

Assessment Period 2016-2021



B.M.S. COLLEGE OF LAW, BENGALURU
Bull Temple Road, Basavanagudi, Bengaluru-560019



CRITERION 5 - Student support and Progression
Key Indicator - 5.1 Student Support

Metric No- 5.1.4:

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases.

1. Anti Sexual Harassment Committee
2. Anti Ragging Committee
3. Student Grievance Redressal Committee

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL



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3.	Student Grievance Redressal Committee Policy, Minutes of the meetings.	66-93

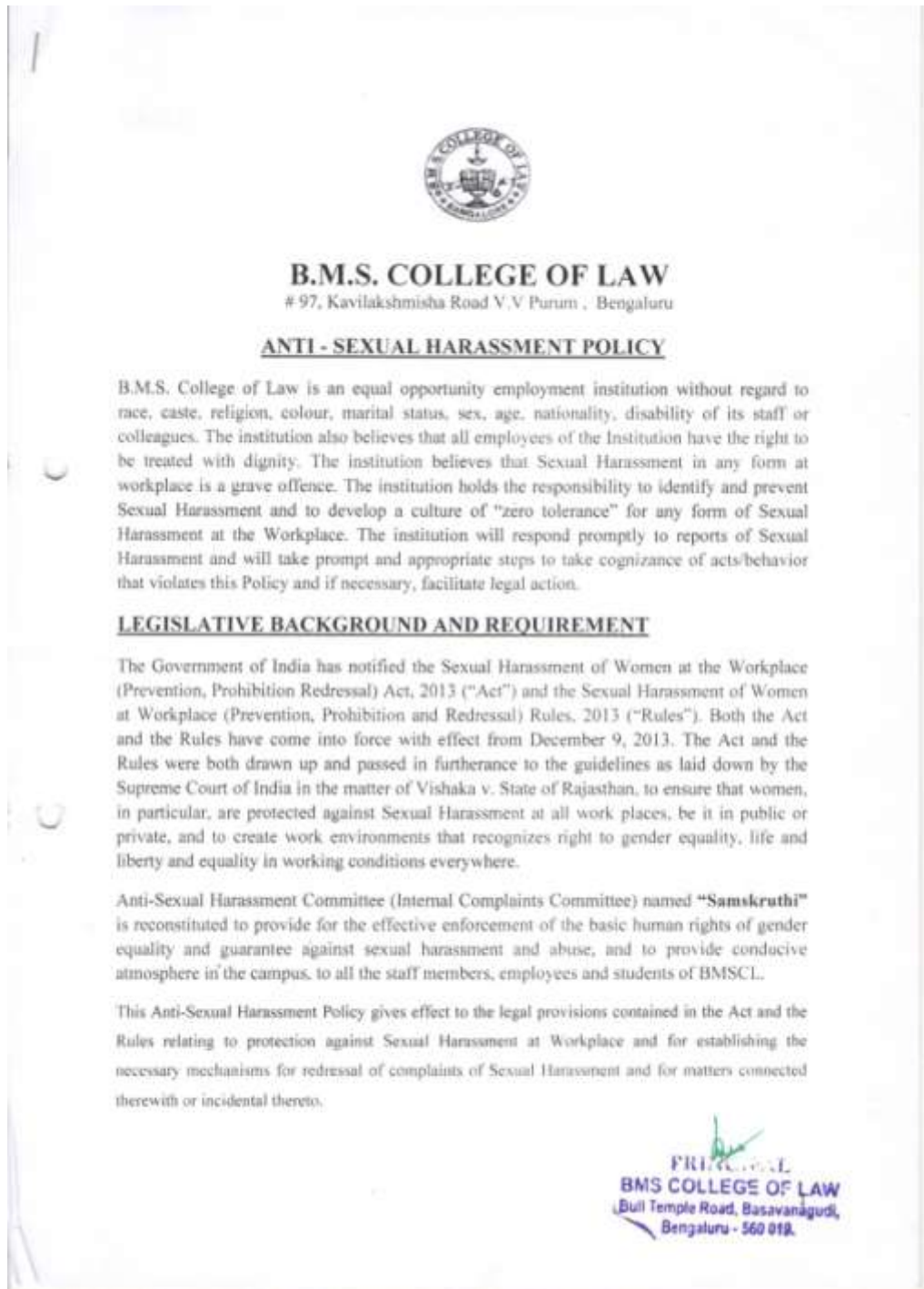


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1. Anti -Sexual Harassment policy





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OBJECTIVES

- To create a secure physical and social environment which will deter acts of sexual harassment
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms
- To provide an environment free of gender-based discrimination
- To facilitate a safe environment that is free of sexual harassment
- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To organize gender sensitization awareness programme
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized

Definition of Sexual Harassment

Behaviors that may constitute harassment are:

- Verbal or Physical threats.
 - Insulting, Abusive, Embarrassing or Patronizing behaviour or Comments.
 - Offensive gestures, Language, Rumours, Gossip or Jokes.
 - Humiliating, Intimidating, Demeaning and/or Persistent criticism, Open hostility.
 - Suggestive comments or Body language.
 - Isolation or Exclusion from normal work or study place.
 - Publishing, Circulating or displaying pornographic, Racist, Sexually suggestive or otherwise offensive pictures or other materials.
 - Unwanted physical contact, ranging from an invasion of space to a serious assault.
- The above list is not intended to be exhaustive.

The following is also sexual harassment and is covered by the committee:

- Eve-teasing.
- Unsavoury 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.
- Physical confinement against one's will and any other act likely to violate one's privacy.

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MEMBERSHIP

- The Committee shall be presided by a Coordinator appointed by Principal shall comprise of a faculty member, Administrative staff appointed by the Principal and other student members.
- Upon the termination of services of either the Coordinator or the faculty member, the one in continued employment will hold the position of Coordinator, until any further appointment made by the Principal. The Principal will appoint a new faculty member to assist the Coordinator.
- Upon the termination of services of both Coordinator and the faculty member in charge, the Principal will reconstitute the Committee by making new appointments for filling the positions of Coordinator and faculty member.
- Any student of BMSCL is eligible to become a member of the Committee.
- Membership is voluntary. However, one is considered a member in the given academic term only if he or she has attended at least half of the group meetings in the current term.

PROCEDURE FOR APPROACHING THE COMMITTEE

A complaint of sexual harassment may be lodged by the victim, in writing, addressed to the Coordinator or any member of the Committee.

Any aggrieved person may make, in writing, a complaint of sexual harassment at workplace to the committee giving details of the sexual harassment meted out to her/him within a period of 3 months from the date of incident and in case of a series of incidents, within a period of 3 months from the date of last incident.

1. The Presiding Officer or any Member of the Anti-Sexual Harassment Committee can render reasonable assistance to the person for making complaint in writing, in case they are unable to do so.
2. On receipt of complaint, the Anti-Sexual Harassment Committee shall decide the place and time for hearing the complaint and shall intimate the date, time and place of hearing to the Complainant and Respondent. The Anti-Sexual Harassment Committee shall follow principle of Natural Justice while handling such complaints.
3. On receipt of such complaint, Anti-Sexual Harassment Committee shall provide a copy along with supporting documents of such complaints to the Respondent within 7 working days.


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4. Anti-Sexual Harassment Committee shall investigate in detail into the matter of the complaint. The Anti-Sexual Harassment committee shall have the right to call the person against whom the complaint is made or any other witnesses as when necessary.
5. Absent exceptional circumstances, the aggrieved woman and respondent should inform the Inquiry Committee in writing at least 24 hours in advance of the hearing the names of any witnesses he/she wishes to testify. Any information shared during a hearing is confidential.
6. The minutes of the proceedings shall be recorded in English.
7. If a party is not present for more than 3 consecutive hearings, without sufficient cause, the Inquiry Committee may, after giving that party a notice of 15 days, give an ex parte decision.
8. Committee must complete its investigation within a period 90 days.
9. For conducting the enquiry the quorum of the Internal Complaints Committee shall be of 3 members including the presiding officer.
10. The Anti-Sexual Harassment Committee may before initiating an inquiry, and at the aggrieved person's request, attempt to settle the matter through conciliation. However, Anti-Sexual Harassment Committee shall ensure that:
 - Monetary settlement will not be made as a basis of conciliation.
 - Where a settlement has been arrived, the settlement terms shall be signed by both the parties and shall be provided with a copy of it.

ACTION

1. The Committee shall on completion of the enquiry provide a report of its findings within 10 days from the date of completion of the enquiry and such report shall be made available to the concerned parties.
2. If the allegation against the respondent has not been proved, the Committee may recommend that no action needs to be taken in the matter.
3. If the Anti-Sexual Harassment Committee arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to:
 - Take action for sexual harassment as a misconduct.
 - To tender written apology to the complainant, issue warning, withholding of promotions / increments of the Respondent, terminating the Respondent.


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MALICIOUS ALLEGATIONS

- a. Where the Inquiry Committee arrives at the conclusion that the allegation against the respondent is malicious, or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false, or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the Principal to take action against the aggrieved woman or the person making the complaint. This includes remedial and restorative steps of undertaking training or counseling, and coupled with proportionate actions including warning and disciplinary action, depending on the seriousness of the case.
- b. While deciding malicious intent, the Inquiry Committee will consider that mere inability to substantiate a complaint need not mean malicious intent. Malicious intent must be clearly established through a separate inquiry.

REVISION AND TERM OF THE CODE AND ANTI-HARASSMENT POLICY

This Anti-Harassment Policy shall be reviewed preferably once in three years, or as and when there are any amendments to the Act or Rules, whichever is earlier.

CONTACT DETAILS OF KEY PERSONS

Names of the members of the ICC, along with their contact details are provided in the order constituting the ICC. The institution will periodically update the list of names and contact details of the members.

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One Day Workshop on “Beyond the POSH Act” 22.05.2021



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Date: 19/05/2021

CIRCULAR

The Anti-Sexual Harassment Committee of the College is organizing One day Workshop on “Beyond the POSH Act” on 22 May 2021. All the Staff and Students are required to register and attend the workshop without fail.

Sd/-
Principal

Coordinators
Smt. Shwetha. P
Dr. Nalini R


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7/19/2021

BMS College of Law Mail - Invite - Workshop at BMS College of Law, 22 May 2021



Shwetha P <shwetha@bmscl.ac.in>

Invite - Workshop at BMS College of Law, 22 May 2021

2 messages

Principal BMSCL <principal@bmscl.ac.in>

Wed, May 19, 2021 at 11:28 AM

To: veena@roadtoutopia.in

Cc: "Dr. Nalini" <nalini@bmscl.ac.in>, "Mrs. Shwetha" <shwetha@bmscl.ac.in>, Sreelatha B <sreelatha@bmscl.ac.in>

Dear Madam,

Warm greetings

BMS College of Law, a premier institution of excellence in imparting legal education, was started during the academic year 1963-64 by Late Sri. B S Narayan (Donor Trustee) under the aegis of BMS Educational Trust. The trust is named after Sri. B M Sreenivasalaiah, a great visionary and philanthropist conferred with the title of "Rajakarya Prasaktha" by the then Maharaja of Mysore in the year 1946. The BMS Educational Trust is managed by Council of Trustees consisting of Dr. Ragini Narayan, Donor Trustee and Chairperson, Dr. Dayananda Pai, Industrialist & Developer, Sri. Madan Gopal, IAS (Retd.) Former Additional Chief Secretary, Government of Karnataka, Sri. Aviram Sharma.

The BMS Educational Trust runs the following highly reputed institutions providing education to around 12000 students in areas like Law, Engineering, Science, Commerce, Information Technology and Architecture.

