



# KUVEMPU UNIVERSITY

Govt. of Karnataka, State Public University

Jnanasahyadri Campus, Shankaraghatta-577451, Shivamogga District, Karnataka

## Supporting Documents pertaining to the following Metric:

**7.1.10: The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.**

1. The institutional Code of Conduct principles are displayed on the website
2. There is a committee to monitor adherence to the institutional Code of Conduct principles
3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff
4. Annual awareness programmes on Code of Conduct are organized.

- <http://www.kuvempu.ac.in/eng/kusgc.php>
- [http://www.kuvempu.ac.in/eng/Anti\\_Ragging.php](http://www.kuvempu.ac.in/eng/Anti_Ragging.php)
- <http://www.kuvempu.ac.in/eng/SHRC.php>
- <http://www.kuvempu.ac.in/eng/paraspara.php?id=2019>
- [http://www.kuvempu.ac.in/eng/women\\_study\\_center.php](http://www.kuvempu.ac.in/eng/women_study_center.php)

# KUVEMPU UNIVERSITY



Jnanasahyadri Campus, Shankaraghatta  
Shivamogga-577 451, Karnataka

## GUIDELINES OF PROFESSIONAL CODE OF CONDUCT FOR EMPLOYEES

[Framed under Sections 40 (1) (o) (p) and 41(1) of the Karnataka State Universities Act, 2000]



2024



**GUIDELINES OF PROFESSIONAL CODE OF CONDUCT FOR EMPLOYEES  
[Framed under Sections 40 (1) (o) (p) and 41(1) of the Karnataka State Universities  
Act, 2000]**

**1. TITLE:**

These Guidelines may be called as the “KUVEMPU UNIVERSITY GUIDELINES OF PROFESSIONAL CODE OF CONDUCT FOR EMPLOYEES”.

**2. COMMENCEMENT:**

These Guidelines shall come into force from the date of Approval from University Syndicate.

**3. DEFINITIONS:**

In these Guidelines, unless the context otherwise requires:-

1. “Employees” means both teaching and non-teaching employees of Kuvempu University
2. “Members of family” in relation to an employee include,-
3. the wife or husband as the case may be of the employee, whether residing with the employee or not but does not include a wife or husband, as the case may be, separated from the employee by a decree or order of a competent court;
4. Son or daughter or step – son or step – daughter of an Employee and wholly dependent on him, but does not include a child or step – child who is no longer in any way dependent on the Employee or of whose custody the Employee has been deprived by or under any law; and
5. Any other person related, whether by blood or marriage, to the employee or to the employee’s wife or husband and wholly dependent on the employee.
6. “Syndicate” means the Syndicate of Kuvempu University established under section 28 of the Karnataka State Universities Act 2000.
7. “University” means Kuvempu University.

**4. GENERAL PRINCIPLES**

1. Every Employee shall at all times-
  - (a) Maintain absolute integrity;
  - (b) Maintain devotion to duty; and
  - (c) Do nothing which is unbecoming of a Employee ; and
  - (d) Should not involve in any criminal activity.
2. Every Employee shall maintain-
  - (a) High ethical standards;
  - (b) Political neutrality;



- (c) Principles of merit, fairness and impartiality in the discharge of his duties;
  - (d) Accountability and transparency;
  - (e) Responsiveness to the public; and
  - (f) Courtesy and good behavior with the public.
3. Every Employee holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty of all Employees for the time being under his control and authority.
4. Every Employee shall, in the discharge of his duties, act in a courteous manner.
5. Every Employee shall,-
- (a) Commit himself to and uphold the supremacy of the Constitution and democratic values;
  - (b) Defend and uphold the sovereignty and integrity of India, the security of State, public order, decency and morality;
  - (c) Take decisions solely in public interest and use or cause to use public resources efficiently, effectively and economically;
  - (d) Declare any private interest relating to his public duties and take steps to resolve any conflicts in a way that protects the public interest;
  - (e) Not place himself under any financial or other obligations to any individual or organization which may influence him in the performance of his official duties;
  - (f) Not misuse his position as civil servant and not take decisions in order to derive financial or material benefits for himself, his family or his friends;
  - (g) Make choices, take decisions and make recommendations on merit alone;
  - (h) Act with fairness and impartiality and not discriminate against any person or party.;
  - (i) Refrain from doing anything which is or may be contrary to any law, rules, regulations and established practices;
  - (j) Maintain discipline in the discharge of his duties and be liable to implement the lawful orders duly communicated to him;
  - (k) Be liable to maintain confidentiality in the performance of his official duties as required by any laws for the time being in force, particularly with regard to information, disclosure of which may prejudicially affect the sovereignty and integrity of India, the security of State, strategic, scientific or economic interests of the State, friendly relations with foreign countries or lead to incitement of an offence or unlawful gains to any person;
  - (l) Perform and discharge his duties with the highest degree of professionalism and dedication to the best of his abilities.



**Explanation:** An Employee, who, among other acts, habitually fails to perform a task assigned to him within the time set for the purpose and with the quality of performance expected of him, shall be deemed to be lacking in devotion to duty for the purpose of sub-rule (1) and sub-rule (3).

- (m) Draw the attention of superior officers to the fact that any proposed course of action is contrary to any rule or law or is at variance with the policies of the Government or there is a lapse of procedure in a given case, at any stage;
  - (n) Make every effort to acquire professional knowledge and experience required for achieving excellence in his duties and endeavour to update the knowledge of his field and prepare himself for advanced methods of Office Administration; and
  - (o) Avoid dilatory tactics in official dealings with the public or wilfully cause delays in disposal of the work assigned to him/her with malafide intentions.
6. (a) No Employee shall, in the performance of his official duties or in the exercise of powers conferred on him, act otherwise than in his own best judgment to be true and correct except when he is acting under the direction of his official superior;
- (b) The direction of the official superior shall ordinarily be in writing. Where the issue of oral direction becomes unavoidable, in view of urgency the official superior shall, either *suo motu* or on a request from the subordinate Employee concerned, confirm it in writing immediately thereafter; and
- (c) A employee who has received oral direction from his official superior shall seek confirmation of the same in writing as early as possible and in such a case, it shall be the duty of the official superior to confirm the direction in writing.

**Explanation-** Nothing in clause (c) of sub-rule (6) shall be construed as empowering the Employee to evade his responsibilities by seeking instruction from or approval of a superior officer or authority when such instructions are not necessary under the scheme of distribution and delegation of powers and responsibilities.

