. Nagesh G P – Member
- 5) Mrs. Roopa D S – Member
- 6) Mrs. Ashwini E M – Member
- 7) Mrs. Anmol U.K - Member
- 8) Mr.Prashanth Kumar R – Member
- 9) Mr. Mohan D- Member
- 10) Mr. Harsha C Mathad - Member

  
Coordinator

  
Principal

Principal

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N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Date: 25-07-2019

To,  
Mrs. Sharada G  
Assistant Professor,  
English Faculty,  
PES Institute of Advanced Management Studies,  
Shivamogga - 577204

We are pleased to inform you that you are nominated as Coordinators for Anti Sexual Harassment Committee w. e. f. 25<sup>th</sup> July 2019 to address the issues relating to women and female students of our institution. We strongly believe that you will discharge your duties and responsibilities very effectively in this regard. We wish you all the best.

*K. Sailatha*  
Principal 25/7/2019

PES Institute of Advanced Management  
NH 206, Sagar Road  
SHIVAMOGGA-577 204.



### Formation of Anti Sexual Harassment Committee

It has been decided to form the **Anti Sexual Harassment Committee** with effect from **25<sup>th</sup> July, 2019** to address the issues relating to women by consisting of the following members:

- 1) Dr. K. Sailatha - Chairperson
- 2) Mrs. Sharada G - Coordinator
- 3) Mrs. Roopa D S, - Representative of Woman- Teaching
- 4) Mrs. Kavitha U P, - Representative of Woman- Teaching
- 5) Mrs. Anitha C.B, Representative of Woman- Teaching
- 6) Mrs. Ashwini E M, Representative of Woman- Teaching
- 7) Ms. Kavyashree, -Representative of Woman- Non- Teaching
- 8) Ms. Syeda Sunain Kousar III year BBA Student Representative
- 9) Ms. Deepika G.N, III year BCA Student Representative
- 10) Ms. Vaishali G.B, III year B.Com -Student Representative
- 11) Ms. Rakshitha N.S II year M.Com – Student Representative

The committee will be taking decisions unanimously by conducting the meeting against any issues related to women. Further, proceeding of the committee meeting should be recorded and signed by the above members.

*K. Sailatha*  
Principal 25/07/19

**Principal**

PES Institute of Advanced Management Studies  
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Date: 20-8-2019

**CIRCULAR**

A meeting of the Anti Sexual Harassment Redressal Cell has been convened in the Principal's chamber today i.e., 20.8.19 at 4.05 pm. All the faculty members of the committee are informed to attend the same and assemble 5 minutes before the start of the meeting.

**Agenda:**

To discuss about arranging a guest talk to address the girl students of the college

- Dr K Sailatha-chairperson
- Mrs Sharada- co ordinator
- Mrs Roopa D S- Representative of women teaching
- Mrs Kavitha U P- Representative of women teaching
- Mrs Anitha C B- Representative of women teaching
- Mrs Ashwini E M - Representative of women teaching
- Ms Kavyashree- Representative of women non-teaching
- MS Syeda Sunain kouser-III BBA -student representative
- Ms Deepika G N- III BCA -student representative
- Ms Vaishali- III B.Com -student representative
- Ms Rakshitha- III M.Com -student representative

Principal

*K. Sailatha*  
Principal  
16/8/19

PES Institute of Advanced Management Studies  
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**Minutes of the meeting**  
**Date: 21.08.19**  
**Venue: Principal chamber**

**Agenda:**

To discuss about arranging a guest talk to address the girl students of the college

**Members:**

Dr K Sailatha-chairperson

Mrs Sharada- co ordinator

Mrs Roopa D S- Representative of women teaching *Roopa D S*

Mrs Kavitha U P- Representative of women teaching *Kavitha U P*

Mrs Anitha C B- Representative of women teaching *Anitha C B*

Mrs Ashwini E M - Representative of women teaching *Ashwini E M*

Ms Kavyashree- Representative of women non-teaching *Kavyashree*

MS Syeda Sunain kouser-III BBA –student representative

Ms Deepika G N- III BCA –student representative

Ms Vaishali- III B.Com –student representative *Vaishali G.B.*

Ms Rakshitha- III M.Com –student representative *Rakshitha*

A meeting of the Anti Sexual Harassment Cell was held on 20. 8.2019 at the principal's chamber at 4.05 pm to discuss about organizing a programme that benefits the girl students.