The College is affiliated to Karnataka State Law University and approved by the Bar Council of India, New Delhi. The college imparts education in B. Com, LL.B., B.A. LL.B., & LL.B., 5 & 3 Year Degree Courses. The college takes pride in its distinguished legacy of legal luminaries like Hon'ble Mr. Justice E S Venkatachalamiah (Former Principal, BMS College of Law), 19th Chief Justice of India., Hon'ble Mr. Justice M N Venkatachalamiah, 25th Chief Justice of India., Hon'ble Mr. Justice Rama Jois, former Chief Justice of Punjab and Haryana High Court and former Governor of State of Bihar., Hon'ble Mr. Justice H. G. Bala Krishna (Late), former Judge, High Court of Karnataka., Hon'ble Mr. Justice S R Nayak, former Judge, High Court of Karnataka & former Chief Justice of High Court of Chhattisgarh & former Chairman of Karnataka State Human Rights Commission., Prof. Lakshmi Sagar, former Minister of Law & Parliamentary Affairs, Government of Karnataka., Dr. B V Acharya, Senior Advocate, former Advocate General, Govt. of Karnataka, former Member Law Commission of India., being associated with the institution in various capacities.

Hon'ble Mr. Justice C. N. Aswathanarayana ao, Hon'ble Mr. Justice R. Gururajan, former Judges of High Court of Karnataka., Dr. B V Acharya, Senior Advocate, former Advocate General

Hon'ble Mr. Justice S. R. Bannurmath, former Chief Justice of High Court of Kerala and former Chairperson, MSHRC., Sri K. Jairaj, IAS (Retd.), Sri. Madan Gopal, IAS (Retd.) former Additional Chief Secretaries, GOK served as Chairmen of BMS College of Law. Currently, Dr. Ragini Narayan, Donor Trustee is the Chairperson of the college.

Hon'ble Mr. Justice Nagarjuna Reddy, Former Judge, High Court of Andhra Pradesh., Hon'ble Mr. Justice S N Sathyanarayana, Hon'ble Mr. Justice P S Dinesh Kumar, Hon'ble Mr. Justice Mahesh Nagaprasanna, Judges of High Court of Karnataka, Prof. Ravivarma Kumar, Sri. D. Nanjunda Reddy & Sri. S N Murthy, Senior Advocates are the proud Alumnus of the institution.

With this brief profile of our institution and in continuation of the telephonic conversation by my colleague Dr. Nalini, Asst. Professor, I extend a warm invitation to you to be the Resource Person for the One day Workshop on "Beyond the POSH Act" on Saturday 22 May, 2021, 10.00AM. onwards.(Virtual).

Thanking you

Best regards

Sincerely,
Dr. Anitha D'Souza
Principal
BMS College of Law | www.bmscl.ac.in
080-26602430


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BMS College of Law Mail - Invite - Workshop at BMS College of Law, 22 May 2021

Thu, May 20, 2021 at 1:01 PM

roadtoutopia.in>
BMSCL <principal@bmscl.ac.in>
Nalini" <nalini@bmscl.ac.in>, "Mrs. Shwetha" <shwetha@bmscl.ac.in>, Sreelatha B <sreelatha@bmscl.ac.in>

Thank you Dr. Anitha, Dr Nalini and Shwetha ma'am,

It's an honor to be engaging with you, BMS College of Law and the young-learning-legal-minds.

Looking forward to Saturday :))

Regards,
Veena
(+91 98451 28469)
Your Partners-in-inclusion,

road to
utopia

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Gmail

Shwetha P <shwetha@bmscl.ac.in>

(no subject)

1 message

Dr. Nalini <nalini@bmscl.ac.in>

Thu, May 20, 2021 at 7:05 PM

To: veena@roadtoutopia.in

Cc: Principal BMSCL <principal@bmscl.ac.in>, Sreelatha B <sreelatha@bmscl.ac.in>, "Mrs. Shwetha" <shwetha@bmscl.ac.in>

Dear Veena Madam,

On behalf of the Chairperson, Principal, Staff and Students of BMS College of Law, Bengaluru, I would like to extend my heartfelt thanks for accepting our invitation and conducting a Workshop on "Beyond the POSH Act".

Looking forward to your continued association with BMSCL.

Thanking you.

Co-ordinators

PRINCIPAL

Dr. Nalini R

Smt Shwetha P

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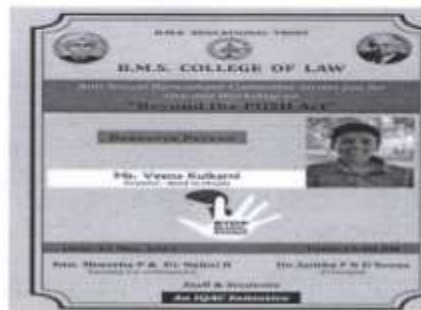
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B.M.S EDUCATIONAL TRUST



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The Anti – Sexual Harassment Committee

organized One Day Workshop on

“Beyond the POSH Act” on 22nd May 2021

Resource Person : Ms. Veena kulkarni , Founder –Road to Utopia

Report

A Virtual session with around 500 participants on “Consent, sexual autonomy and the larger societal impact of violation of personal space”. The session began with an impressive introduction about the speaker by Ms. Shreya V K Jain , a student of X sem BA,LL.B.



Humanizing the POSH Act - A workshop specifically designed for people interested in understanding the human aspect of sexual harassment. Procedural aspects of Mediation ,

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As we are all aware Sexual harassment at a workplace is considered violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourage women's participation in work, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth.

The speaker introduced us to **Establishing common ground –**

- Reduce distractions - Immerse
- Listen to understand
- Confidentiality
- Use the language you are most comfortable in
- Take care of yourself



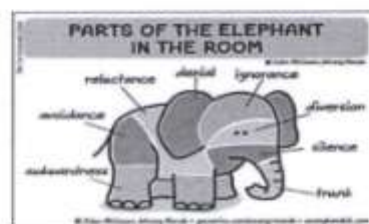
THE (BON VIVANT) ELEPHANT IN THE ROOM

Elephants in the room- a very interesting concept by the speaker

An important topic, question, or issue that is obvious or that everyone knows about but no one mentions or wants to discuss because it makes at least some of them uncomfortable

Highlights of the Webinar

- Introduction to Feeling Wheel was itself a very creative idea to interact with the participants.



- **Parts of the Elephant in the room** - Addressing silences and the things we don't talk about when it comes to Sexual Harassment.
- Saying and Hearing, "NO" – Consent

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- Shame/ Honour/ Reputation
- Boys are an investment. Girls are a liability – Discrimination
- Silence about Sex
- Mental Health



The speaker concluded the session with a quote " **Not only stand for yourself but also stand up for others**". Indeed a wonderful eye opening session towards building self confidence for prevention of sexual harassment .

The session was very interactive and enlightened the participants with the importance of awareness of sexual harassment in a fun, creative and yet in a very impactful manner .

Co-ordinators

Smt. Shwetha P
Dr. Nalini.R

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Webinar on Redressal Mechanism under the POSH Act : Meeting



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Ref.: BMSCL/202-B/2020-2021

Date: 14/10/2020

CIRCULAR

Anti-Sexual Harassment Committee meeting is scheduled to held on 14 October, 2020. All the members are requested to be present in the Board Room at 3.00 PM.

Agenda: -

1. Webinar on "Redressal Mechanism under the POSH Act".

Nalini
Chairperson

Regalatha
Co-ordinator

Principals
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6/10/20



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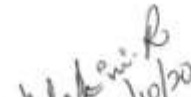
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Ref.: BMSCL 1202-A/ 2020-2021

Date: 14/10/2020

CIRCULAR

This is to inform all the students and faculty members that the Anti Sexual Harassment Committee of the college has organised webinar on the topic "Redressal Mechanism under the POSH Act" scheduled for 24 October, 2020 at 9.30 A.M and Smt Anita K Chairperson, Child Welfare Committee shall be the Resource Person. All the faculty and the students are requested to attend the webinar compulsorily.


Faculty Coordinator


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14/10



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Ref.: BMSCL/202/200-2021

Date: 14/10/2020

To,
Smt. K Anita,
Chairperson, Child Welfare Committee
Bangalore

Respected Madam,

B.M.S College of Law, a premier Institution of excellence in imparting legal education, was started during the academic year 1963-64 by late Sri. B.S. Narayan, Donor Trustee, BMS Educational Trust. The BMS Educational Trust is managed by Council of Trustees consisting of Dr. B.S. Ragini Narayan, Donor Trustee & Chairperson, Dr. Dayananda Pai, Industrialist, Sri M. Madan Gopal, IAS (Retd.), Former Additional Chief Secretary, GoK and Sri Aviram Sharma, Trustee, Chairperson, BMSET.

The College takes pride in its distinguished legacy of having associated with legal luminaries like Justice E.S. Venkataramaiah (former Principal, BMSCL), Justice M.N. Venkatachalaiah, former Chief Justice of India, Dr. B.V. Acharya, Former Advocate General who have served the Institution in various capacities. The college has a rich network of eminent Alumni including Hon'ble Justice S. N. Sathyanarayana, Hon'ble Justice P.S. Dinesh Kumar, Judge, High Court of Karnataka; Sri S.N. Murthy, Sri. C.V. Sudhindra, Sri Ravivarma Kumar, Sri. H.S. Dwaraknath, Sri. Nanjunda Reddy, Sri. Srinivas Badri, Senior Advocates.

The College is affiliated to Karnataka State Law University and is approved by the Bar Council of India, New Delhi offering three graduate programmes – B.A.LL.B., B.Com.LL.B., & LL.B.

In continuation of the telephonic conversation, I once again extend a warm invitation to you to be the Resource Person for the webinar session on "Redressal Mechanism under POSH Act" on 24th October 2020 at 9.30 A.M.

Thanking You,
With Warm Regards,


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POSHsecure[®] Edu
A Lawcubator venture

Guide to a safe and sexual harassment free Higher Educational Institution

Lawcubator
Powered by

Lawcubator is a consulting firm in the area of workplace health & safety, gender equality, discrimination, disability & occupational safety related legal compliances defined under various employment laws globally.

Our objective is to provide techno-legal solutions for workplace related issues, such as sexual harassment, gender discrimination, health and safety of the employees at workplace. Our customisable SaaS based technology platform is uniquely designed in accordance with various national and international legislations to ensure holistic and efficient management of all issues related to workplace safety. The One-stop platform and mobile app caters to all the requirements defined under the act by providing policy drafts, training modules to understand the law, complaint and resolution management technology platform. The platform can easily be setup on the cloud or on-premise and is fully customisable.

Head Office
Lawcubator Technologies Inc.
210 Suite 140
Alastair Ross Technology Centre
3503 31st Street NW Calgary,
Alberta, T2L 2K7
Canada
Phone +1 416 945 5375

India Office
Lawcubator Technologies Pvt Ltd
Indigile Oneo 1st Floor
1329, 24th Main Road
Garden Layout
HSR Layout 2nd Sector Bangalore,
Karnataka, India
Pin code : 560102

Contact Person
Vamsi Reddy, Operations Manager
E-mail : vamsireddy@lawcubator.com
Mobile : +91 9860088460

Key Features of POSHsecure Edu

- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

edu.poshsecure.com | www.lawcubator.com



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What is Prevention of Sexual Harassment (POSH) Act?

In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, which we commonly refer to as the POSH (Prevention of Sexual Harassment) Act.

The POSH Act has been enacted with the objective of preventing & protecting women against workplace sexual harassment. The Act also ensures effective redressal of complaints of sexual harassment.



What is University Grants Commission (UGC) Regulation?

In 2016, University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 was notified by the University Grants Commission under the Ministry of Human Resource Development.

This regulation is applicable to all higher educational institutions in India to prevent, prohibit and redress incidents of sexual harassment faced by its women employees and students.