7. Punctuality in attendance- Every Employee shall attend the office in time and devote maximum time towards performance of his official duties and in the exigencies of service and on the instruction of higher authorities shall work in excess of office hours.
8. Every Employee shall at the time of his entry into University service, make an oath as per the Karnataka Civil Service Rules.



## **5. TAKING PART IN POLITICS AND ELECTIONS**

1. No Employee shall be a member of, or be otherwise associated with, any political party or any organization which takes part in politics nor shall he take part in, subscribe in aid of, or assist in any other manner, any political movement or activity.
2. It shall be the duty of every Employee to endeavour to prevent any member of his family from taking part in, subscribing in aid of or assisting in any other manner, any movement or activity which is, or tends directly or indirectly to be, subversive of the University as by law established and where a Employee is unable to prevent a member of his family from taking part in, or subscribing in aid of or assisting in any other manner, any such movement or activity, he shall make a report to that effect to the University.
3. If any question arises whether a party is a political party or whether any organization takes part in politics or whether any movement or activity falls within the scope of Guidelines 5 (2), the decision of the Vice-chancellor thereon shall be final.
4. No Employee shall canvas or otherwise interfere with or use his influence in connection with or take part in, an election to Parliament or any house of the State Legislature or any local Authority, Provided that,-
  - i.. An employee qualified to vote at any such election may exercise his right to vote, but where he does so, he shall give no indication of the manner he proposes to vote or has voted or to whom he proposed to vote or voted.
  - ii. An employee shall not be deemed to have contravened the provisions of these sub-Guidelines by reason only that he assists in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force.

**Explanation:** The display by an employee on his body, vehicle or residence or in social media of any electoral symbol shall amount to using his influence in connection with an election within the meaning of this sub-Guidelines.

## **6. CONTESTING ELECTION TO SPORTS BODIES ETC**

While contesting an elective office in any sports association and activities relating to such sports activities, an employee shall abide by instructions issued in this behalf by the University.

## **7. JOINING OF ASSOCIATION BY AN EMPLOYEE**

No Employee shall join, or continue to be a member of an association, the objects or activities of which are prejudicial to the interest of the sovereignty and integrity of India or public order or morality.



## **8. LEAVING JURISDICTION AND PRIVATE FOREIGN TOURS**

1. No Employee while on leave or otherwise, except in cases of urgency save as a part of his official duties leave the jurisdiction of the place of his duty or headquarters without intimation or permission of the authority competent to sanction leave.
2. No Employee shall undertake private foreign tour without getting prior permission from the competent authority. Such request shall be considered as per the rules and instructions governing the sanction of such private foreign tours.

## **9. DEMONSTRATION AND STRIKES**

No employee of the University shall-

1. Engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India, the security of the State, friendly relations with a foreign State, public order, decency or morality, or which involves contempt of court, defamation or incitement to an offence; or
2. Resort to, or in any way instigate, incite or abet, any form of strike by any number of Employees.

**Explanation:** For the purpose of this rule, “Strike” means a cessation or slowing down of work (including any unauthorized absence from duty) by a body of University employees acting in combination or a concerted refusal or a refusal under a common understanding, of any number of University employees to work.

## **10. CONNECTION WITH PRESS, RADIO OR TELEVISION, PARTICIPATING IN PERFORMING ARTS OR MASS MEDIAS OF ANYKIND OR PUBLICATION OF BOOKS, ARTICLES ETC**

1. No employee shall, except with the previous sanction of the Government, own wholly or in part, or conduct or participate in the Editing or Management of any News Papers or other Periodical Publication.
2. No Employee shall, except with the previous sanction of the competent authority or except in the bona-fide discharge of his duties,-
  - (a) publish a book himself or through a publisher, or contribute an article to a book or a compilation of articles, or
  - (b) participate in a Radio Broadcast, film or television serials or contribute to an article or write a letter to a newspaper or periodical either in his own name or anonymously or pseudonymously or in the name of any other person;  
Provided that no such sanction shall be required-
    - (i) If such publication is through a publisher and is of a purely literary, artistic or scientific Character; or
    - (ii) If such broadcast, telecast, film or Writing is of a purely literary, Artistic or Scientific Character.



Provided further that, an employee, without sanction of the the University may engage himself occasionally in artistic, literary, scientific and other such cultural or academic activities having no commercial gain provided that his duties are not affected by such activities.

- 3. Authorship of a Text-Book for use in Recognized Schools:** No Employee who is a member of the text book committee shall write or edit any of the text books for use in a recognized school during his membership of the committee.

## **11. CRITICISM OF THE POLICY OR ACTION OF UNIVERSITY OR ANY OTHER STATE GOVERNMENT OR CENTRAL GOVERNMENT**

1. No Employee shall, in any radio broadcast or television programme or communication over any public media or in any document published in his own name or anonymously, pseudonymously or in the name of any other person in any communication to the press or in any public utterance, make any statement of fact or opinion,-

- (i) which has the effect of an adverse criticism of any current or recent policy or action of the University, Central Government or of any other State Government;

Provided that nothing contained in this clause shall apply to bona-fide expression of views by any Employee as an office bearer of a recognized association of such Employee for the purposes of safeguarding the conditions of service of such Employees or for securing an improvement thereof;

- (ii) which is capable of embarrassing the relations between the University, the Central Government or the Government of any other State or foreign state:

Provided that, nothing in this rule shall apply to any statement made or views expressed by an Employee in his official capacity or in the due performance of the duties assigned to him.

## **12. EVIDENCE BEFORE COMMITTEE OR ANY OTHER AUTHORITY**

1. Save as provided in sub-Guidelines (3), no Employee shall, except with the previous sanction of the The University, give evidence in connection with any enquiry conducted by any person, committee or authority.
2. Where any sanction has been accorded under sub-rule (1), no Employee giving such evidence shall criticize the policy or any action of the University, the Central Government or of any other State Government.
3. Nothing in this rule shall apply to.-
- Evidence given to an enquiry before an authority appointed by the University, the Central Government, Parliament or a State Legislature; or
  - Evidence given in any judicial enquiry; or
  - Evidence given at any departmental enquiry ordered by the University, Central Government or any other State Government.





4. No Employee who has given evidence referred in sub-Guidelines (3), shall give publicity to such evidence.

### **13. COMMUNICATION OF OFFICIAL INFORMATION**

Every Employee shall, in performance of his duties in good faith, communicate information to a person in accordance with the provisions of the Right to Information Act, 2005 (Central Act 22 of 2005) and the rules made there under:

Provided that, no Employee shall, except in accordance with any general or special orders of the University or in performance in good faith of the duties assigned to him, communicate, directly or indirectly by any means including electronic means, any official document or any part thereof or classified information to any Employee or any other person to whom he is not authorized to communicate such document or classified information.