The principal welcomed the members of the cell for the meeting. She asked the members whether they have come across any incidents about harassments or any oral complaints from any girls. The members replied in the negative. The coordinator also informed the principal that no written complaints have been received from the girl students.

Next the principal informed the members about the need for organizing a programme exclusively for girl students for enhancing their health and hygiene. The discussion went on to select a proper resource person for the same. Many names were suggested and finally the name of Dr.Shubratha, Psychiatrist, Shivamogga was finalized and it was proposed to have the topic 'personal hygiene and cleanliness for women' on 29.08.19 and all the girl students of the college would be the audience.

The meeting came to a close as there was no other matter to be transacted.

*K. Sailatha*  
Principal *24/8/19*

PES Institute of Advanced Management Studies  
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## Formation of Anti Sexual Harassment Committee

It has been decided to form the Anti Sexual Harassment Committee with effect from **25<sup>th</sup> July, 2019** to address the issues relating to women by consisting of the following members:

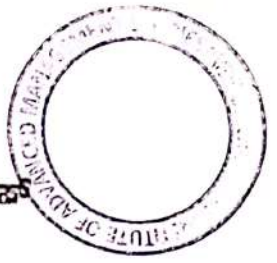
- 1) Dr. K. Sailatha - Chairperson
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- 3) Mrs. Roopa D S, - Representative of Woman- Teaching
- 4) Mrs. Kavitha U P, - Representative of Woman- Teaching
- 5) Mrs. Anitha C.B, Representative of Woman- Teaching
- 6) Mrs. Ashwini E M, Representative of Woman- Teaching
- 7) Ms. Kavyashree, -Representative of Woman- Non- Teaching
- 8) Ms. Syeda Sunain Kousar III year BBA Student Representative
- 9) Ms. Deepika G.N, III year BCA Student Representative
- 10) Ms. Vaishali G.B, III year B.Com -Student Representative
- 11) Ms. Rakshitha N.S II year M.Com – Student Representative

The committee will be taking decisions unanimously by conducting the meeting against any issues related to women. Further, proceeding of the committee meeting should be recorded and signed by the above members.

*K. Sailatha*  
Principal 25/07/19

Principal

PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
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Date: 25-01-2020

**Circular**

This is to inform all the IA Committee members to attend a meeting on 25-01-2020 sharp at 01:15 pm in the Principal cabin to discuss regarding the students who are not writing the first internals to be held from 30-01-2020 onwards because of some personal issues. Kindly assemble in the venue before 5 minutes of the meeting and switch off your mobile or turn into silent mode.

**Agenda:**

- Discussion regarding the students who are not writing internals

Sl. No	Faculty Name	Informed	Attended
1	Dr. Sudharshan G.M		
2	Mrs. Roopa D.S	Roopa D.S	
3	Mr. Harsha C Mathad		
4	Mr. Darshan P.R		
5	Mr. Prashanth Kumar R		
6	Mr. Vinay Kumar K.S		
7	Ms. Tejaswini V.R		
8	Ms. Swathi J		
9	Ms. Bindu D S		
10	Ms. Roopashree N		

Principal  
25/1/2020

**Principal**  
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N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

**Minutes of the meeting**

**Date: 25th Jan, 2020**

**Time - 01:15 pm**

**Venue-Principal's Cabin**

1. Dr. Sudharshan G.M
2. Mrs. Roopa D.S
3. Mr. Harsha C Mathad
4. Mr. Darshan P.R
5. Mr. Prashanth Kumar R
6. Ms. Roopashree N
8. Ms. Tejaswini V.R
9. Ms. Swathi J
10. Ms. Bindu D S

**Agenda:**

- Discussion regarding the students who are not writing internals.

**Minutes**

- A meeting was held in the Principal cabin at 01:15pm.
- The written requests submitted by the students were perused and it was found to be genuine.
- All the committee members gave positive opinion about those students.
- After seeking the opinion of all the committee members it was decided to give a chance to them by allowing them to write the second Internals.
- But, if they fail to maintain the regularity in attending the classes till the end of the semester, serious action will be taken against them.
- The decision has been taken regarding the following students.