Understanding Entities

Higher Educational Institution (HEI)

As per the University Grants Commission Act, 1956 a higher educational institution means:

- A university
- A college
- An institution deemed to be a university

Executive Authority

- The Chief Executive Authority on whom the general administration is vested
- In a public funded institution, it means the Disciplinary Authority



Employee

- Person employed: regular, temporary, ad hoc or daily wage basis
- Person employed either directly or through an agent, including a contractor, with or without the knowledge of the principal employer
- Employment could be for remuneration or not
- Trainee, apprentice, interns, volunteers, teacher assistants, research assistants (whether employed or not)
- Those involved in field studies, projects, short-visits and camps





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What is Sexual Harassment?

Any unwanted sexual conduct which demeans, humiliates or creates a hostile and intimidating environment and induces submission by actual or threatened adverse consequences.

Act or behaviour (directly or by implication) which results in sexual harassment are:

- Unwelcome physical, verbal or non-verbal conduct of sexual nature
- Demand or request for sexual favours
- Making sexually colored remarks
- Physical contact and advances
- Showing pornography
- Promise of preferential treatment as quid pro quo for sexual favours
- Threat of detrimental treatment
- Threat about the present or future status of the person
- Creating an intimidating offensive or hostile learning environment
- Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person



Note :

The most important keyword to determine if an act amounts to sexual harassment or not, is 'UNWELCOME'

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04

Student

- Admitted and pursuing a programme of study through regular or distance mode
- In process of taking admission in the HEIs campus
- Person admitted and pursuing a short-term training programme
- A student of a different HEI participating in any activities of another HEI



Internal Committee(IC)

- Every Executive Authority / HEI must constitute an IC
- This committee shall receive complaints of sexual harassment and recommend actions
- Members of the IC are amongst students, teaching and non-teaching staff



Note :

At least one-half of the total members of the IC shall be women

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Who is protected?

- Students (any gender)
- Women Employees
- Any woman visiting the higher educational institution

Note :

No discrimination shall be made on the grounds of region, caste, class, sexual orientation, minority identity and being differently abled while filing a complaint

Where can sexual harassment take place?

Workplace – Campus

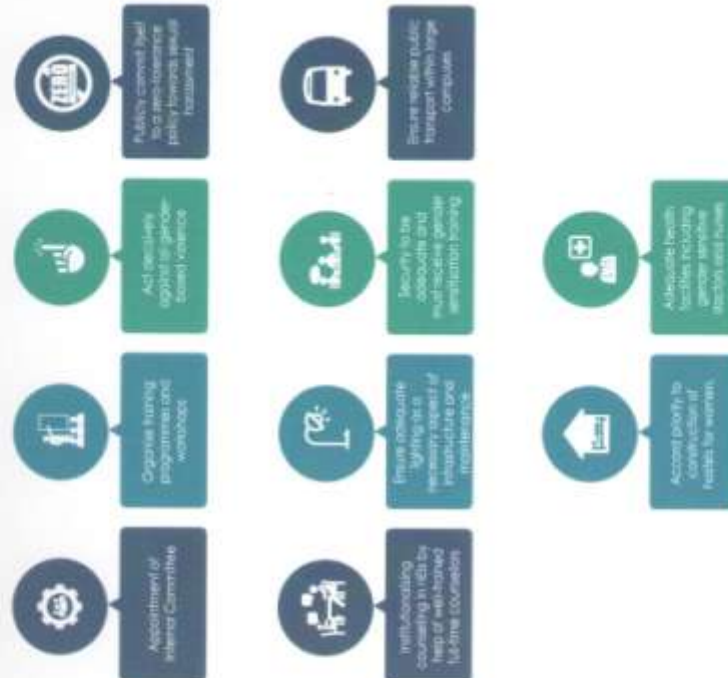
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned or controlled by HEIs
- Any sports institute, stadium, sports complex or competition or games venue, whether residential or not, used for training, sports or other activities related to HEIs
- Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs
- Library, labs, lecture halls, halls, residences, toilets, student centre, hostels, dining halls, stadiums, parking areas, park like settings, canteen, bank counters

Outside the Institution

- Field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals etc.



Responsibilities of Executive Authority/Higher Educational Institution Towards Students and Women Employees





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Who can be a member of the Internal Committee?

Internal Committee

- **One Presiding Officer:** A woman faculty member employed at a senior level (not below a Professor in case of a University and Associate Professor or Reader in case of college)
- **Two Faculty Members and Two Non-teaching Employees:** Committed to the cause of women/having legal knowledge/experience of social work
- **Three Students:** Enrolled at undergraduate, master's and research scholar level respectively (if matter involves students)
- **One External Member:** From amongst NGO/associations committed to the cause of women or a person familiar with the issue of sexual harassment



Key functions of the IC

- **To receive the complaints and take necessary actions.** In addition, IC should provide assistance if the complainant chooses to file a complaint with the police
- **Maintain confidentiality** and protect the identity of the parties to the complaint
- **Provide relief** by way of sanctioned leave or relaxation of attendance requirement or transfer of the complainant or offender to another department or supervisor during the pendency of the complaint
- **Ensure that victims or witnesses are not victimised or discriminated against** while dealing with complaints of sexual harassment
- **Ensure prohibition of adverse action** against anyone involved in the complaint

Responsibilities of Executive Authority/Higher Educational Institution Towards Internal Committee



Note :

Concern for the safety of women students must not be cited to impose discriminatory rules for women in hostels as compared to male students



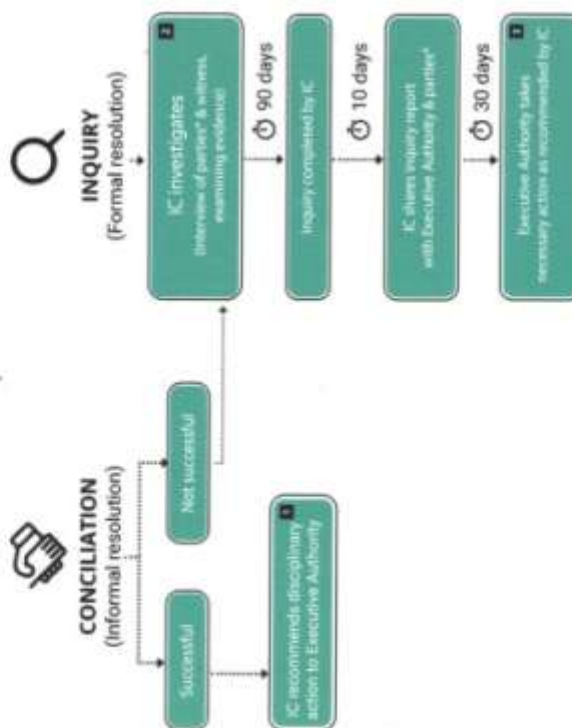
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Redressal procedure

Aggrieved person files complaint within 3 months of incident



- 1 No monetary settlement provided in case of conciliation
- 2 Interim relief is available to the aggrieved person during pendency of inquiry
- 3 Either of the parties may file an appeal before the Executive Authority of HEI within 30 days from the date of recommendations

* Parties: Aggrieved person and respondent

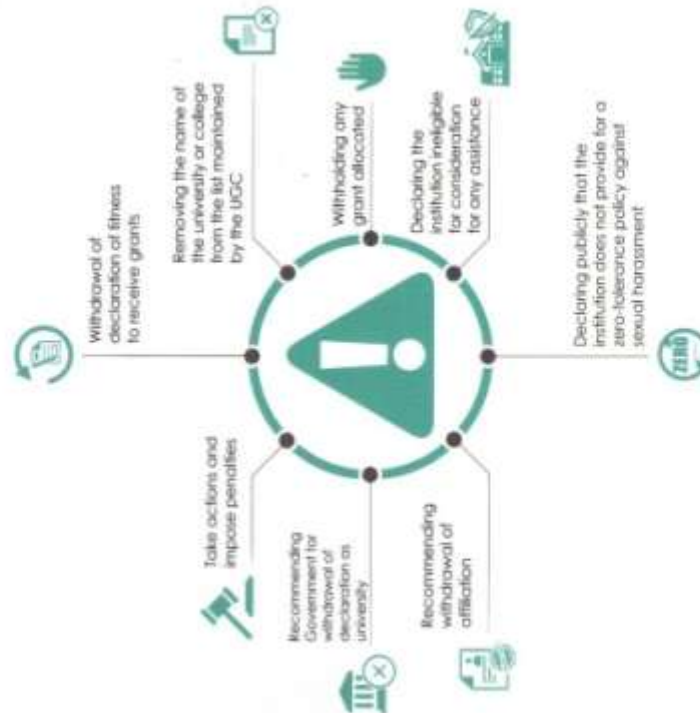
Please note: Legal practitioner shall not be allowed to represent the parties at any stage of the proceedings before the Internal Committee.

09

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Consequences of non-compliance to the UGC Regulations

The University Grants Commission shall take one or more of the following actions:



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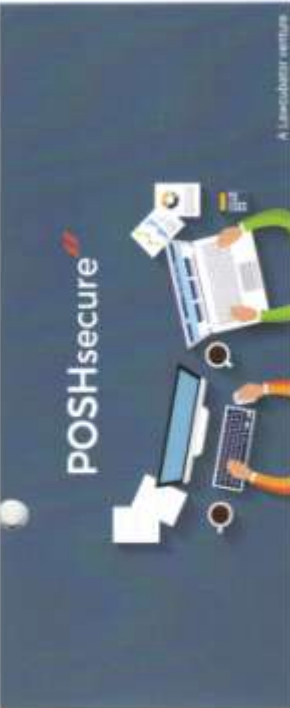
10



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POSHsecure is a comprehensive techno-legal product which encompasses training, consulting, and online complaint management system in the domain of workplace sexual harassment.

It is a dynamic, highly secured cloud platform, uniquely designed to help organisations & institutions across the globe to deal with compliance issues related to sexual harassment at workplace.

POSHsecure engages users on multiple levels through interactive training video, quizzes, and helpful information tips. It is accessible from multiple platforms like personal computers, smartphones and other electronic devices. One of the most prominent feature of the portal is that it acts as a repository of structured information. The advanced security feature ensures all data is encrypted, and regulates the amount of information available on any complaint and parties involved.