### **14. SUBSCRIPTION**

No Employee shall except with the previous sanction of the University, ask for or accept contributions to, or otherwise associate himself with the raising of any funds or other collections in cash or in kind in pursuance of any object whatsoever.

Provided that registered service associations may collect subscription, which shall be voluntary.

### **15. GIFTS**

1. Save as otherwise provided in these rules, no Employee shall accept, or permit any member of his family, or any other person acting on his behalf to accept any gift.

**Explanation-** The expression gift shall include free transport, boarding, lodging or other service or any other pecuniary advantage when provided by any person other than a near relative or personal friend having no official dealing with the Employee.

**Note I:** A casual meal, lift or other local hospitality shall not be deemed to be a gift.

**Note II:** An Employee shall avoid accepting lavish hospitality or frequent hospitality from any individual having official dealings with him or from industrial or commercial firms or organizations.

2. On the occasions, such as weddings, anniversaries, funerals or religious functions, when the making of a gift is in conformity with the prevailing religious or social practice, an Employee may accept a gift from any of his near relatives but he shall make a report to the the University if the value of such a gift exceeds the monthly basic salary of the Employee.
3. On such occasions as are specified in sub-Guidelines (2), an Employee may accept gifts from his personal friends having no official dealings with him but he shall make a report to the the University if the value of any such gift exceeds one half of the monthly basic salary of the Employee



4. In any other case, an Employee shall not accept or permit any member of his family or any other person acting on his behalf to accept any gift without the sanction of the University if the value thereof exceeds one-fourth of the monthly basic salary of the Employee.
5. If any question arises as to whether any gift is one which can be accepted without the permission of the University or if an Employee is in any doubt as to whether a gift offered to him is one which can be accepted without the permission of the University, a reference shall be made to the University and the decision of the Vice-chancellor thereon shall be final.

#### **16. DOWRY**

No Employee shall,-

1. Give or take or abet the giving or taking of dowry; or
2. Demand, directly or indirectly, from the parents or guardian of a bride or bridegroom, as the case may be, any dowry.

**Explanation-** For the purposes of this rule dowry has the same meaning as in the Dowry Prohibition Act, 1961 (Central Act 28 of 1961).

#### **17. PUBLIC DEMONSTRATION IN HONOUR OF EMPLOYEES**

No Employee shall except with the previous sanction of the University, receive any complimentary or valedictory address or accept any testimonial or attend any meeting or entertainment held in his honour, or in the honour of any other Employee;

Provided that nothing in this rule shall apply to:-

1. Farewell entertainment of a substantially private and informal character held in honour of an Employee or any other Employee on the occasion of his retirement or transfer or any person who has quit the service of any Government; or
2. The acceptance of simple and inexpensive entertainment arranged by the public bodies or institutions.

**Note:** Exercise of pressure or influence of any sort on any Employee to induce him to subscribe towards any farewell entertainment even if it is of a substantially private or informal character is prohibited.

#### **18. PRIVATE TRADE OR EMPLOYMENT**

- (1) No Employee shall except with the previous sanction of the University engage directly or indirectly in any trade or business or negotiate for, or undertake, any other employment:

Provided that, an Employee may without such sanction, undertake honorary work of a social or charitable nature or occasional work of a literary, artistic, or scientific character subject to the following conditions, namely:-

- (a) He shall within a period of one month of his undertaking any such work, report to the University giving full details;



- (b) His official duties do not thereby suffer, and
- (c) He shall discontinue any such work, if so directed by the University.

Provided further that, if the undertaking of any such work involves holding of an elective office, he shall not seek election to any such office without the previous sanction of the University.

**Explanation I:** Canvassing by an Employee for a candidate or candidates for an elective office referred to in the second proviso shall be deemed to be a breach of this sub-rule.

**Explanation II:** Canvassing by an Employee in support of the business or insurance agency or commission agency, owned or managed by his or her spouse or any other member of his family shall be deemed to be a breach of this sub-Guidelines.

- (2) Every Employee shall report to the University if any member of his family is engaged in a trade or business or owns or manages an insurance agency or commission agency.
- (3) No Employee shall without the previous sanction of the University except in the discharge of his official duties take part in the registration, promotion or management of any bank or other company which is required to be registered under the Companies Act, 1956 (Central Act 1 of 1956) or any other law for the time being in force or any cooperative society for commercial purposes:  
Provided that, a Employee may take part in the registration, promotion or management of a co-operative society substantially for the benefit of Employees, registered or deemed to be registered under the Karnataka Co-operative Societies Act, 1959 (Karnataka Act 11 of 1959) or of a literary, scientific, or charitable society registered or deemed to be registered under the Karnataka Societies Registration Act, 1960 (Karnataka Act 17 of 1960).
- (4) No Employee shall accept any fee for any work done by him for any public body or any private person without the general or special sanction of the University.

## **19. RESTRICTION ON PRIVATE WORK/ASSIGNMENT OUTSIDE THE OFFICE DUTIES**

- 1. Participation in Private Establishments etc. by Employees holding various teaching and non-teaching posts of Doctors: An Employee holding any of the teaching and non-teaching posts of doctors / medical officers shall not maintain or have financial interest in any private nursing home, hospital, diagnostic laboratory, pharmacy or related establishments. Nor shall he habitually accommodate paying patients in his own residence for more than 24 hours. He may, however, treat patients in a private nursing home / hospital outside duty hours provided that the nursing home/hospital is not reserved for the admission of his own cases and allows the admission of patients of any other registered medical practitioner.



2. No teaching staff of any designation or in any capacity shall establish or have a financial interest in a private tutorial by whatever name by himself or in the name of another person or body for imparting tuitions for any educational/ professional classes on commercial basis or impart tuition in such tutorials for commercial gains.
3. No Employee working in any post requiring professional or technical skills shall utilize his professional or technical skills for any private purpose for financial gain or commercial motive unless permitted by the University.