**FOUZIYA - I BBA**

SAMEER AHAMED R.A - I BBA- (Health issue)

MOHAMMED SHAHID- II B.Com - (Health issue)

VISHAL K- II B.Com - (Health issue)

ANUSHA K- II BCA- (Family issue)

*H. S. S. S. S.*  
27/02/2020  
Principal



Date: 24<sup>th</sup> Sep 2019

**Circular**

This is to inform all the IA Committee members to attend a meeting on 24-09-2019 sharp at 01:15 pm in the Principal cabin to discuss regarding the students who are not writing the first internals to be held from 30-09-2019 onwards because of late admission and also some personal issues. Kindly assemble in the venue before 5 minutes of the meeting and switch off your mobile or turn into silent mode.

**Agenda:**

- Discussion regarding the students who are not writing internals.
- Discussion regarding students admitted late.

Sl. No	Faculty Name	Informed	Attended
1	Dr. Sudharshan G.M		
2	Mrs. Roopa D.S		
3	Mr. Harsha C Mathad		
4	Mr. Darshan P.R		
5	Mr. Prashanth Kumar R		
6	Mr. Vinay Kumar K.S		
7	Ms. Tejaswini V.R		
8	Ms. Swathi J		
9	Ms. Bindu D S		
10	Ms. Roopashree N		

Principal

Principal

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N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

**Minutes of the meeting**

**Date:** 24-09-2019

**Time -** 01:15 pm

**Venue-**Principal's Cabin

1. Dr. Sudharshan G.M. *sudh*
2. Mrs. Roopa D.S. *Roopa*
3. Mr. Harsha C Mathad *Harsha*
4. Mr. Darshan P.R. *DR*
5. Mr. Prashanth Kumar R *PA*
6. Ms. Roopashree N *RN*
8. Ms. Tejaswini V.R. *TVR*
9. Ms. Swathi J *Swathi*
10. Ms. Bindu D S *Bindu*

**Agenda:**

- Discussion regarding the students who are not writing internals.
- Discussion regarding students admitted late.

**Minutes**

- A meeting was held in the Principal cabin at 01:15pm.
- The written requests submitted by the students were perused and it was found to be genuine.
- It was decided to conduct another internals for those students who have been admitted late.
- All the committee members gave positive opinion about those students who had some personal issues. After seeking the opinion of all the committee members it was decided to give a chance to them by allowing them to write the second Internals. The students are  
GURUSWAMY H.R- II BBA, Chirag. V. Jain  
MEGHA G- II B.Com, Junaid Ahmed, K.R. Aloka.
- But, if they fail to maintain the regularity in attending the classes till the end of the semester, serious action will be taken against them.

*[Signature]*  
Principal  
Principal

**MYTHRI (Internal  
Complaints  
Committee): Minutes  
of the Meeting  
Register**



Anti-Sexual Harassment Committee Meeting held  
on 5<sup>th</sup> September, 2018

### Members Present:

1. Dr. K. Sāulatha - Chairperson of the committee
2. Mrs Roopa D. S - Representative of Women - Teaching
3. Mrs. Kalitha UP - Representative of Women - Teaching
4. Mrs Khurini E M - Representative of Women - Teaching

An Anti-Sexual Harassment committee Meeting was held on 05-09-2018 at 10:30 am in the principal's chamber to address the issue relating to a written complaint filed by a girl student of 9 year BBA against Abdul Sattar, Syed Touqif, Sumith S Jain and Tanaz Anwar of her class who had been harassing her by sitting behind the bench where she had been sitting. Though there is a prohibition for the boys to be seated behind the girls, they somehow managed to hoodwink and they harassed her by laughing, making strange noises and calling out nicknames of her. When the matter became intolerable she was forced to give the written complaint. She further orally added the names of Mohammed Ojaf, Mohammed Ibrahim and Mohammed Kay also to be her tormentors.

The proceedings of the meeting is as follows:

1. The principal welcomed the members of the committee and apprised them regarding the alleged complaint received by the committee.

2. All the above said boys students were made to appear before the anti-sexual harassment committee and they were informed about the contents of the complaint against them and demanded their explanation.