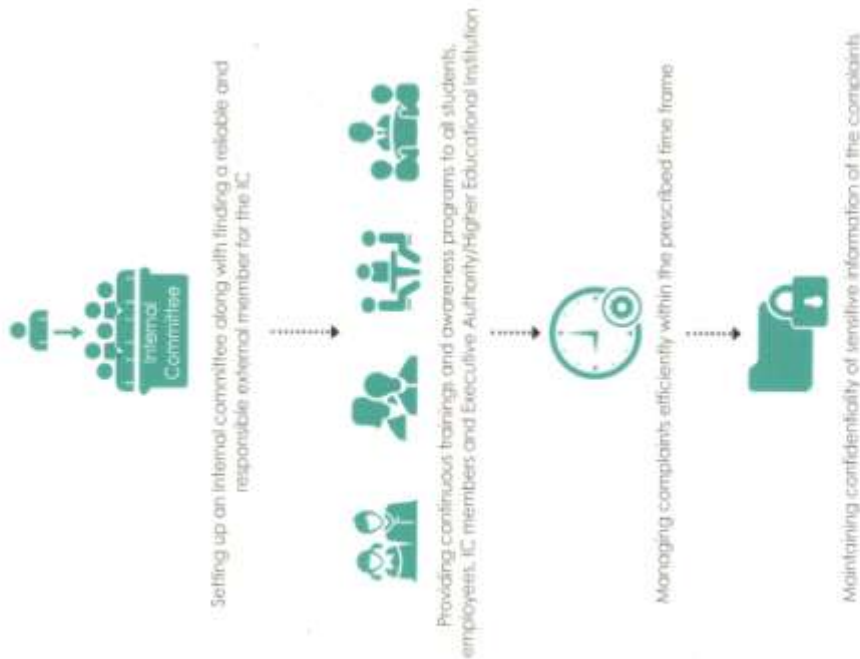
POSHsecure follows a K-L-M-N approach



12

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Steps to be taken to ensure compliance



11

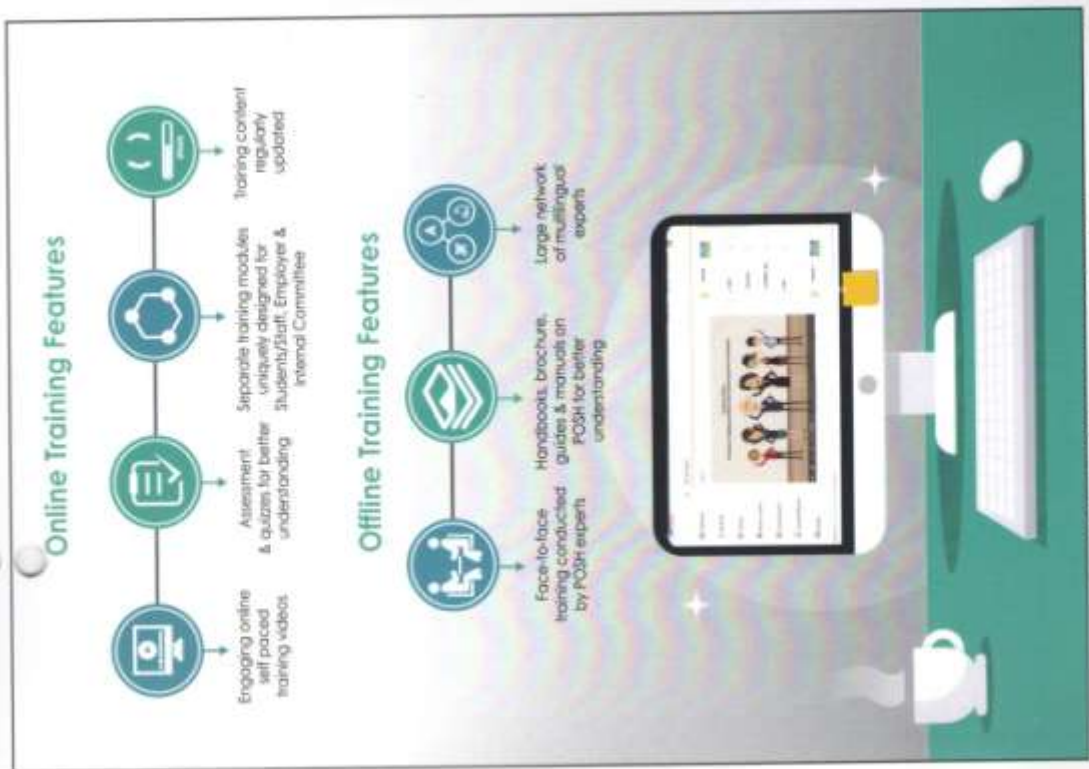
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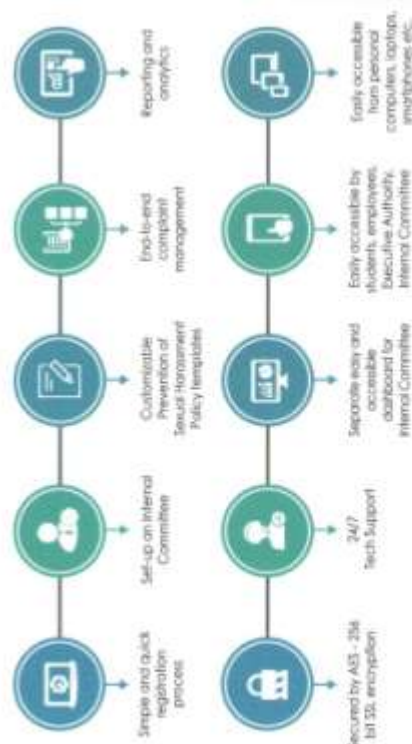
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POSHsecure Edu is a specialized version which is uniquely designed in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 which assists in making educational institutions safe and sexual-harassment free for its students, employees and visitors.

Platform features





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BMSCE Campus, Bull Temple Road, Basavanagudi, Bengaluru, Karnataka 560019

BMSCL/835-A/2019-20

Date: 11/11/2019

Circular

All the students and staff are hereby informed to attend the awareness session on Anti-Ragging and POSH organized by Anti-Sexual Harassment Committee. The Lecture is scheduled to be held on 14-11-2019 in the seminar hall. Ms. Veena Paul will be the resource person for the same.

Faculty Co-ordinator


Principal
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Re: Fw: CHILDREN'S DAY awareness drive : FREE awareness session on ANTI- RAGGING and Prevention of Sexual Harassment of Women at Higher Education Institutions



Dr. Anitha F N D'Souza
<anithabmscl@gmail.com>

Nov 11, 2019, 3:32 PM (7 days ago)

to Principal, me

Dear Veena

Thanks for the mail. My colleague Ms. Shwetha marked on this mail will coordinate with you.

regards

On Mon, Nov 11, 2019 at 2:53 PM Principal BMSCL, <bmscl@yahoo.in> wrote:

— Forwarded message —

From: Veena Paul <p.veena@lawcubator.com>
To: "bmscl@yahoo.in" <bmscl@yahoo.in>
Sent: Monday, 11 November, 2019, 12:19:27 pm IST
Subject: CHILDREN'S DAY awareness drive : FREE awareness session on ANTI- RAGGING and Prevention of Sexual Harassment of Women at Higher Education Institutions

"Our lives begin to end the day we become silent about things that matter" Martin Luther King, Jr.

Dear Mrs. Dsouza,

I am Veena Paul working at Lawcubator Technologies (www.posthsecure.com), a consulting firm headquartered in Alberta, Canada working in the domain of **workplace health, safety, discrimination and gender equality related legal compliances**. In India, our primary focus is to reach out to organizations and Higher Education Institutions, big and small, and bring about awareness on the UGC Anti Ragging Regulations on curbing the menace of ragging in higher educational institutions, 2009 and The Sexual Harassment of Women at Workplace Act, 2013 (commonly referred to as the PoSH Act).

For more information about Lawcubator: Your Story article: <https://yourstory.com/2019/10/it-startup-lawcubator-sexual-harassment-posth-me-top>

I understand that you are part of the Anti Ragging and Anti Sexual Harassment Committee as the Chairperson, therefore, I would like to ask for your permission to facilitate a **FREE Anti-Ragging and PoSH Awareness Session** as part of Children's Day initiative for all students and faculty at your


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Bangalore campus: A detailed proposal will be sent to you if interested. Please let me know if you would like to discuss this in person, I'm happy to come to meet you to take this forward.

We have conducted PoSH awareness sessions at RMLNLU, Lucknow and MS. Ramaiah College of Law. Attaching a few pictures available on the Google link (below). Also attached a video and handbook we have created for your reference.

https://drive.google.com/drive/folders/1_VJGQ7IGWEhZZJd3wQBfZoKzL4f_V-Zy7usp=sharing

 [POSHsecureEdu.mp4](#)

Thank you very much for all your support. We look forward to conducting this session as we know it will not only benefit faculty but students as well!

Thank you,



Veena Paul
Operations
p.veena@lawcubator.com
M: +91-9980668640
www.lawcubator.com


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Hi Shwetha,

Find below a small writeup. Also attached the feedback form.

Veena Paul

Associated with Lawcubator Technologies for over 3 years and has been involved in building awareness around Prevention of Sexual Harassment of Women at Workplace among businesses and colleges pan India. On the business side of things, she is involved in creating a customer base who are turning to technology to simplify their PoSH compliance needs and believes in creating 'work that matters' while adding value to organizations looking to keeping their employees safe and happy at the workplace!

Looking forward to seeing you tomorrow.

Thank you,



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Ref.: BMSCL/844A/2019-2020

Date: 14/11/2019

To,

Ms. Veena Paul
Operation Manager
Law Cubator Technologies Pvt. Ltd
Bangalore.

Respected Madam,

On behalf of Chairperson, Principal, Staff and Students of B.M.S College of Law, Bengaluru,
we would like to express our heartfelt thanks for accepting our invitation for conducting an
"Awareness Session on Anti-Raging and POSH".

Looking forward to your continued association with BMSCL.

Thanking You

Faculty Co-ordinator

Principal
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Awareness Session on Anti- Raging and POSH

Awareness Session on Anti- Raging and Prevention of Sexual Harassment of Women at Higher Education Institutions organized by the Anti- Sexual Harassment Committee on 14 November 2019 by Ms. Veena Paul, Operations Manager, Lawcubator Technologies Pvt. Ltd .

The session started with the awareness on Anti Raging. The resource person gave few examples relating to the incidents of Anti-Raging



✓
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Session Feedback form

1) Did you enjoy the session?

☒ YES ☐ NO

1) Briefly describe what worked well:

I think the visual / video

2) Briefly describe what did not work well or required improvement:

Maybe monotonous speech

3) Do you think we can make a difference?

☒ YES ☐ NO

4) Do you think colleges needs something like this?

☒ YES ☐ NO

Contact

1) Would you recommend us to someone you know?

☒ YES ☐ NO

2) Would you like us to contact you?

☒ YES ☐ NO *email address*

If yes, please share your email:

(Name)

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Session Feedback form

1) Did you enjoy the session?

☒ YES ☐ NO

1) Briefly describe what worked well:

The video worked well

2) Briefly describe what did not work well or required improvement:

I felt the speech was monotonous

3) Do you think we can make a difference?

☒ YES ☐ NO

4) Do you think colleges needs something like this?

☒ YES ☐ NO

Contact

1) Would you recommend us to someone you know?

☒ YES ☐ NO

2) Would you like us to contact you?

☒ YES ☐ NO

If yes, please share your email:

(Name)



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Session Feedback form

1) Did you enjoy the session?

☒ YES ☐ NO

1) Briefly describe what worked well:

The description and video

2) Briefly describe what did not work well or required improvement:

Monotonous speech

3) Do you think we can make a difference?

☒ YES ☐ NO

4) Do you think colleges needs something like this?

☒ YES ☐ NO

Contact

1) Would you recommend us to someone you know?

☒ YES ☐ NO

2) Would you like us to contact you?

☒ YES ☐ NO

If yes, please share your email:

(Name)



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BMS COLLEGE OF LAW

Report on Special Lecture – Prevention of Sexual Harassment at Work Place

The Anti- Sexual Harassment Committee (Internal Complaints Committee) has organised a Special Lecture on "Prevention of Sexual Harassment at Workplace".

The resource person of the programme was Ms. Vibha Vasuki, POSH, trainer & Advocate, Bangalore.

By quoting two land mark Judgments, Vishakha V State of Rajasthan & Ors and Apparel Export Promotion Council y. A.K. Chopra, She explained who is an aggrieved woman, workplace and sexual harassment as well as highlights key elements of workplace sexual harassment with examples. She pointed out the of behaviors through which a woman can experience possible professional and personal harm.

She gave the following examples of behaviour which constitutes sexual harassment at the workplace:

1. Making sexually suggestive remarks or innuendos.
2. Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.
3. Offensive comments or jokes.
4. Inappropriate questions, suggestions or remarks about a person's sex life.
5. Displaying sexist or other offensive pictures, posters, mms, sms, whatsapp, or e-mails.
6. Intimidation, threats, blackmail around sexual favours.
7. Threats, intimidation or retaliation against an employee who speaks up about unwelcome behaviour with sexual overtones.