## **20. OBSERVING CANONS OF FINANCIAL PROPRIETY IN EXPENDITURE OF PUBLIC MONEY AND PROPER USE OF AMENITIES ETC**

1. Every Employee shall exercise the same vigilance in respect of expenditure incurred from Government money and resources as a person of ordinary prudence would exercise in respect of the expenditure of his own money;
2. No Employee shall exercise his powers of sanctioning expenditure to pass an order which will be directly or indirectly to his own advantage;
3. University revenues shall not be utilised for the benefit of a particular person or section of the community unless,-
  - (a) A claim for the amount could be enforced in a court of law, or
  - (b) The expenditure is in pursuance of a recognised policy or custom;
4. No Employee shall sanction any expenditure which is likely to involve at a later date expenditure beyond his own powers of sanction;
5. The amount of allowances, such as travelling allowances, granted to meet expenditure of a particular type, shall be so regulated that the allowances are not on the whole sources of profit to the recipients;
6. It is the duty of every Employee not merely to observe complete integrity in financial matters, but also to be constantly watchful to see that the best possible value is obtained for all public funds spent by him or under his control and to guard scrupulously against every kind of wasteful expenditure from public funds.
7. No Employee shall misuse, misappropriate or carelessly use or make use for private purposes the amenities provided to him by the University to facilitate the discharge of his duties.
8. No Employee shall sub-let, lease or otherwise allow occupation by any person, of University accommodation which has been allotted to him.
9. No Employee shall claim the amount for facilities which he has not actually utilized.

## **21. USE OF SERVICES WITHOUT PAYMENT**

No Employee shall, without making due and adequate payment, avail himself of any service or entertainment for which a hire or price or admission fee is charged.



## **22. INVESTMENT, LENDING AND BORROWING**

1. No Employee shall speculate in any stock, share or other investment.  
Explanation- Frequent purchase or sale or both, of shares, securities or other investments shall be deemed to be speculation within the meaning of this sub-Guidelines.
2. No Employee shall make or permit any member of his family or any person acting on his behalf to make any investment which is likely to embarrass or influence him in the discharge of his official duties.
3. If any question arises whether any transaction is of the nature referred in sub-Guidelines (1) or sub-Guidelines (2), it shall be referred to the Vice-chancellor whose decision thereon shall be final.
4.
  - (a) No Employee shall except with the previous sanction of the University and save in the ordinary course of business with a bank or a firm of standing duly authorised to conduct banking business either himself or through any member of his family or any other person acting on his behalf,-
  - (b) lend or borrow or deposit money as principal or agent, to, or from, or with any person or firm or private limited company within the local limits of his authority or with whom he is likely to have official dealings, or otherwise place himself under any pecuniary obligation to such person, or firm or private limited company; and
  - (c) lend money to any person for interest or in a manner whereby return in money or in kind is charged or paid:  
Provided that, an Employee may give to, or accept from a relative or personal friend, a purely temporary loan of an amount not exceeding his six months emoluments free of interest or operate a credit account with a bona-fide tradesman or make an advance of pay to his private employee:  
Provided further that, nothing in this sub-Guidelines shall apply in respect of any transaction entered into by an Employee, with the previous sanction of the University.
  - (d) When an Employee is appointed or transferred to post of such nature as would involve him in the breach of any of the provisions of sub-stature (2) or sub-Guidelines (4), he shall forthwith report the circumstances to University and shall thereafter act in accordance with such order as maybe made by the University.

## **23. INSOLVENCY AND HABITUAL INDEBTEDNESS**

An Employee shall so manage his private affairs as to avoid habitual indebtedness or insolvency. A Employee against whom any legal proceedings is instituted for the recovery of any debt due from him or for adjudging him as an insolvent shall forthwith report the full facts of the legal proceedings to the University.



**Note-** The burden of proving that the insolvency or indebtedness was the result of circumstances which with the exercise of ordinary diligence, the Employee could not have foreseen, or over which he had no control and had not proceeded from extravagant or dissipated habits, shall be upon the Employee .

**Explanation-** If a Employee is adjudged or declared insolvent or has incurred debts aggregating a sum which in ordinary circumstances he could not repay within a period of two years or if a part of his salary is frequently attached for debt or has been continuously so attached for a period of two years, or is attached for a sum which in ordinary circumstances he could not repay within a period of two years, he shall be presumed to have contravened this rule.

#### **24. MOVABLE, IMMOVABLE AND VALUABLE PROPERTY**

1. Every Employee on his first appointment to any service or post, shall submit a return of his movable and immovable assets in the prescribed proforma giving full details regarding the immovable property inherited, owned, acquired or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person along with supporting documents within three months.
2. Thereafter every Employee shall at the interval of every twelve months ending on 31st December submit an annual return of his assets and liabilities and of all members of his family in such form as maybe specified by the University giving full particulars regarding-
  - (a) the immovable property inherited by him or any member of his family or owned or acquired by him or any member of his family on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other persons;
  - (b) shares, debentures, postal Cumulative Time Deposits and cash including bank deposits inherited by him or any member or his family or similarly owned, acquired or held by him or any member of his family;
  - (c) other movable property inherited by him or any member of his family or similarly owned, acquired or held by him or any member of his family; or if the value of movable property exceeds the present basic pay of post held by the Employee .
  - (d) debts or other liabilities incurred by him or any member of his family directly or indirectly.

**Note:** In all returns the value of items of movable worth less than rupees ten thousand may be added and shown as a lump sum. The value of articles of daily use as clothes, utensils, crockery or books need not be included in such return.

3. No Employee or any member of his family shall, except with the previous knowledge of the The University, acquire or dispose of any immovable property



by lease, mortgage, purchase, sale, gift or otherwise either in his own name or in the name of any member of his family:

Provided that where a Employee , for valid reasons acquires or disposes any immovable property without previous knowledge the University, shall report such transaction to the University within two months after such transaction with details and supporting documents along with reasons. The University, if it is satisfied with the reasons given by the Employee are acceptable, may after examination of the documents and details submitted by the Employee, may make a note accepting such transaction post-fact.

Provided further, that the previous sanction of the University shall be obtained by the Employee if any such transaction is with a person having official dealing with the Employee :

Provided further that, nothing in this sub-rule shall apply to the transactions entered into by a member of the family of the Employee out of his or her own funds (including Gifts, inheritance, etc.,) as distinct from the funds of the Employee himself, in his own name and in his own right.

4. Every Employee shall report to the University every transaction concerning movable property owned or held by him or any member of his family either in his own name or in the name of a member of his family, if the value of such property exceeds the monthly basic salary of the Employee :

Provided that, the previous sanction of the University shall be obtained if any such transaction is with a person having official dealings with the Employee:

Provided further that, nothing in this sub-rule shall apply to the transactions entered into by a member of the family of the Employee out of his own funds (including gifts, inheritance etc.,) as distinct from the funds of the Employee himself, in his own name and in his own right.

