

Prerana Educational and Social Trust®

PES INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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INTERNAL COMPLAINTS COMMITTEE-PREVENTION OF SEXUAL HARASSMENT CELL



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ABOUT:

Prevention of Sexual Harassment Cell – PESITM is a committee dedicated to creating a safe campus environment for students, staff, and faculty, free from fear, threats, and anxiety. Complying with the Prevention of Sexual Harassment Act is not only a legal requirement but also an ethical one. Educational institutions like PESITM must provide an environment that supports learning and development for everyone, and this includes protecting them from harassment, discrimination, or ragging. The cell enforces a zero-tolerance policy towards sexual harassment. If an employee is the perpetrator, the act is considered misconduct under service rules; if a student is the perpetrator, it's a violation of disciplinary rules. The term “workplace” is extended to include educational institutions and any place a student visits, “arising out of or during the course of studies,” which also includes transportation provided by the institution.



Constitution of Internal complaint committee and Prevention of SHE (Sexual Harassment and Elimination) Committee (2025-26)

The Committee is reconstituted with the following members for the AY2025-26 as per UGC guidelines Regulations 2016.

Sl. No.	Name	Designation & Department	Role in the Committee	Phone Number
1	Dr. Sunitha	Professor & Head, CSE - DS	Chairperson (Ex-Officio)	9916669119
2	Dr. Manu A P	Professor - CSE	Faculty Member	7760055392
3	Dr. Prasanna Kumar H R	Professor & Head -ISE	Faculty Member	8884093472
4	Dr. Chandrashekar	Senior Librarian	Faculty Member	9448256994
5	Mrs. Pratibha	Assistant Professor – CSE	Faculty Member	9448736098
6	Mrs. Veda L K	Asst. Prof. Mathematics	Faculty Member	9986774363
7	Mrs. Yojana Yadav	Asst. Prof. Computer Engineering	Faculty Member	6260880326
8	Mrs. Deeksha Kamath	Asst. Prof. Dept. of Humanities	Faculty Member	9739270989
9	Mr. Pawan P	Asst. Prof. - EEE	Faculty Member	7019252994
10	Ms. Deepika G Swamy	4PM23CD011 Student Representative	Student Member	8762436183
11	Ms. Priyadarshini T	4PM23CV012 Student Representative	Student Member	8073522017
12	Ms. Prachi Yadav	4PM23CS074 Student Representative	Student Member	8580189788
13	Mr. Srinivas Gowda	4PM23AI053 Student Representative	Student Member	9448213725
14	Ms. Vibha A M	4PM23IS062 Student Representative	Student Member	7483624564

In case of any complaints kindly contact the below number:

Complaint Number: +91 9380741865

Email id: principal_pesitm@pestrust.edu.in

How to File a Complaint?

Aggrieved persons (women employees or students) must submit a written complaint or fill out the form given below to the ICC within three months of the incident or, for continuing incidents, from the last incident date; extensions up to three more months are



possible for valid reasons. Complaints can be filed by the victim, or on their behalf by associates if incapacitated, Performa, or a direct approach to ICC members; verbal complaints receive assistance to document them.

Process of Conducting Inquiry

The ICC sends a copy of the complaint to the respondent within a week, who is required to respond along with any relevant documents and witness information within ten days. The inquiry is concluded within 90 days, after which a report with suggestions is delivered within ten days to the institution's Executive Authority, who must take action within 30 days.

Possible Actions and Appeals

The Executive Authority may impose penalties like warnings, suspension, expulsion, or counseling based on findings. Either party can appeal the ICC's report to the executive authority within 30 days. HEIs must publicize the policy, conduct awareness programs, and ensure ICC composition per UGC guidelines.

Major Events and Awareness Programs:

The Cell conducts various awareness programs to educate the community.

- Awareness Programs for students and staff: These sessions are organized for both students and teaching staff.
- Orientation for fresher: The cell provides an orientation for new PES Institute of Technology & Management students to inform them about the Cell.

Programs with external organizations:

- The cell has conducted various awareness NIR-Bhaya, Self Defense system
- Engagement with industries & NGO: Awareness programs have also been extended to industries through NGO's.