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8. Unwelcome social invitations, with sexual overtones commonly understood as flirting. 9. Unwelcome sexual advances which may or may not be accompanied by promises or threats, explicit or implicit.

Nearly 80 students participated and the session was very informative and interactive.



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2. Anti Ragging Committee

Page No. :
Date : / / 201

Anti - Ragging Committee
2019-20

Members for the Academic year 2019-20

Sri. Kanyar Malik - Chairperson
Smt. Shreetha P - Member
Sri. Krishna Murthy - Member
Shruthi - Student Member
Ms. Arsha Bhat - Student Member

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Proceedings of the meeting held on 06 September 2019

Members Present

Sri. Kanya Anik

Sart. Shwetha

Sri. Krishnakumthy

Sri. Shwetha

Ms. Aisha Bilal.

[Handwritten signatures and initials]
Shwetha
Aisha

The chairman of the committee recalled all the members to the meeting and the following matter was taken up for discussion:-

- 1) To organise a Awareness program
- 2) Any other matter.

It was decided to organise a awareness programme on Anti-Logging.

No complaints of Logging were received by the committee

[Stamp]
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Page No. :
Date : / / 2019

Proceedings of the meeting held on
22 October 2019

Members present:

Shri. Kanya Black
Smt. Shreetha
Shri. Krishnakumarthy
Shri. Sharanth
Ms. Aisha Bilal

Sanjit
Shreetha
Shri. Sharanth
Aisha

No Complaints of Ragging have
reported before the
Committee.

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Proceedings of the meeting held
on 14 November 2019.

Members Present

Sri. Kanya Malik

Sart. Shreetha

Sri. Krishnamurthy

Sri. Shreetha

Ms. Aisha Bilal

Kanya
Shreetha
Krishna
Shreetha
Aisha

The Chairman of the Committee welcomed all the members to the meeting and the following matter was taken up for discussion:-

To organise a Awareness programme on Anti-Ragging.

Members Sart. Shreetha, has informed that Anti-Sexual Harassment is organising a Awareness programme on 14 November 2019 on the eve of Children Day by Ms. Venkatesh from Lawubator Technologies Pvt Ltd and they are also agreed to give a talk on Anti-Ragging. The members of the committee agreed for the same and it was decided to organise the programme in association with Anti-Sexual Harassment Committee.



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Re-constitution of
Anti-Ragging committee.

Composition:

Name	Signature
1) Dr. Roopa S Co-ordinator	
2) Sri. Kanya Nalk Member	
3) Administrative officer Member	-
4) Aaryan Student Council Representative	

Signature of Principal

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Proceedings of the Meeting held on 6/10/2020

The co-ordinator welcomed all the members to the ~~prev~~ meeting and the following matter was taken up for discussions

- 1) To organize awareness programme and anti-ragging

It was decided to organize "Awareness Programme on Anti-ragging on National" It was also decided to invite Mr. Tabrak Fathima, Assistant Commissioner of Police, Pulakeshinagar Sub-division as resource person.

It was discussed to have the programme on 10/10/2020 at 9:30 am.

The meeting concluded with vote of thanks by the co-ordinator to all the members.

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Page No. :
Date : / / 201

The following members were present for the meeting held on 6/10/2020.

Name Signature

1) Dr. Roopa S.
Co-ordinator

2) Sri Kanya Nalk
Member

3) Administrative officer

-

4) Shri Aaryan

Student Council Representative Due to Covid-19 students were not on campus

CO-ordinator.

Signature of Principal

(Dr. Roopa S.)
6/10/2020

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Proceedings of the Meeting
held on 10/10/2020

The following members
were present for the
meeting held on 10/10/2020

Name Signature

1) Dr. Roopa S. Co-Ordinator

2) Sri Kanya Nalk Member

3) Aalyan Student council representative
Due to Covid-19 students were
communicated regarding proceedings.
They were not physically present.

The Co-ordinator welcomed
all the members to the
meeting and the following
matter was taken up
for consideration :

1) To discuss postponement
of "Awareness Programme on
Anti-ragging and Narcotics"



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Page No. :
Date : / / 201

It was scheduled to be held on 10/10/2020 at 9:30 AM. As the resource person, Mrs. Tabarak Fathima, Assistant Commissioner of Police could not make it for the webinar. It was postponed to 17/10/2020 at 11:30 AM as per the convenience of the resource person.

Accordingly it was proposed to be held on 17/10/2020 at 11:30 AM.

The meeting concluded with vote of thanks to the members.

Co-ordinator

[Signature]
(Dr. Koopu S)

Signature of Principal

[Signature]
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Ref.: BMSCL/1518-1/2017-2018

Date: 08/08/19

ANTI- RAGING CELL

1) Dr. Anitha D'Souza	Chairperson
2) Dr. Anjina Reddy	Member
3) Sri Vijay Hasia	Member
4) Smt Shwetha P	Member
5) Sri Ganesh (V Semester -3 Years LL.B)	Member
6) Ms. Arpitha (IX Semester – 5 Years)	Member


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V. V. Puram,
Bengaluru - 560 004



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Ref.: BMSCL / 181 / 2020-2021

Date: 6/10/2020.

MEETING NOTICE

It is hereby informed to all the members of Anti-Ragging Committee, that a meeting is convened on 06/10/2020. All the members are hereby instructed to assemble in the board room at 3.15 pm on the said date.

AGENDA

- To organize Awareness Programme on Anti-Ragging.

Chairperson

(Dr. Roopa S)

Principal



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ANTI – RAGGING COMMITTEE 2019-20

Objectives

To prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student, and thereby, to eliminate ragging.

In accordance with the UGC Regulations curbing the menace of Ragging in Higher Educational Institutions 2009 the following members for the Academic Year 2019-20

Sl.No	Name	Designation	Phone Number
1.	Sri. Kanya Naik	Chairperson	9538166946
2.	Smt. Shwetha. P	Member	9591780187
3.	Sri. Krishna Murthy	Member	9174610430
4.	Sharath	Student Member	978548579
5.	Aisha Bilal	Student Member	8310047136

WHAT CONSTITUTES RAGGING?

Ragging constitutes one or more of any of the following acts

- Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.



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- Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.
- Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other or a fresher.
- Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- Any act of financial extortion or forceful expenditure burden put on a fresher or any student or students.
- Any act of physical abuse including all variants of it; sexual abuse homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.
- Any act or abuse by spoken words, e mails, post, public insults which would also include deriving perverted pleasure, vicarious, or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
- Any act that effects the mental health and self-confidence of a fresher or any other student.

PROCEDURE

1. The information on ragging can be received in the following manner:
 - Through the notified contact details of the Committee members, Through any other member of the Institute.
 - From any external source.
2. In the event of receipt of information of ragging he/she will promptly alert/inform the Chairman of the Anti-Ragging Committee or any of its members. The activity shall be completed, at the most, within twenty-four hour of receipt of this information.
3. The Anti-Ragging Committee shall promptly conduct a preliminary on the spot enquiry and collect details of the incident as available prima facie. The preliminary investigation/details of the incident shall be immediately brought to the notice of the Chairman. The activity shall be completed, at the most, within twenty-four hours of receipt of information.



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4. The Anti-Ragging Committee of the Institute shall promptly conduct enquiry into the incident as per provisions of the UGC Regulations.
5. The Anti-Ragging Committee of the Institute shall complete the enquiry and submit its report along with recommendations to the Chairman of the Anti-Ragging Committee of the Institute within fifteen days of the incident.
6. Thereafter, the said report and recommendations shall be considered by the Anti-Ragging Committee for deciding the punishment on the erring students in terms of provisions contained at Clause 9.1 of the UGC Regulations.

ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING

The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed here in under.

1. The Anti-Ragging Committee of the institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging.
2. The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established award to those found guilty, one or more of the following punishments, namely:
 - Suspension from attending classes and academic privileges.
 - Withholding/Withdrawing scholarship/fellowship and other benefits.
 - Debarring from appearing in any test/examination or other evaluation process.
 - Withholding results.
 - Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
 - Rustication from the institution for period ranging from one to four semesters.
 - Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
 - Cancellation of admission



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BMS COLLEGE OF LAW V.V. Puram Bangalore

ANTI-RAGING COMMITTEE

Objectives

To prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student, and thereby, to eliminate ragging.

In accordance with the UGC Regulations curbing the menace of Ragging in Higher Educational Institutions 2009 the following members for the Academic Year 2018-19

SL.NO	Name	Designation	Contact Number
1.	Dr. Anitha D'Souza	Principal, Chairperson	9449721194
2.	Dr. Anjina Reddy	Dean 3 Year LL.B Member	9480490479
3.	Sri Vijay Hashia	Administrative Officer Member	9343795545
4.	Smt. Shwetha -	Assistant Professor, Convener	9591780187
5.	Pavan Kumar R	VIII Semester B.A.LL. B Student Member	8970694440
6.	Suchitha	II Semester LL. B Student Member	



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- Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student
- Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other or a fresher.
- Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- Any act of financial extortion of forceful expenditure burden put on a fresher or any student or students.
- Any act of physical abuse including all variants of it; sexual abuse homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.
- Any act or abuse by spoken words, e mails, post, public insults which would also include deriving perverted pleasure, vicarious, or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
- Any act that effects the mental health and self-confidence of a fresher or any other student



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3. The Anti-Ragging Committee shall promptly conduct a preliminary on the spot enquiry and collect details of the incident as available prima facie. The preliminary investigation/details of the incident shall be immediately brought to the notice of the Chairman. The activity shall be completed, at the most, within twenty-four hours of receipt of information.
4. The Anti-Ragging Committee of the Institute shall promptly conduct enquiry into the incident as per provisions of the UGC Regulations.
5. The Anti-Ragging Committee of the Institute shall complete the enquiry and submit its report along with recommendations to the Chairman of the Anti-Ragging Committee of the Institute within fifteen days of the incident.
6. Thereafter, the said report and recommendations shall be considered by the Anti-Ragging Committee for deciding the punishment on the erring students in terms of provisions contained at Clause 9.1 of the UGC Regulations.

ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING

The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed here in under.

1. The Anti-Ragging Committee of the institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging.



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2. The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established award to those found guilty, one or more of the following punishments, namely:

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- Withholding/Withdrawing scholarship/fellowship and other benefits.
- Debarring from appearing in any test/examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- Rustication from the institution for period ranging from one to four semesters.
- Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
- Cancellation of admission


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The Anti-Ragging Committee had organized virtual **"Awareness Program on Anti-Ragging and Narcotics"** on 10/10/2020 at 9.30 AM. Ms. TabarakFathima, Assistant Commissioner of Police, Pulakeshinagar Sub-division, Bengaluru was invited as resource person for the program. She explained the meaning of ragging as to how it is not limited to the college premises but extends much beyond that in the age of internet. She gave practical perspectives as how various kinds of offences may take place in the name of ragging. Every student should have zero tolerance towards ragging. No jokes should be taken on a lighter note but should be escalated to appropriate authority. The incident should be brought to the notice of faculty members, then to principal and if the matter does not subside, complaint should be lodged before police. The police may give serious warning or take strict action against the offenders. She motivated the students to be socially responsible citizens by informing police of unlawful activities and also join hands with the police to fight against it. The disastrous effect of drugs on youngsters was highlighted. It was well-attended by staff and students.

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Ref.: BMSCL / 197/A/ 2020-2021

Date: 10/10/2020

MEETING NOTICE

It is hereby informed to all the members of Anti-Ragging Committee, that a meeting is convened on 10/10/2020. All the members are hereby instructed to assemble in the board room at 10.30 AM on the said date.

AGENDA

- To discuss about postponement of Awareness Programme on Anti-Ragging.

Chairperson

(Dr. Roopa S)

Principal
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Ref.: BMSCL / 193 / 2020-2021

Date: 08/10/2020..