5. Every Employee shall report to the The University transaction concerning cash received by him or by any member of his family from sources other than the Employee 's salary and allowances, insurance or provident fund, if such cash exceeds the monthly basic salary of the Employee .
6. Notwithstanding anything contained in sub-Guidelines (1), the University may, at any time, by general or special order, require a Employee to furnish, within a period specified in the order, a full and complete statement of such movable or immovable property held or acquired by him or any member of his family or on his behalf or by any member of his family as may be specified in the order. Such statement shall, if so required by the University, include the details of the means by which, or the source from which such property was acquired.



**Explanation:** For the purpose of this Guidelines-

- (a) “Lease” means, except where it is obtained from or granted to, a person having official dealings with the Employee, a lease of immovable property from year to year or for any term exceeding one year or reserving yearly rent.
- (b) The expression “movable property” includes,-
  - (i) Jewellery, insurance policies, provident fund, share, securities, postal Cumulative Term Deposits and debentures;
  - (ii) Loans advanced by such Employees whether secured or not;
  - (iii) “Motor vehicles” or “vehicles” as defined in the Motor Vehicles Act, 1988 (Central Act 59 of 1988) or any other means of conveyance, and;
  - (iv) Refrigerators, television sets, and electronic devices such as mobile phones, laptops, computers, audio-visual devices etc.,

## **25. RESTRICTIONS IN RELATION TO ACQUISITION AND DISPOSAL OF IMMOVABLE PROPERTY OUTSIDE INDIA AND TRANSACTIONS WITH FOREIGNERS, ETC**

Notwithstanding anything contained in sub-Guidelines (2) of Guidelines 24, no Employee shall, except with the previous sanction of the University-

1. acquire, by purchase, mortgage, lease, gift or otherwise, either in his own name or in the name of any member of his family, any immovable property situated outside India;
2. dispose off by sale, mortgage, gift or otherwise, or grant any lease in respect of any immovable property situated outside India which was acquired or is held by him either in his own name or in the name of any member of his family; and
3. enter into any transaction with any foreigner, foreign Government, foreign organization or concern -
  - (a) for the acquisition by purchase, mortgage, gift or otherwise either in his own name or in the name of any member of his family, of any immovable property; and
  - (b) for the disposal by sale, mortgage, gift or otherwise or the grant of any lease in respect of any immovable property which was acquired or is held by him either in his own name or in the name of any member of his family.

## **26. VINDICATION OF ACTS AND CHARACTER OF EMPLOYEES**

1. No Employee shall, except with the previous sanction of the University have recourse to any court or to the press for the vindication of any official act, which has been the subject matter of adverse criticism or an attack of a defamatory character.
2. Nothing in this rule shall be deemed to prohibit a Employee from vindicating his private character or any act done by him in his private capacity and where an





action for vindicating his private character or any act done by him in private capacity is taken. The Employee shall submit a report to the University regarding such action.

**Explanation:** This Guidelines shall not apply to a case where an Employee files a writ petition before a competent court or a writ petition before the Hon'ble High Court of Karnataka, seeking enforcement of his rights under the rules regulating conditions of service.

## **27. GUARDIANSHIP OF MINORS**

An Employee may not without the previous sanction of the University, act as a legal guardian of the person or property of a minor other than his dependent.

**Explanation:** A dependent for the purpose of this Guidelines means an Employee's wife, children and step Children and Grand Children and shall also include his Sisters, brothers, nephews and nieces if residing with him and wholly dependent upon him.

## **28. CANVASSING OF NON-OFFICIAL OR OTHER INFLUENCE**

No Employee shall bring or attempt to bring any political or other influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the University.

## **29. PERSONAL REPRESENTATIONS OF THE EMPLOYEE**

1. Any representation by an Employee shall only be made through proper channel, and whenever it is addressed to the Registrar, the advance copy shall only be submitted to the P.A., to the Vice-chancellor but not to the Government, Ministers or MLAs.
2. An Employee may submit his representation to his immediate higher authority for consideration. If his representation is not considered by his immediate authority or endorsement is not given to him within two months, he may submit his representation to the next higher authority.
3. No repeated representation shall be submitted when his representation is under consideration or an endorsement is already given or a decision on his representation has already been taken.

## **30. RESTRICTIONS REGARDING MARRIAGE**

Notwithstanding anything permissible under personal law for time being applicable to an Employee

1. No Employee shall enter into, or contract a marriage with a person having a living wife or husband
2. No Employee having a living wife or husband, shall enter into or contract a marriage with any person:

Provided that the University may permit a Employee to enter into or contract, any such marriage as is referred in sub-Guidelines (1) or sub-Guidelines (2) if it



is satisfied that- there are sufficient and valid grounds for so doing and which is legally permissible.

3. An Employee who has married or marries a person other than of Indian nationality shall forthwith intimate the fact to the University.

### **31. CONSUMPTION OF INTOXICATING DRINKS AND DRUGS**

A Employee shall,-

1. Strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being;
2. Not be under the influence of any intoxicating drink or drug during the course of his official duty and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of such drink or drug.
3. Refrain from consuming any intoxicating drink or drug in a public place.
4. Not appear in a public place in a state of intoxication; and
5. Not habitually use any intoxicating drink or drug to excess.

**Explanation:** For the purpose of this Guidelines, ‘public place’ means any place or premises (including a conveyance) to which the public have or are permitted to have, access, whether on payment or otherwise; but does not include the premises licensed by the University.

### **32. ENGAGING THE MINOR TO WORK**

1. No Employee shall employ any child below the age of eighteen years to work for domestic help or for his official use.
2. Breach of sub-Guidelines (1), by any Employee shall amount to a grave misconduct.

### **33. PROHIBITION OF SEXUAL HARASSMENT**

No Employee shall indulge in any act of sexual harassment of any woman in work place or in any other place.

**Explanation:** For the purpose of this Guidelines, “Sexual harassment” includes such unwelcome sexually determined (whether directly or by implication) behavior as;

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography; or
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

### **34. TAKING CARE OF HUSBAND/WIFE, CHILDREN AND PARENTS**

1. No Employee shall neglect taking care of the basic necessities, such as food, clothing, shelter and education, of his or her husband and wife and children.
2. No Employee shall neglect taking care of his parents.



**35. PURSUANCE OF HIGHER STUDIES**

Unless expressly provided otherwise, no Employee shall pursue Higher Studies without prior permission from the University. Such request shall be considered in the light of rules, instructions and guidelines issued in this behalf.

**36. INTERPRETATION**

If any question arises relating to the interpretation of these Guidelines, it shall be referred to the Vice-chancellor whose decision thereon shall be final.