3. Though initially they did not accept the allegations against them after thorough discussions about the matters they finally accepted their mistake and felt sorry about the incident and their misbehaviour against their classmate. They apologized for their unruly behaviour before the committee and they were instructed by the chairman to submit their written apology and each of them submitted a written apology that they should not repeat it and felt sorry for their mistake and further that in case, if any such complaint were received by the committee in future, then they would abide by any disciplinary action against them by the committee including their suspension and giving them the transfer certificate.

4. Thus the issue was settled amicably.

Name and Signatures of Committee members:

1. Dr. K. Sailatha
2. Mrs. Latha D.S.
3. Mrs. Kamtha U.P.
4. Mrs. Ashwini E.M.

K. Sailatha  
25/9/18

K. Sailatha  
25/9/18



From,

Mohammed Artad

1<sup>st</sup> BBA

PESIAMS.

Shivamogha.

To,

The Principal Ma'am,  
and Disciplinary Committee

PESIAMS

Shivamogha

Subject:- Asking Appology.

Respected Madam, <sup>with</sup> behaviour

for the <sup>with</sup> Complaint you have received against  
us ~~the~~ we are really sorry about it. We are really  
sorry about we are asking apology and we will  
never repeat it again. If we repeat what ever  
decision taken by the institution will be final and we  
obey it.

Thanking you.

your faithfully

Mohammed Artad.

Date:- 7/09/18

Place: Shivamogha



Date: 7/9/2018

From:

Fareej Anwar

I BBA

PES IAMS

Shimoga

To:

Principle

PES IAMS

Shimoga

Subject: Misbehaviour Complaint

Respected Madam,

For the complaint you have received against us, we are really sorry about it. We are asking apology and we will never repeat it again. If we repeat whatever decision taken by the institution will be final and we obey it.

Thanking you

Yours faithfully,

Fareej Anwar

From, Mohammed Ibrahim  
I<sup>st</sup> year BBA  
PESIAMS  
Shivamogga.

To, The Principal  
PESIAMS  
Shivamogga

Respected Madam :-

For the complaint you have received against us, we are really sorry about it.

We are asking apology ~~to~~ & we will never repeat it again if repeats again whatever decision <sup>by</sup> taken institution will be final & we obey it.

Thanking you

Date : 7-9-18  
Place : sagar

Ibrahim  
Your faithfully

From :-

Abdul Sattar

1<sup>st</sup> BBA

PESIAMS

06/03/18

To :-

Principal Man

Disciplinary Commitee.

PESIAMS

Subject :- Asking Apology.

Respected Madam: Misbehavior.

For the Complaint you have Received  
Against us, We are Really Sorry About It.

We are asking Apology And we will  
Never Repeat it again. If we Repeat Whatever Decision  
taken by the Institution will be  
Thanking you final & over obey it.

Yours faithfully

Abdul Sattar



From, Syed Touqif.  
1st BBA  
PESTAMS.  
Shimoga.

To,  
The Principal Maam,  
and Disciplinary Comitee.  
PESTAMS  
Shimoga.

Subject :- Asking Appology.

Respected Madam,

For the <sup>misbehaviour</sup> complaint you have recieved  
against us, we are really sorry about it  
we are asking apology and we will  
never repeat it again. If we repeat whatever  
decision will be taken by the institution will be final &  
we obey it.

Thanking you,  
yours faithfully,

S. Touqif

From:

Sunilth J Jain

I BBA

PESIAMJ

"Apr, 2011"

To:

Principal Mam

Disciplinary Committee

PESIAMJ

Subject: Asking apology.

Respected Madam,

For the <sup>misbehavioral</sup> complaint you have received against us, we are really sorry about it.

We are asking apology and we will never repeat it again.

Thanking you,

Yours faithfully

Sunilth

From:

Mohammed Kaif

I BBA

PES IAMS

'07 Sep. 2018'

To:

Municipal Man

Disciplinary Committee

PES IAMS.

Subject: Asking apology.

Respected Madams,

For the complaint you have received against us, we are really sorry about it.

We are asking apology and we will never repeat it again.

Thanking you,

Yours faithfully

~~M. Kaif~~ M. Kaif



To: Principal;  
PESTAMS,  
Chinnaga.