CIRCULAR

The Anti-Ragging Committee has organized virtual "Awareness Program on Anti-Ragging and Narcotics" on 10/10/2020 at 9.30 AM. Ms. Tabarak Fathima, Assistant Commissioner of Police, Pulakeshinagar Sub-division, Bengaluru is invited as resource person for the program. The registration form is shared in the respective class groups. It is mandatory for all the students and faculty members to attend the program.

Faculty Co-ordinator

(Dr. Roopa S)

Principal

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Ref.: BMSCL / 2020-A / 2020-2021

Date: 14/10/2020

To

Ms. Tabarak Fathima
Assistant Commissioner of Police
Pulakeshinagar Sub Division
Bangalore.

Respected Madam,

Warm greetings

B.M.S College of Law, a premier institution of excellence in imparting legal education, was started during the academic year 1963-64 by Late Sri. B S Narayan (Donor Trustee) under the aegis of BMS Educational Trust. The trust is named after Sri. B.M. Sreenivasaiah, a great visionary and philanthropist conferred with the title of "Rajakarya Prasaktha" by the then Maharaja of Mysore in the year 1946. The B.M.S Educational Trust is managed by Council of Trustees consisting of Dr. Ragini Narayan, Donor Trustee and Chairperson, Dr. Dayananda Pai, Industrialist & Developer, Sri. Madan Gopal, IAS (Retd.) Former Chief Secretary, Government of Karnataka, Sri. Aviram Sharma.

The B.M.S Educational Trust runs the following highly reputed Institutions providing education to around 12000 students in areas like Law, Engineering, Science, Commerce, Information Technology and Architecture.

The College is affiliated to Karnataka State Law University and approved by the Bar Council of India, New Delhi. The college imparts education in B. Com. LL.B., B.A. LL.B., & LL.B., 5 & 3 Year Degree Courses. The college takes pride in its distinguished legacy of legal luminaries like Hon'ble Mr. Justice E S Venkataramaiah (Former Principal, B.M.S College of Law), 19th Chief Justice of India, Hon'ble Mr. Justice M N Venkatachalaiah, 25th Chief Justice of India, Hon'ble Mr. Justice Rama Jois, former Chief Justice of Punjab and Haryana High Court and former Governor of State of Bihar, Hon'ble Mr. Justice H. G. Bala Krishna (Late), former Judge, High Court of Karnataka, Hon'ble Mr. Justice S R Nayak, former Judge, High Court of Karnataka & former Chief Justice of High Court of Chhattisgarh & former Chairman of Karnataka State Human Rights Commission, Prof. Lakshmi Sagar, former Minister of Law & Parliamentary Affairs, Government of Karnataka, Dr. B V Acharya, Senior Advocate,

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-2-

Former Advocate General, Govt. of Karnataka, Former Member Law Commission of India, being associated with the institution in various capacities.

Hon'ble Mr. Justice C.N. Aswathanarayana Rao, Hon'ble Mr. Justice R. Gururajan, former Judges of High Court of Karnataka., Hon'ble Mr. Justice S.R. Bannurmath, former Chief Justice of High Court of Kerala and former Chairperson, MSHRC. Sri K. Jairaj, IAS (Retd.) served as Chairmen of BMS College of Law.

Hon'ble Mr. Justice Nagarjuna Reddy, Former Judge, High Court of Andhra Pradesh., Hon'ble Mr. Justice S.N. Sathyanarayana, Hon'ble Mr. Justice P.S. Dinesh Kumar, Hon'ble Mr. Justice Mahesh Nagaprasanna, Judges of High Court of Karnataka, Prof. Ravi Varma Kumar, Sri. D. Nanjunda Reddy & Sri. S N Murthy, Senior Advocates are the proud Alumni's of the institution.

In continuation of telephonic conversation of my colleague Dr. Roopa S with you, I on behalf of the Faculty Co-ordinator of Anti-Ragging Committee and entire BMSCL fraternity, extend a warm invitation to you to be the resource person for "Awareness Programme on Anti-Ragging and Narcotics" scheduled on 17/10/2020.

Thanking You,

With high regards

Faculty Co-ordinator

(Dr. Roopa S)

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Ref.: BMSCL/214/A/2020-2021

Date: 17/10/2020

To

Ms. Tabarak Fathima
Assistant Commissioner of Police
Pulakeshinagar Sub Division
Bangalore.

Respected Madam,

On behalf of Chairperson, Principal, Staff and Students of B.M.S College of Law, Bengaluru, we would like to express our heartfelt thanks for accepting our invitation for being resource person for 'Awareness Programme on Anti-Ragging and Narcotics' on 17/10/2020.

Looking forward to your continued association with BMSCL

Thanking You

Faculty Co-ordinator

(Dr. Roopa S)


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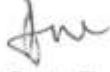
EVENT REQUISITION FORM FOR RELEASE OF FUNDS

Awareness Program on Anti-Ragging and Narcotics

Sl. No.	Details of the Event	
1	Name of the Coordinator	Dr. Roopa S
2	Date of the Event	15/10/2020
3	Event	Awareness Program on Anti-Ragging and Narcotics
4	Name of the Guest/ Resource Person	Ms. Tabarak Fathima, assistant Commissioner of Police, Pulakeshinagar Sub-division
5	Estimated Amount	
	a) Mementos for Guest	Rs. 1,500/-
7	Misc. Expenditure	
	a) Invitation	Rs. —
	b) Hospitality	Rs. —
	c) Bouquets	Rs. —
	d) TA	Rs. —
8	Total Amount	Rs. 1,500/-

Put up for kind approval.

Faculty Coordinator


(Dr. Roopa S)


Principal
10/10/2020

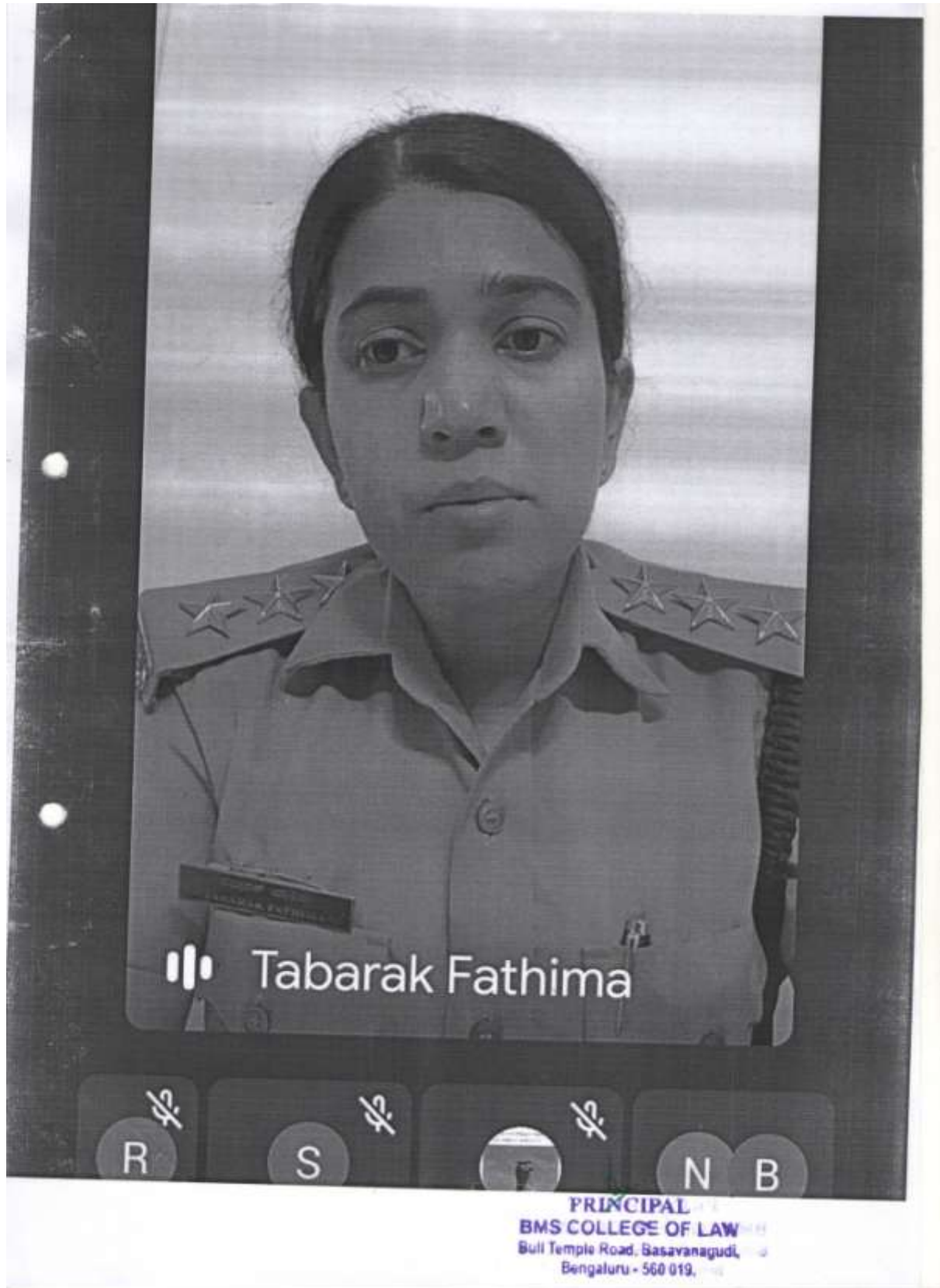

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R Roopa S (You)

L Likshith Rocks

Kemp Raj J

N Nikhil j

B BHAVANA S

M Mahalakshmi Kara...

L Likitha Murthy

C Chandrika V

Sanjana N

Varebini Smitha

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B.M.S EDUCATIONAL TRUST B.M.S COLLEGE OF LAW

"Awareness Program on Anti Ragging & Narcotics"

SPEAKER



Tabarak Fathima

Assistant Commissioner of Police,
Bangalore



Google Meet

Link:

<https://meet.google.com/ujz-exbs-mma>

Date: 17-10-2020

Time: 11:30 – 12:30 PM

Dr. Roopa S
Faculty Co-ordinator

Dr. Anitha F N D'Souza
Principal

Staff and Students

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3. Students Grievance Redressal Committee

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STUDENT GRIEVANCE REDRESSAL COMMITTEE.

Student Grievance Redressal committee of BMS College of Law, established as per university grants commission (Grievance Redressal) Regulations, 2012.

Vision

The Student's Grievance Redressal Cell desires to promote and maintain a beneficial and unbiased educational environment. The grievances of the students will be taken up on high priority and resolved within the stipulated time.

The cell, enquires and analyses the nature and pattern of the grievance in a strictly confidential manner. The cell constitutes a committee having adequate student representation and participation. The committee would establish a procedure for students to raise their concerns. The student's complaint details would be recorded. The cell would pursue the grievance procedure in accordance with the rules and regulations of the college (As per UGC Regulations, 2012).

Cell would convene, the agenda of which would be published well in advance. The registered concerns would be one of the paramount things to be

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discussed in the meeting. After identification and analysis, the appropriate resolution would be provided. Emphasis would also be laid on procedural fairness.

Objectives:-

1. To bring to the notice of students the benefits available to them under the purview of the cell.
2. To implement the regulation of UGC with utmost compliance.
3. To ensure maximum reach out to students entitled and in need of support.
4. To establish a forum for initiating and pursuing the grievance procedure.
5. To decide and resolve grievance in the utmost impartial and fair manner.
6. To strive towards providing a peaceful and amicable environment with minimal dissension.
7. To develop an accountable and approachable attitude among all stakeholders so that a harmonious educational atmosphere is maintained in the institute.