**37. APPLICATION OF OTHER GUIDELINES**

All other Guidelines regulating the conditions of service of the employees of Kuvempu University which are made or deemed to have been made under the Karnataka State Civil Services in so far as they are not inconsistent with the provisions of these Guidelines shall be applicable to the persons appointed in the University.

**38. REMOVAL OF DIFFICULTIES**

In case of any difficulties arising in the implementation of the Guidelines, the Vice-Chancellor of the University is competent to take such decision as he/she may deem fit on the merits of each case.

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**Jnanasahyadri Campus, Shankaraghatta  
Shivamogga-577 451, Karnataka**

## Student Handbook



**2024**

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**Dear Student,**

Welcome to Kuvempu University! The purpose of this handbook is to offer you a glimpse of the university, the layout of the campus and facilities, and a diversity of courses offered. We are situated at the edge of a rich, but sensitive biodiversity forest. Thus, it is very important that we follow certain norms as to the way in which we conduct ourselves and the things we need to be sensitive about during our stay on this 'precious, campus.

**Prof. Sharath Ananthamurthy**

Vice- Chancellor.



## **THE UNIVERSITY**

The University, is named after the poet laureate and literary icon Kuppalli Venkatappa Puttappa (KUVEMPU), also the first to win the Jnanapeetha Award for Kannada. Kuvempu's unwavering commitment towards inculcating in all citizens a holistic view of life and the world and his advocacy of the Universal Brotherhood of man are the "foundations" on which Kuvempu University is built. He is revered for his proposing the five guiding principles for mankind – Manujamatha (The religion of humanity), Vishwapatha (Universal Path), Sarvodaya (The welfare of all), Samanvaya (Reconciliation) and Poornadrusti (Integral Vision). Kuvempu University is a State University established in 1987 by the act of the Karnataka State Legislature through an amendment No.28/1976 dated 29 January 1989 under the Karnataka State Universities Act 1976. It has 35 Post-Graduate Departments of Studies in the Faculty of Arts, Commerce, Law, Science and Education. The University has 84 affiliated colleges and 03 constituent colleges, and one directly administered college under its jurisdiction that is spread over 2 districts- Shimoga and Chikkamagaluru. It also has two post-graduate centres, one each at Kadur and Chikkamagaluru. The campus has a vibrant and exciting atmosphere with seminars, symposia, special lectures and workshops around the year. Each programme of studies has updated its syllabus from time to time keeping in mind the ever-changing needs of society. Research in the university is marked by its innovativeness, originality and contemporaneity.

## **CORE VALUES AND MISSION**

### **Core Values of the University**

Global Outlook - Regional Focus

Commitment to Equity and Social Justice

Conservation of Natural Resources and Cultural Heritage

Humanism and Holistic View

### **Vision & Mission of the University**

**Vision:** Kuvempu University shall strive to become an International Centre of Excellence in teaching and research to provide high quality value-based education to all through various modes to meet the global challenges

**Mission:** To foster creativity in teaching, learning and research to build a knowledge base and promote quality initiatives. To provide access to education for all. Develop human resources to meet the needs of society

## **OUR CAMPUSES**

Jnana Sahyadri, the main campus of Kuvempu University is located at Shankaraghatta at 28 kms from Shimoga town and 18 km from Bhadravathi. The campus is only 2 kms away from the magnificent Bhadra Reservoir of the river Bhadra. The main buildings of the University have been constructed on a small hillock, and blend naturally with the landscape.



The entire campus, located by the foothills of the Western Ghats, is spread across an area of 230 acres, The region has salubrious climate throughout the year and is pollution-free.

Post graduate centre at Kadur - With the objective of providing higher education to rural youth, Kuvempu University established a Post-graduate Centre at Basavanagara, Kadur. It is spread over 65 acres near Shivamogga-Bengaluru highway and 7 kms away from Kadur town. Four courses are offered here; M. Com, MA Economics, M.Sc. Chemistry and M.Sc. Pharmaceutical Chemistry. It has separate hostels for boys and girls.

Post Graduate centre at Chikkamagalur - To further promote the motto, “Quality Education for all” and to encourage rural students in seeking admission to Postgraduate programmes, University has started one more centre at Chikkamagaluru. Four courses are offered here: M. Com, MA Kannada, M.A. Political Science and M.Sc. Mathematics.

## OVERVIEW OF DEPARTMENTS AND ACADEMIC PROGRAMMES

The academic programmes are organized around schools with the PG departments being divided into 9 schools. The department profile and contact details of the respective chairman can be found in the university website.

<i>School of Languages:</i>	
<u>NAME OF THE PG DEPARTMENT</u>	<u>PROGRAMS OFFERED</u>
Kannada Bharathi	MA and PhD
English	MA and PhD
Hindi	MA and PhD
Urdu	MA and PhD
Sanskrit (Located at Sahyadri college campus, Shimoga)	MA and PhD
<i>School of Social Sciences:</i>	
Sociology	MA and PhD
Political Science	MA and PhD
History and Archaeology	MA and PhD
Social work	MA and PhD
Journalism and Mass communication	MA and PhD
Economics	MA and PhD





<b>School of Business Studies:</b>	
Commerce (at Main campus, PG center Kadur and Chikkamagalur)	MCom and PhD
Business Administration	MBA MBA (HRM) and PhD
Tourism Administration	MTA and PhD
<b>School of Physical Sciences:</b>	
Mathematics	MSc and PhD
Computer Science	MSc and PhD
Computer Applications	MSc and PhD
Physics	MSc and PhD
Electronics	MSc and PhD
Library and Information Science	MSc and PhD
<b>School of Chemical Sciences:</b>	
Chemistry (At Main Campus and PG center, Kadur)	MSc and PhD
Industrial Chemistry	MSc and PhD
Biochemistry	MSc and PhD
Pharmaceutical Chemistry (At PG Center, Kadur)	MSc and PhD
Food Technology	MSc and PhD
<b>School of BioSciences:</b>	
Applied Botany	MSc and PhD
Applied Zoology	MSc and PhD
Microbiology	MSc and PhD
Wildlife management	MSc and PhD
Clinical Psychology	MSc and PhD
<b>School of Earth Resources &amp; Environmental Science:</b>	
Environmental Science	MSc and PhD
Applied Geology	MSc in MRSA, ESRM and PhD
<b>School of Education:</b>	
Education	M.Ed and PhD
Physical Education	B.P.Ed and M. P. Ed



### **Other Programmes:**

The University offers PG Diploma in YOGA. The students are encouraged to take the special mandatory credit courses like Computer and Soft skills, Language and communication skills and Art of Living.