Through:-

HOD Mam (BCA, Roopa Mam),  
PESTAMS,  
Chinnaga.

Respected Madam,

Subject :- Ragged by seniors

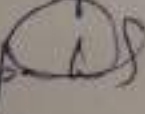
As I mentioned above the seniors are ragged me by calling name Aif. Whenever I was moving in campus they are passing comments and calling some insulting names like Aif, Lipstick girl, etc on. Manoj, Jagu and some other from III<sup>rd</sup> Year (Final Year) B.Com. they are calling name like larvi Joseph and Aif. I request you Madam to take a action on them.

Date :- 29/09/2018.

Place :- Chinnaga Shivamogga.

Yours Faithfully,  
Shauva Bane J.M.

Note Forwarded for further Processing

Loop  29/9/18

**MYTHRI (Internal  
Complaints)  
Committee: Minutes  
of the Meeting  
Register**

Anti-Sexual Harassment Committee Meeting  
held on 05<sup>th</sup> October, 2018.

Members Present:

1. Dr. K. Scilatha - Chairperson
2. Mrs. Roopa D.S - Representative of women-teaching
3. Mrs. Kavitha U.P - Representative of women-teaching
4. Mrs. Akhuni E.M - Representative of women-teaching

A meeting of the Anti-Sexual Harassment was held on 5-10-2018 at the principal's chamber with regarding to a written complaint received by the principal from first year BCA girls students that while they were inside their classroom, some boys standing in the corridor near the water cooler on the first floor, threw chalk pieces at them and that on 28<sup>th</sup> of September and that further that they pushed some boys inside their classrooms and closed the door. They had stated that this happened between 2.05 p.m to 3.20 p.m.

There was one more complaint by one of the girl students that while she was walking on the corridor or climbing steps some boys had been teasing her. When the girls were summoned by the principal they said that they were not aware of the names of those boys who had misbehaved with them, but they identified the culprits when they were shown admission records.

Based upon the identification and the CCTV footage the following students were



made to appear before the committee

Dhanush Sagar }  
Syed Jashan } @ Semester B.com

Akhilesh }  
Dhananjaya } @ Semester BBA  
Pragnal Raj }

Venkatesh }  
Sagar }  
Sagardeep } @ Semester B.com  
Manoj }  
Mallikarjun }  
Mohammed Arif }

On questioning about the chalkpiece throwing incident, Akhilesh, Syed Jashan and Dhanush Sagar said that they were not involved in throwing chalk piece at girls but Akhilesh submitted that he had gone inside the BCA I year class at that time to get a pen for his friend. Further Syed Jashan and Dhanush Sagar accepted that they were standing in the corridor at that time, but they did not throw the chalkpieces at the girls. They admitted that they were playing with one another using chalkpieces on the corridor but they said that they were not involved in throwing chalkpieces at BCA I year girls. They also submitted individual letters to that effect. Akhilesh also gave his letter to the committee that he was not involved in chalkpiece throwing incident.

Dhananjay and Mohammed Aji also denied their involvement and submitted letters to that effect. Prajwal Raj was identified by all the 1 year BCA students and he was also seen in the CCTV footage. He was asked to appear before the committee along with his parents.

Based upon the complaint of one of the 1 BCA students, Sagar, Sagardeep, Mallikarjun, Venkatesh, Manoj and Mohammed Aji were summoned and questioned by the committee.

While Aji completely denied the incident, Manoj and Sagar though at first denying the incident in the beginning, later accepted that they just called her Sanvi Joseph (the name of the character in a movie) while she was walking on the corridors that too only once. They said that it was only for some fun. They confided that they did it not to tease her but only because she had close resemblance with that of the said actor. Others involved in the complaint were questioned. According to the complainant these students teased her and called out the name of their friend Mohammed Aji aloud while she walked on the corridors. While the said boys were questioned, Mallikarjun said that he did not remember the incident and Manoj replied that he was not in the college during the alleged incident. Sagar too denied the incident. Sagar too and said that he roamed about in the corridor for a while and later went inside the class. Venkatesh too said that he was with Sagardeep during the alleged incident.



and Sagari said that he could not recollect the incident. But from the CCTV footage, they were found to be the culprits. All the above said students were instructed to bring their parents to the college.