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8. To address the problems reported by the students of the college and promotion of friendly relationship between student and teacher and between student - student etc.

9. It also encourages the students to express their problems / grievances frankly and freely without any fear of being victimized. Any kind of mental or physical harassment, complaints regarding classroom management, classroom teaching, teaching methods of teachers, completion of syllabus etc.

Functions

1. Complaint Box / Suggestion Box installed in front of the Receptionist desk, in which the students, can put in writing their grievances and their suggestions for improving the academics / administration in the college.

2. The person concerned can personally approach any member of the cell.

3. The issues will be attended properly in a timely manner.

4. The cell will address the academic and administrative problems faced by students.

5. The cell will effectively address and resolve grievances.

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6. The cell will establish co-ordination between students and staff for quicker resolution.
7. The cell will review all complaints and will act accordingly as per the policy.

Composition

As per the rules and regulations addressed by the UGC for student or other stake holders in an institution "Grievance Redressal Committee" of B.M.S college of law, Basavanagudi, Bangalore, has been constituted with the following members to enquire the nature of grievances and resolve the grievances.

S.NO.	NAME OF THE MEMBER	DESIGNATION
1.	Dr. Anitha F.N D'souza	Chairperson (Principal)
2.	Dr. Venabbadraiah C	Co-ordinator <i>Chairman</i>
3.	Dr. Sujatha S	Member <i>Member</i>
4.	Shri. Anubhav	Member <i>Member</i>
5.	Shri. Raghuram S	Member <i>Member</i>
6.	Shri. Manohar Bhat	Member <i>Member</i>
7.	Smt. Roopa S	Member <i>Member</i>
8.	Dr. Gayathri Bai S	Member <i>Member</i>
9.	Krishna Hurthy	Member
10.	Aditya H.S	Student member <i>Aditya H.S</i>
11.	Kishore	Student member <i>Kishore</i>
12.	Krithika	Student member <i>Krithika</i>
13.	Chinnay	Student member <i>Chinnay</i>
14.	Rajeev	Student member <i>Rajeev</i>

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Procedure.

The grievance procedure is a machinery to sort out the issues amongst students and also with the institution. To establish an efficient redressal mechanism and maintain harmonious relationship with the students. It is a device to settle a grievance/problem. It involves a process of investigation into the queries and analysis the nature and pattern of the grievances in a strictly confidential manner.

Matters are disclosed to only those, who have a legitimate role in resolving the matter. Emphasis on procedural fairness has been given with a view to "the right to be heard and right to be treated without bias". All complaints/grievances are addressed with immediate remedial measure where required.

The students are required to submit their grievances in writing addressed to the committee or any member of the committee. The complaint copy must to be dropped in the drop box positioned near the Principal's office or submit to any member of the committee or the co-ordinator. The co-ordinator looks into the complaints submitted and after review of the same forwards the matter to the committee for necessary action. After reaching a consensus and deciding a plan of action, the students would be informed of the same.

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Complaint box / Suggestion box have been installed in front of the principal's room, in which the students, who want to remain anonymous, can put in writing their grievances and their suggestions for improving the academics / administration in the college.

- ⇒ Students can lodge a complaint.
- ⇒ The person concerned can personally approach to any member of the cell.
- ⇒ The issues will be attended promptly on receipt of grievances from the students.
- ⇒ The cell will review all complaints and will act accordingly as per the policy.
- ⇒ The cell will give report to the principal about the issues attended and the number of pending issues, if any, which require direction and guidance from the principal.

The grievances pointed out by the students in the meeting such as repairs and maintenance in the college, also issues related to water purifiers, raptors, vending machines, canteen and improving sports facility were amicably resolved by the college level cell.

A detailed periodical report on grievance received and resolution provided would be submitted to the Principal every quarter. A periodical containing the committee's action plan for the following quarter and its performance metrics for the previous quarter would be

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presented to Co-ordinator.

During the previous year no such major grievances were received, any other issues received were forwarded to the Principal for immediate Redressal. In all such, prompt action were taken in the cases and the matters were sorted out.

In all cases the aggrieved was informed of the measures taken and checks in the system were introduced to ensure there was no repetition of the same.

Exclusions

The Students Grievances Redressal Committee shall not Entertain the following issues.

1. Decisions of the Academic Council / Board of studies and other academic / administrative committees constituted by the college.
2. Decisions with regard to award of Scholarships / Fee concessions / awards / medals.
3. Decisions made by college under the Discipline Rules / Misconduct.
4. Decisions of the college in admissions of any courses.
5. Decisions of the competent authority on assessment and examination result.

Co-ordinator

Principal
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The meeting of the Student's grievance redressal committee was scheduled to be held on 27th August 2019.

Proceedings of the meeting held on 27th August 2019.

Members Present in the Meeting.

S.NO	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N. D'souza.	Chairperson (Principal)	
2.	Dr. Venabhadraiah C.	Co-ordinator	
3.	Dr. Sujatha S.	Member	
4.	Shri. Anubhav	Member	
5.	Shri. Raghunee S.	Member	
6.	Shri. Manohar Bhat	Member	
7.	Smt. Roopai S.	Member	
8.	Dr. Gayathri Bai S.	Member	
9.	Krishna Murthy.	Member (Office Superintendent)	
10.	Aditya H.S.	Student member	
11.	Kishore	Student member	
12.	Krithika	Student member	
13.	Chinmay.	Student member	
14.	Rajeev.	Student member.	

Agenda of the Meeting.

1. To discuss on the development of the digitization of the college library, in order to provide more digital content for the students.
2. To provide canteen and beverage facilities for the students.

Principal
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3. To provide better access to competitive exams and study material for the students should be made available in the library.

Dr. Anitha F.N. D'souza, chairperson of the committee welcomed all the members to the meeting to discuss about the agendas mentioned above.

All the members of the committee unanimously agreed by the decision taken up by the chairperson and decided to strive towards development.

(Signature)
Co-ordinator

27/8/2019.

(Signature)
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Description

- * With Respect to Agenda number 1: The digital content and its feasibility to access the digital material has been upgraded in the college library.
- * With Respect to Agenda number 2: The college has built a canteen and beverage facility area within the college campus for an easier access to the students.
- * With Respect to Agenda number 3: The college has taken the initiative to subscribe competitive exam related magazines and digital content for ~~all~~ students.

(Signature)
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The meeting of the Students Grievance Redressal committee was scheduled to be held on 9th October 2019.

Proceedings of the meeting held on 9th October 2019.

Members Present in the meeting.

S.NO	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N. D'souza	Chairperson (Principal)	
2.	Dr. Venabhadraiah C	Co-ordinator	
3.	Dr. Sujatha S	Member	
4.	Shri. Anubhav	Member	
5.	Shri. Raghunath S	Member	
6.	Shri. Manohar Bhat	Member	
7.	Shri. Roopa S	Member	
8.	Dr. Gayathri Bai S	Member	
9.	Aditya H.S	Student Member	
10.	Kishore	Student Member	
11.	Krithika	Student Member	
12.	Chinnay	Student Member	
13.	Rajeev	Student Member	

Agendas of the Meeting.

1. Discussion on the Services and Repairs of the technological infrastructure in classrooms.
2. Discussion on the Maintenance work and periodical check-up of the entire college.
3. Discussion on the grievance reported by the students.

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4. Discussion on the improvement in sports equipment in the college.

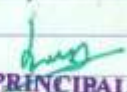
Dr. Anitha F.N D'Souza, Chairperson of the committee welcomed all the members of the committee to the meeting held on 9th October 2019 at 4:00 pm, to discuss about the agendas and grievances mentioned by the Co-ordinator of the committee.

Dr. Anitha F.N D'Souza, chairperson discussed the issues with utmost diligence with the other members of the committee. All the committee members agreed upon the decision taken by the chairperson and all the repairs, services and maintenance works were rectified along with the improvement in the Sports Equipment being available in the college for the purpose of usage by the students.

9/10/2019.

Co-ordinator

Description


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- * With Respect to agenda number 1 : Services and Repairs of the technological infrastructure has been rectified.
- * With Respect to agenda number 2 : Maintenance work and periodical check-up of the college is completed.
- * With Respect to agenda number 3 : All the student's grievances were resolved by the committee with utmost care.
- * With Respect to agenda number 3 : Sports Equipments were upgraded.



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The meeting of the Students Grievance Redressal Committee was scheduled to be held on 24th February 2020.

Proceedings of the meeting held on 24th February 2020.

Members Present in the meeting.

S.NO	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N. D'souza.	Chairperson (Prināpal)	
2.	Dr. Venabhadraiah .C	Co-ordinator	<i>[Signature]</i>
3.	Dr. Sujatha S.	Member	<i>[Signature]</i>
4.	Shri. Anubhav	Member	<i>[Signature]</i>
5.	Shri. Raghuvellu .S	Member	<i>[Signature]</i>
6.	Shri. Manohar Bhat	Member	
7.	Shri. Krishna Murthy.	Member	
8.	Smt. Roopa .S	Member	<i>[Signature]</i>
9.	Dr. Gayathri Bai .S.	Member	<i>[Signature]</i>
10.	Aditya H.S	Student Member	<i>[Signature]</i>
11.	Kishore	Student Member	<i>[Signature]</i>
12.	Krithika	Student Member	<i>[Signature]</i>
13.	Chinmay.	Student Member	<i>[Signature]</i>
14.	Rajeev	Student Member.	<i>[Signature]</i>

Agenda of the Meeting.

1. Discussion on the Replacement of tubelight in classrooms 201, 204, 205, 206.
2. Discussion on the Improvement of projector facilities in classroom.

[Signature]
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3. Discussions on the repairs needed for projector boards in classrooms.

Dr. Anitha F.N. D'Souza, Chairperson of the committee welcomed all the members of the committee to the meeting held on 24th February 2020, to discuss and advise to rectify the grievances mentioned in the agenda. All the members of the committee unanimously agreed to the discussions taken by the chairperson.

24/2/2020.

Co-ordinator

Principal
BMS COLLEGE OF LAW
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Bengaluru - 560 019.

Description.

* With Respect to agenda number 1: The faulty tubelights in classroom 201, 204, 205 and 206 has been rectified and replaced.

* With Respect to agenda number 2: Projectors in the classrooms has been upgraded for the better learning of the students.

* With Respect to agenda number 3: Periodical repairs and maintenance of the projector boards in the classrooms has been rectified with utmost care.



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The meeting of the Students Grievance Redressal Committee was scheduled to be held on 14th April 2020 via Online mode. (Virtual Meeting).

Proceedings of the Meeting held on 14th April 2020.

Members of the Meeting.

S.NO	NAME OF MEMBER	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N D'souza	Chairperson (Principal)	
2.	Dr. Venabhadraiah C	Co-ordinator	<i>[Signature]</i>
3.	Dr. Sujatha S	Member	<i>[Signature]</i>
4.	Shri. Anubhav	Member	<i>[Signature]</i>
5.	Shri. Manohar Bhat	Member	
6.	Shri. Raghavendra S	Member	<i>[Signature]</i>
7.	Shri. Krishna Murthy.	Member	
8.	Smt. Roopa S	Member	<i>[Signature]</i>
9.	Dr. Gayathri Bai S	Member	<i>[Signature]</i>
10.	Aditya H.S	Student Member	<i>[Signature]</i>
11.	Kishore	Student Member	<i>[Signature]</i>
12.	Kritika	Student Member	<i>[Signature]</i>
13.	Chinnoy	Student Member	<i>[Signature]</i>
14.	Rajeev.	Student Member.	<i>[Signature]</i>

Dr. Anitha F.N D'souza, Chairperson of the Committee welcomed all the members of the committee for the meeting held on 14th April 2020 via Virtual mode to discuss the general well-being of the committee and its members.