## **STUDENT AMENITIES**

### **Library**

The Library is housed in a modern and well-equipped building with excellent infrastructure, facilities for reading, borrowing and reference to the students, teachers and research scholars of all Departments. The library has kept pace with modernization by adopting appropriate information and communication technology. The library serves its users with traditional print sources such as books, reference sources, journals, magazines, reports, theses, dissertations, etc. It provides access to online resources such as e-journals, e-database, and e-portals. The library has access to more than 7000 e-resources under the eShodhsindhu programme of the UGC- Inflibnet Centre.

**Green Library:** The University offers a unique green experience of browsing hundreds of books and journals and other resources through Wi-Fi, to students amidst the lush green environs. The green library, established in a cool, calm, serene bamboo forest is surrounded by trees and creepers and occasionally filled with music of bird calls!!

### **Language Laboratory**

To train the students in English for communication, a fully computerized modern language lab has been established in the PG Department of English at the university.

### **Hostels**

There are four hostels for the post-graduate students on the main campus - two men's hostels and two women's hostels. Besides, there is a working women's hostel on the campus providing accommodation to students and research scholars. The hostel for students belonging to backward classes and minorities (established near the main campus by the Government of Karnataka) provides hostel facility exclusively for the post-graduate students of the university. Students are advised to apply for hostels immediately after admission (on the same day). At P. G. Centre, Kadur, there are two hostels for students.

### **Fitness Centre Sports**

The University pays due attention to Sports mainly through the Department of Physical Education. Inter-Collegiate Sports competitions among the affiliated and constituent colleges, are being regularly organized. The Director of Physical Education supervises collegiate sports activities. Sporting activities for the Post- Graduate students is organized by the P.G. Sports Secretary, and is under the supervision of the Director of Physical Education. The University has established a well-equipped Indoor Sports Complex which has facilities for various games such as Volley Ball, Basket Ball and Table Tennis. It houses modern multi gymnasium too. The indoor stadium has separate accommodation facilities for inmates.



There is an Indoor Gym with latest equipment available for students and faculty and the university maintains a sprint track next to the Chemical Sciences block.

### **Cafeteria and Bank and other amenities**

There is a well-furnished canteen on the campus. Snacks and vegetarian food are available to the students, employees and visitors.

There is also a branch of the State Bank of India in the campus. The university also hosts a post office, a refreshment point.

The campus has a bookstall situated in the first floor just besides the cafeteria in student's multiutility building. The bookstall caters to all the books and stationery requirements of the students.

The university has a health center with an ambulance and dedicated staff and attendants.

### **Museums**

Kuvempu University has four important museums apart from subject specific museums at the department level. These museums have unique and rare artifacts. A visit to the museums is indeed a valuable and educational experience!

#### **Keladi Museum & Historical Research Bureau, located at Keladi:**

The Keladi Museum houses a unique collection of manuscripts, sculptures and paintings. Created through the untiring efforts of the Epigraphist and Historian Sri Keladi Gunda Jois in 1960, it was later handed over to Kuvempu University by the State Government to Kuvempu University for further development. The museum houses about 2500 palm leaf manuscripts, more than 2000 paper manuscripts (written in Kannada, Sanskrit and Telugu) and four hundred palm leaf manuscripts in Tigalari. The reference library of the Museum contains material relating to history of Keladi, neighboring States and Indian history, art & archaeology. In addition, the library possesses old periodicals, journals and other research materials. Keladi Museum has a publishing wing, research centre and it provides facilities to research scholars. This museum is 8 Kms away from Sagara town.

1. History & Archeology Museum, located in the main Campus:  
This museum has many rare artifacts pertinent to early human settlements, local history and culture. All these artifacts are registered.
2. Dr. B. R. Ambedkar Museum, located in the main Campus:  
This museum is located in the Basava Sabha Bhavana auditorium complex and depicts the life history and achievements of Dr. B. R. Ambedkar.
3. Rock museum at Department of Geology, located in the main Campus:  
The Department of Geology houses a good collection of all types of rocks and minerals found in the Western Ghats



## **Prasaranga**

Prasaranga, the publication and extension wing of the University, plays a key role in disseminating knowledge and in building a bridge between the academic world and the society at large. Extension Lectures, Publication of Books and University Newsletters are among the varied activities of Prasaranga.

## **Directorate of Distance Education (DDE)**

To create and foster university-society relationship with the motto “Education for All”, the Directorate of Distance Education of the university has been offering under-graduate, post-graduate and P.G Diploma courses. Under open and distance learning and online learning mode. The objective is to take quality education to the doorsteps of the aspirants of higher education. The Directorate of Distance Education has catered to the educational needs of 7,23,632 students since its inception. Well equipped with supporting staff and academic faculty, it possesses modern facilities like IVRS and SMS information service. In addition to providing the study material in SIM mode, the timely online declarations of results are salient features of DDE. For more information visit the website .

**Note:** The distance education program is currently suspended on Govt. of Karnataka order, but will soon be revived.

## **International Student’s Centre**

This Centre facilitates overseas students in their pursuit of higher education and research in the University. The Centre offers counseling on the best courses available in the university, thus helping students choose and narrow down their area of study.

## **Women’s Study Centre**

A Women’s Studies Centre undertakes outreach and extension programmes aiming at empowering women students in the campus. The centre is empowered to assist women students in the campus, offer counseling programmes, conduct vocational training programmes for rural women, and ensure harmonious and enriching gender wellbeing in the campus through inculcating gender sensitivity. The Centre has been given the responsibility to offer academic programmes in gender studies.

## **Health Centre**

The University has a well-equipped primary Health Centre with male and female doctors and who are assisted by adequate staff. The Centre has both an out- patient and in-patient facility. It has separate male and female wards for in-patients. In addition to the preliminary diagnostic facilities, on-line ECG analysis with the expert medical advice of Narayana Hrudayalaya, Bangalore is provided. Recently, the university has launched ‘Cashless treatment’ programme for its employees at Fortis Hospital, Bangalore. Ambulance service is also available at the health centre.

## **Wi-fi Enabled Campus**

The University provides Wi-Fi internet network facility for all students and employees of the university in the entire campus.



### **CCTV Monitored Secure Campus**

With the objective of providing maximum security to students, entire campus is monitored through CCTV. Further, a dedicated group of security persons are employed to ensure safety and safeguard assets.

### **City Office**

The city office is located near the Sahyadri College, Shivamogga on the B.H By-pass road. Students' requirements like migration certificates, provisional degree certificates and other academic / examination related documents are issued to the students from this office also.