Dhanush Sagari, Syed Zaheer and Dhananjay brought their parents and the matter was brought to the notice of their parents who assured the principal that these sort of incidents would not be repeated by their wards in future and they would take care about it and advise their wards accordingly. Based upon the apology letter and assurance given by their parents, the students were let off with proper advice and warning by the committee.

Rajiv Raj and Venkatesh also brought their parents. Their parents were also apprised of the mischiefs committed by their wards. They were instructed to submit an undertaking that they would not repeat such mistakes in future and if it was brought to the notice of the committee or any of the faculty for that matter that they indulged in any such activity, they would be sent away from the college with their Transfer Certificate. Apart from giving the undertaking they also agreed to apologize before the 1 year BCA girl students for their misdeed.

The other boys who were also involved in the incident brought their parents after dodging the matter for some time. The parents were informed about the incident.



and upon the assurance from the parents that such mischievous acts would not be repeated by their wards, all the boys were let off after taking an undertaking from wards and parents. If they were to indulge in any undesirable activity at anytime in future, they would be liable to be suspended from college and given their P.C.

The enquiry involving the above said boy students came to a close after obtaining apology letters, undertakings from them in the case of 2 complaints received from P BCP students.

### Name and Signatures of Committee members:

1. Dr. K. Sailatha -
2. Mrs. Rupa D.S. -
3. Mrs. Kamtha U.P. -
4. Mrs. Ashwini K.M. -

*K. Sailatha*  
5/10/18

*Rupa D.S.*

*Kamtha U.P.*

*Ashwini K.M.*

*K. Sailatha*  
5/10/18

Date 05/10/2018

FROM  
MANOJ. V  
I Sem  
PESBAMS

To  
Head of Department  
PESBAMS

Subject :- As per the complaint given  
by Her. I was not involved in that.

As she given in the complaint letter  
I was not involved in further letter that  
she is given to you. So I was not  
involved in activity. By Her misunderstanding  
she complained on us. etc. I was  
not involved in anything in that letter.

Thanking you

Your Obedient  
Manoj

Date: 05/10/2018.

From.

Sagar. D. A.  
PES. IAMS  
V<sup>th</sup> Sem  
Shivamogga

To

Principal Madam  
PES. IAMS  
Shivamogga

Sub: In As per the Complaint give by her i was not involved in that.

As she given in the Complaint letter i was not involved in further cases that she has given to you so i am not involved in any activity. By her mis understanding she was complained to written letter to us so we are not involved anything in that issue

Thanking you

Yours faithfully  
Sagar. D. A.



From.

Date: 20/10/18

Mallikarjun. N.Y  
B.Com III<sup>rd</sup> year  
#1 PESIAMS College  
Shimogga.

TO.

The principal Madam  
PESIAMS College  
Shimogga.

Sub:- Some Issues made by other students.

Respected madam,

As above mentioned in the letter that the person ~~who~~<sup>who</sup> has complained on us? on behalf of that day we do not done any bad issues. we do not did any misbehave in college to other students. And some issues mentioned by others & I am not involved.

Thanking you.

your's obidiently  
Meeraj

From,

Dhanush. S. Sagar  
B Com III<sup>rd</sup> Sem.  
PESIAMS Shivamogga.

To,  
Principle Mam.  
PESIAMS Collage  
Shivamogga.

Respected. Mam,

Subject: Appology. letter for indiscipline in collage

Myself Dhanush. S. Sagar from B.Com 2<sup>nd</sup> year from the above Subject Matter. I made an. indisciplinary Activity that Me and Syed Farhan playing in chalks. Piece. on that time Prajwal from III Sem BBA and Bhorath. S. G. from III Sem B.com. were present in I<sup>st</sup> BcA class. Some one closed the class door so they call me to open the door so i went and opened the door. and i am not involve in Their Activities. and i am ~~not~~ didn't throw the chalks pieces on. BcA class students. and i am sorry. & i didn't repeat this Activities and forgive me.

Thanking you.

Your's obediently  
Dhanush. S. Sagar

Date: 5/10/2018  
Place: Shivamogga.