There was no grievances reported during the month of April. All the committee members

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decided to strengthen the committee under the guidance of the Chairperson for the enrichment of the institution

14/4/2020.

Co-ordinator


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2020-2021
2020-2021
2020-2021
2020-2021



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RE-CONSTITUTION OF STUDENTS GRIEVANCE REDRESSAL COMMITTEE

The Student Grievance Redressal Committee is Re-constituted with effect from 24/8/2020 for the academic year, 2020-21. The student grievance redressal committee consists of the following members:

S.NO	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.W. D'Souza	Chairperson (Principal)	
2.	Dr. Venabhadraiah C	Co-ordinator	<i>[Signature]</i>
3.	Sri. Harish Lambani	Member	<i>[Signature]</i>
4.	Dr. Shukara	Member	<i>[Signature]</i>
5.	Sri. Ankit A. Shripatwar	Member	<i>[Signature]</i>
6.		Admin Officer (Member)	
7.		President (Student Member)	
8.	Sri. Aditya H.S	Member (Student)	<i>[Signature]</i>
9.	Ms. Maushami Nayak	Member (Student)	<i>[Signature]</i>

[Signature]
Co-ordinator

[Signature]
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The meeting of the Students Grievance Redressal committee was scheduled to be held on 14th September 2020 via Online mode (Virtual Meeting).

Proceedings of the meeting held on 14th September 2020.

Members Present in the meeting.

S.NO	NAME OF THE MEMBERS	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N D'souza	Chairperson (Principal)	
2.	Dr. Kurabhadraiah C	Co-ordinator	
3.	Sri. Harish Lambani	Member	
4.	Sri. Ankit A. Shripatwar	Member	
5.	Aditya H.S	Student Member	
6.	Moushomi Nayak	Student Member	
7.		President (Student mem)	

Dr. Anitha F.N D'souza, Chairperson of the committee welcomed all the members of the committee for the meeting held on 14th September 2020 via virtual meet to discuss the general welfare of the committee and its members.

There were no grievances reported during the month of September. All the committee members with the guidance of the chairperson took the measures to strengthen the committee in order to provide a better study environment for the students.

Co-ordinator

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The Meeting of the Students Grievance Redressal Committee was scheduled to be held on 14th December 2020.

Proceedings of the Meeting held on 17th December 2020.

Members Present in the Meeting.

S.NO	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N. D'souza.	Chairperson (Principal)	
2.	Dr. Venabhadraiah .C	Co-ordinator	<i>Venabhadraiah C</i>
3.	Sri. Harish Lambani	Member	<i>Harish</i>
4.	Sri. Ankit .A. Shripatwar.	Member	<i>Ankit</i>
5.	Aditya H.S.	Student Member	<i>Aditya HS</i>
6.	Moushami Nayak.	Student Member	<i>Moushami</i>

Agenda of the Meeting.

Consideration of request of Mr. Vinay of 1st Semester 5 year B.A LL.B.

Proceedings:

With due permission of the chairperson (Dr. Anitha F.N. D'souza, Principal, BMSCL) of the committee. The meeting was chaired by the co-ordinator (Dr. Venabhadraiah .C) at 2:30 pm.

Discussions

The co-ordinator of the committee briefed upon the issue as follows:

Mr. Vinay of 1st Semester B.A LL.B addressed a letter to the Principal of BMS College of Law

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contending that was for the standard operating procedure laid down by the Government of Karnataka on the 9th of November 2020 regarding re-opening of colleges within the state. The students were given the option of attending either physically or virtually. However, the study material, including e-books, e-notes, audio files and recordings of meetings were required to be uploaded on the official website of the college. The student contended this was not being done and requested the college authorities to look into the same, since he was facing internet connectivity issues and thus he was unable to attend live virtual classes, and to take necessary steps.

* The matter was then open for further discussions

Asst. Prof. Harish Sanibani addressed the issue and opined that the subjective course teachers have already submitted all study material at the institution but there is a requirement for necessary equipment to upload the material.

Asst. prof. Ankit Shripatwar agreed with Asst. Prof. Harish Sanibani that all the study material prepared are available and are submitted.

The student members, concurring with faculty members added that notes and materials are all being shared with the students through

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this respective class representatives, who receive it from the subject teachers. Currently the sharing is being done via whatsapp or the students official college email-id's, only concern being that they are not uploaded on the website as per the standard operating procedure which was brought to the attention of the Committee.

A Unanimous conclusion was reached by all the members of the committee to recommend to the Principal madam, in order to direct the System-admin of the college to upload all the study material onto the college website which are provided by the respective subject teachers. However, as an alternative option the study material can also be uploaded onto google drives made for each semester and the links of these drives could be posted onto the college website.

12/12/2020.

Co-ordinator
Co-ordinator

Principal
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The meeting of the Student Grievance Redressal committee was scheduled to be held on 8th January 2021.

Proceedings of the Meeting held on 8th January 2021.

Members present in the meeting

S.NO.	NAME OF THE MEMBERS	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N. D'souza.	Chairperson (Principal)	
2.	Dr. Venabbsdraish C	Co-ordinator	<i>[Signature]</i>
3.	Sri. Harish Lambani	Member	<i>[Signature]</i>
4.	Sri. Ankit A. Shilpatwar	Member	<i>[Signature]</i>
5.	Dr. Shreekar K	Member	<i>[Signature]</i>
6.	Mrs. Manjula	Admin officer	<i>[Signature]</i>
7.	Aditya H.S	Student Member	<i>[Signature]</i>
8.	Moushomi Nayak	Student Member	<i>[Signature]</i>

Agenda of the Meeting.

1. Consideration of report submitted by Mrs. Tara Gopinath, faculty of BMS college of Law.
2. Complaints of Ms. Sahana, Ms. Vaishnavi, Ms. Yashas and Ms. Srinisarga of 5th semester B.A.H.B.

Proceedings:-

With the permission of the Chairperson (Dr. Anitha F.N. D'souza, Principal, BMSCL) of the students grievance redressal committee, the

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meeting was chaired by the Co-ordinator (Dr. Kurabhadraiah C) to discuss on the aforementioned issue.

Discussions:

Co-ordinators of the committee welcomed all the members and briefed upon the subject issue that, these students namely, Ms. Sahana, Ms. Vaishnavi, Mr. Yashas. The following students have submitted their written complaint to this committee accusing their classmate Ms. Sri Nisarga of threatening them to cause physical harm for the unknown cause. It is also stated that Ms. Sri Nisarga is unnecessarily causing trouble to them in performing their C.R. duties. She has also defamed them at several occasions. The complainants have brought this concern to their class teacher Mrs. Tara Gopinath, who further has sent a report to this committee enclosing the students issue.

Asst. Prof. Harish Lombani brought to the attention of the committee regarding the previous year issues and allegations against Ms. Sri Nisarga, where she was involved in a similar kind of act with one of the member of the student council.

The members present in the meeting after having full knowledge on the said issue has come to recommend as under.

Dr. Shreehara, Asst. prof. Harish Lombani, Asst. prof. Ankit Shripalavar has suggest that Ms. Sri Nisarga and her

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parents be called to appear before the Principal and the committee and answer to the complaints received against Ms. Sri Misarga. Mrs. Manjula (Admin officer) backed up the suggestions.

Recommendations of the Committee:

The members of the committee unanimously decided to recommend to the principal to serve notice to Ms. Sri Misarga to appear before the committee and her parents to be informed to make their presence with her before the committee on any convenient date that the Principal and the co-ordinator of the committee consider.

Accepted by
Co-ordinator

9/1/2021.

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The meeting of the student grievance redressal committee was scheduled to be held on 1st February 2021.

Proceedings of the meeting held on 1st February 2021.

Members Present in the Meeting

S.NO	NAME OF THE MEMBERS	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N D'souza	Chairperson (Principal)	
2.	Dr. Venabhadraiah C	Co-ordinator	
3.	Sri. Harish Lambani	Member	
4.	Sri. Ankit A Shripatur	Member	
5.	Dr. Shreekanth K	Member	
6.	Mrs. Manjula	Admin officer	
7.	Aditya H.S	Student Member	
8.	Manishom Nayak	Student Member	

Agenda of The Meeting

1. Discussion with the parents of Ms. Sinisarga along with the members of the student grievance redressal committee.
2. Further course of action to be taken by the committee upon the discussion with parents of Ms. Sinisarga.

(Proceedings)

With the permission of the chairperson (Dr. Anitha F.N. D'souza, Principal, BMSCL) of the student grievance redressal

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committee, the meeting was chaired by the co-ordinator (Dr. Venabhadraiah.C) to discuss on the aforementioned issue.

Description

Co-ordinator of the committee welcomed all the members and briefed upon the subject issue, the matter was decided as to call upon the parents of Ms. Srinisarga to appear before the committee members and the Principal of BMS college of law. In order to give an explanation regarding the actions of their daughter which has lead to an unharmonious situation among her classmates. Parents of Ms. Srinisarga being fully aware of the chain of incidents leading the matter to be heard and resolved by the students grievance redressal committee of BMS college of law. During the discussion with the panel members of the committee, Parents of Ms. Srinisarga promised that such an issue would never take place in the institution which has caused a lot of discomfort for the students and teachers. Ms. Srinisarga apologised for her unruly behaviour with her classmates and promised to never repeat her mistake and decided to change herself.

The students grievance redressal committee formed in the institution always believing in reformation accepted the apologies of the student Ms. Srinisarga and the promise of her parents to keep her behaviour in check.

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Therefore, the Panel members of the committee decided to have a discussion with the Principal of BMS College of Law to take the further course of action plan to give a complete closure to the issue raised before the Student's grievance redressal committee, BMS college of Law.

Recommendation of the committee

The members of the committee unanimously decided to recommend to the Principal of BMS college of Law to have a clear discussion with the committee members, in order to give a closure to the issue raised and an action plan to combat further similar incidents in the institution.

1/2/2021.

Co-ordinator

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The meeting of the students grievance Redressal committee was scheduled to be held on 3/3/2021.

Proceedings of the meeting held on 3rd March 2021.

Members Present in the Meeting.

S.NO	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1.	Dr. Anitha F.N D'souza	Chairperson (Principal)	
2.	Dr. Venubhadralah - C	Co-ordinator	
3.	Sri. Harish Lambani	Member	
4.	Sri. Ankit A. Shripatwar	Member	
5.	Dr. Shreekara K	Member	
6.	Ms. Manjula	Admin officer	
7.	Aditya H.S	Student Member	
8.	Moushami Nayak.	Student Member.	

Agenda of the Meeting

1. Discussion on the matter being heard and resolved pertaining the complaint raised by Mr. Tara gopinath regarding the grievance of students of his class.
2. Discussion on the General welfare of the committee and its members.

(Proceedings)

With the permission of the chairperson (Dr. Anitha F.N D'souza), (Principal of BMS college of Law) of the student's redressal committee,

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The meeting was chaired by the co-ordinator (Dr. K. Venkateshwariah C) to discuss the aforementioned issue.

Description:

Co-ordinator of the committee welcomed all the panel members and briefed upon the present situation on the issue raised by Ms. Tara Gopinath upon the complaints given by Ms. Sahana, Ms. Vaishnavi, Ms. Yashas against their classmate Ms. Sri Nisarga.

After the discussion made by the committee members along with the Parents of Ms. Sri Nisarga, the institution with the permission of the Principal of BMSCL has decided to accept the apology of Ms. Sri Nisarga and warned the students to not take part in such drastic measures which would ultimately result in stringent consequences.

The members of the committee unanimously agreed to the conclusion instructed by the Principal of BMS college of law and decided to resolve and conclude the matter in a harmonious way by advising the students to make better decisions in their daily course of life.

3/3/2021.

(Signature)
Co-ordinator

(Signature)
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