Rakha  
9/10/2018

From

AKILESH C.P

III<sup>rd</sup> Sem

BBA

PESIAMS

Date: - 6/10/2018

To

Principle

PESIAMS

SHIMOGA

Respected Mam,

Sir:- Requesting I will not do any mischief activities  
in the class

As the above subject I will not do anything  
in the class, compare every day the activities from  
last onwards I will not do more, 28/09/2018

As 3.0 to 3.15 pm I went to class for asking a  
pen at that Prasad & Dhanyajay were playing

with chalk. Play apologize  
And Also begging the I<sup>st</sup> year BCA 'B' Girls,  
Thanking you.

Yours faithfully



AKILESH  
6/10/18



Date: - 09-10-2018

From

MOHAMMED ASEF  
Final year Bcom.  
PESIAMS.

To

Principle  
ESIAMS

Respected Madam

Subject :- Regarding to the Complaint

there is no personal issues.

Respected Principle Madam Regarding to the  
Complaint given by 1<sup>st</sup> year BCA student. In that  
issue there is no personal Complaint from my  
side. That's why I request to obey me  
and please forgive me there is no  
involvement from my side.

Thanking you

Yours faithfully

*Amrutha*

H. J. Leel.

Syed Jashan  
2nd B Com  
PESIAMS

9-10-18

The Principal  
PESIAMS

Respected madam,

Subject : Apology, and ~~con~~

It was our remedial class  
and I and Danish were playing outside  
while we were playing a few people  
from BBA were playing with chalk and  
closing the doors of BCA class pushing  
some guy inside the class on 29-9-18  
Friday. As we were present there  
and couldn't take any action we  
abolize

Yours faithfully  
Syed Jashan



Date: 05/10/18

From

MOHAMMED ASIF  
Final year Bcom.  
PESZAMS.

To

Principle Madam.  
PESZAMS.

Respected Madam.

As I have not done any Ragging  
there is a misunderstanding between that girl.  
So request to convey my regards.

Thanking you.

Yours obediently  
MOHAMMED ASIF.



From,  
Dhananjay. M.N.  
3<sup>rd</sup> Sem. B.E.M  
PESIAMS  
Shivmoga.

To,  
The principal  
PESIAMS  
Shivmoga.

Sub.:- Apologizing for the bad behaviour

I, Dhananjay. M.N. studying 3<sup>rd</sup> sem B.E.M in  
your PESIAMS requesting to apologize for the incident  
happened on 28/09/2018 with 1<sup>st</sup> sem B.C.A  
girls. hereby am requesting to consider my  
first mistake & forgive without serious punish  
ment. I have been in the door closing issue only  
I have not done anything more than that and Prayal.  
Thanking you

Principal

Yours obedient  
Dhananjay. M.N.  
(Dhananjay. M.N.)  
09/10/2018

Parents Sign..  
Ranjitha  
(N. Rajarajya. B.11)  
Ranjitha. M.N

From,  
Prajwal  
PESIAMS  
Shivamogga

To,  
The principal  
PESIAMS  
Shivamogga.

577204.

Apologizing for misbehavior.

Respected madam,

I'm really sorry for what

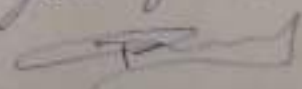
I did on 28-09-18, on remedial

classes, I didn't do it on purpose

we were playing with ball in class

in corridor, I can assure that

this will not happen again.

Yours faithfully  


9  
9

From.  
Srujita H A,  
BCA I,  
PES IAMS,  
Shivamogga.

25th Aug 2018

To,  
The principal,  
PES IAMS,  
Shivamogga.

Respected madam,

Sub :- Requesting to excuse me.

As I mentioned above Subject Swamy teased me and I approach the A Suhars to solve my problem but Swamy and Suhars misbehaved in the campus so I kindly requesting to you please give me excuse I hope you will consider my request.

Thank you

Yours obedient student  
Srujita H A.



**Anti Ragging  
Committee Minutes of  
the Meeting  
File**

Anti Ragging Committee Meeting held on 25<sup>th</sup> August, 2018.

Members Present:

- 1) Dr. K. Sailatha - Chairperson of the committee
- 2) Mr. Nagaraja SR. - Member
- 3) Mrs. Roopa D.S. - Member
- 4) Mr. Harsha C. Mathad - Member
- 5) Mr. Karshan. P.R. - Member
- 6) Mr. Mithun D'Souza - Member

An Anti Ragging Committee meeting was held on 25/08/2018 at 3:00 pm in the Principal's chamber to address the issue relating to a written complaint filed by Ms. Srushti H.A. of 1<sup>st</sup> year BCA against Mr. Swamy M.S. of first year BCA against Mr. S and also because of the reason that Mr. S.R. Langanath, the Supervisor of Prasanna Convention Hall came with the P.D. card of Swamy to the Principal with the information that there was a fight going on between Subhas of II year BBA, Akhilesh of II BBA and Kumar of II year B.Com on the one hand and Swamy, Yashas and Vardhan of I year BBA on the other hand and Swamy was acting very violently. The Supervisor intervened in the quarrel and separated them. The proceedings of the meeting is as follows:

1. The principal welcomed the members of the committee and apprised them regarding the alleged incident and the complaint received by the committee.



2. The complainant Ms. Srushti H.A appeared before the committee. The principal and the Chairperson of the committee asked Ms. Srushti to narrate the incident relating to the complaint. She informed the committee that she was being mocked by Mr. Sisamy for wearing her spectacles and that while she was walking on the corridor she was teased by him which hurt her and embarrassed her. Therefore she informed this incident to Mr. Subas of 2<sup>nd</sup> year BBA who is her distant relative who in turn approached Mr. Sisamy and advised him to not tease Ms. Srushti.

3. The committee after hearing the complaint called Mr. Sisamy to appear before the committee and narrate his reply to the allegations made against him.

4. There was one complaint by Mr. Subas who informed the committee that Mr. Sisamy in turn had brought an outsider who came to the college and roughened him up by poking his nose into the incident.

5. After going through all the complaints, the anti-ragging committee heard all the three persons involved in the incident separately and after thorough enquiry, the committee asked Mr. Sisamy to give his explanation. Mr. Sisamy finally accepted that he had passed some remarks against his classmate Ms. Srushti which was in lighter vein and



if she was hurt by his words, he would not repeat it.

6. The committee members advised him, not to indulge in such activities against any girl student here in after as it would amount to harassment which is an offence against women, attracting severe punishment. The chairperson demanded an apology and that he would not repeat it in future and would not bring any outsiders to the college. Similarly Mr. Subas was also advised not to take 'law' into his own hands.

7. Finally all the three students were made to appear before the committee together and they apologized to one another and the matter was settled amicably.

Name and Signature of Committee members:

1. Dr. K. Sailatha
2. Mr. Nagaraja S.R.
3. Mrs. Roopa D.S.
4. Mr. Harsha C. Mathad
5. Mr. Darshan P.R.
6. Mr. Mithun D'Souza.

H. Sailatha  
25/8/2018



Roopa D.S.



Darshan

Mithun

H. Sailatha  
25/8/2018

From,

Swamy M. S

I<sup>st</sup> BCA

PESIAMS.

25/03/18

Saturday

To,

The principal, Miss Swathi

PESIAMS.

Respected sir/Mam,

Subject: Apology letter to all the principal and Miss Swathi

As the above subject I am admitting the fault to  
towards the teachers and I am apologing

Miss Swathi for tagging her in college.  
for please for giving me for mistake and,

I am requesting teachers that it will not return  
in college. and please give my Id card to appear in internals  
Thanking you

Yours faithfully

Swamy M. S.

Recd Id

Swamy M. S.

25/3/18

Date 12/08/2018

Suhel D N III Sem B.B.A

Kumar III Sem B.B.A

Abhishek III Sem B.B.A

E.S.I.A.M.S

Shimoga

Principal

E.S.I.A.M.S

Shimoga

Subject:- Apologizing letter

Respected madam

As <sup>we</sup> mentioned above the names are miss behaved with

my I<sup>sem</sup> BCA Because of miss understanding then we have apologized

and it will not repeat from again from us, please accept <sup>our</sup> ~~my~~ apology.

If we repeat again the same you can take any actions on us.

Thanking you

Principal Signature

Yours faithfully  
~~Suhel~~ [Suhel]  
~~Kumar~~ [Kumar]  
~~Abhishek~~ [Abhishek]