### **Guest House**

The Guest House is situated in an enchanting location. It is situated on a hillock with a view of backwaters of Bhadra Reservoir. It also provides an elegant view of the project area. It has air- conditioned rooms and excellent catering facilities. There is also an exclusive Lake View Guest House with suites.

### **Reprographic Centre**

The University has a reprographic facility at the student's multipurpose building inside the campus for all the xerox, binding and other reprographic needs of students.

### **Meeting/Conference Halls**

The university has various meeting/conference halls catering the needs based on size of the audience.

Prof. Gajendragad Hall at Chemical sciences block with seating capacity of 100 delegates

Prof. P. Venkataramaiah Hall at Library complex seating capacity of 80 delegates

Prof. S. P. Hiremath Hall at Examination block with seating capacity of 150 delegates

Basava Bhavan auditorium with seating capacity of 1000 delegates.

### **Open Air Auditorium.**

An auditorium of 150 student capacity is there at PG center, Kadur. All the halls are well furnished and has best acoustics for carrying academic events.

### **Fully Computerized Examination Branch**

The examination branch of the University is fully computerized. This has helped in maintaining transparency and fairness. It also facilitates timely, accurate and prompt declaration/announcement of results. The degree certificates carry a photograph of the student, a hologram and are laminated before issue. These serve as innovative security measures. The University has introduced the OMR answer sheets for Indian Constitution and Environmental studies being taught at UG level in the colleges.



## ADMISSION TO PG PROGRAMMES

### Applying to programmes:

Admission to all Post-graduate Courses / Post-graduate Diploma / Certificate Courses under Kuvempu University jurisdiction will be done only through UUCMS Portal where all the necessary information is available.

### Mode of Admission:

Admission of candidates depends upon the availability of seats in the order of merit in the respective reservation categories, strictly following the roster and the relevant rules relating to admission, fees and other details will be effective as prevailing at the time of admission.

There is a centralized system of admission for Post-Graduate Courses of Kuvempu University. Each Department will have an Admission Committee which verifies the applications and documents/certificates and prepares a consolidated merit list, in descending order of merit on the basis of the percentage of marks secured by the candidates in the qualifying examination (or entrance test or both). The above list/s will be announced on the University website. The lists will also be uploaded to the university website. No intimation will be sent to the candidates separately for their admission. Hence, the applicants are advised to see the University web site . Candidates shall personally appear for the admission with all original documents and certificates, prescribed fees and photographs. Applicants are required to report at the counselling centre of the Department concerned before 10.30 am on the date/ s of admission and remain throughout admission.

Admissions to various PG programmes and seat matrix are done in strict adherence to reservation policy of the Govt. of Karnataka.

### Fee Payment:

1. The fee shall be paid for the full year during the admission process. Mode of fee payment for new students is through online transfer or NEFT or whichever the mode prescribed by the university in accordance with UUCMS fee remittance policy
2. The fee structure is given in the university website and will be updated as and when the instructions are published in gazette by Govt. of Karnataka
3. Students are expected to pay the fee for the next higher class and to clear all their dues including fine for breakages or damages before collecting the admission ticket for exams.



## **FEE CONCESSION AND SCHOLARSHIPS**

1. The university offers fee concession in strict adherence to Orders/ Gazettes/ Notifications issued by Govt. of Karnataka from time to time to the eligible students.
2. The university has established BCM cell to facilitate the students in availing various scholarships to eligible students of PG as well as PhD programmes.
3. The cell circulates the notifications by Govt. of Karnataka as well as by Govt. of India funding agencies, intimates the target pool well in advance through circulars as well as social media handles. The cell also takes care of processing the application and submitting to concerned funding agencies. The cell also keeps a track of fellowship disbursement to eligible candidates.
4. The university also supports the PhD students by a monthly fellowship from the internal resources. A strict adherence to roster and financial code is maintained in such matters.

## **ACADEMICS AT KUVEMPU UNIVERSITY**

### **Choice Based Credit System (CBCS) – Excerpts from Regulations**

The Post Graduate Courses of Kuvempu University are governed by the Choice Based Credit System (CBCS) – Choice referring to the flexibility offered to the students for selecting a suitable combination of courses or papers and the Credit referring to the unit by which the teaching/course work is measured. CBCS is learner centred by eliciting active participation of teachers establishing close interaction between the teachers and the students that contributes towards quality of education.

#### **1. Structure of P. G. Programmes:**

There are four categories of courses viz., Hard Core Courses, Soft Core Courses, Elective Courses and Soft Skill Courses for every P. G Programme.

1. Hard- and Soft-Core Courses are the courses offered by the Department concerned. Each student shall compulsorily undertake project work leading to a Project Report. The credits for each Hard-Core Course ranges from 3 to 6 and that of Soft-Core Course, from 2 to 4.
2. Elective Courses are the courses offered by other Departments. Each elective course carries 2 weights. Students of all P. G Programmes shall select, study and successfully complete at least one Elective Course (out of a number of Elective Courses offered by other Departments, List of Elective Courses is given later) each in II and III Semesters earning at least four credits
3. Besides, there are three Soft Skill Courses viz., Communication Skills, Computer Skills and Life Skills. These Courses are offered by the Departments of Studies in English, Computer Science and Commerce respectively for the students of all Departments of P. G Studies. Each of these three courses carries one credit and there shall be no semester end examination for these courses. However, to



successfully complete the Master’s Degree every student must complete these courses earning three credits within the first two semesters.

**2. Continuous Assessment Programmes and Evaluation:**

Out of the total marks for each course, 25 marks are earmarked for Continuous Assessment (Internal Assessment) and the remaining 75 marks for the semester-end examination. Internal assessment marks are awarded on the basis of the following components.

Sl. No.	Continuous Assessment Programme	Maximum Marks
01	Two Session Tests (5 marks per test)	10
02	Seminar/Group Discussion (assessed on the basis of writing, comprehension, communication, articulation, and presentation skills)	5
03	Field Work and/or Assignments and	5
04	Regularity and Attendance	5

In the case of elective courses, each elective course carries a maximum of 50 marks comprising 40 marks for semester-end examination and 10 marks for internal assessment. In this case, internal assessment marks are awarded to the students based on a test (5 marks), assignment-cum-group discussion (2.5 marks), and regularity of the students in attending the classes (2.5 marks).

**3. Semester-end Examination and Evaluation:**

Semester-end examination of three-hour duration for 75 marks is conducted for each of Hard- and Soft-Core Courses. However, in the case of Elective Courses, the semester-end examination is for 40 marks for 1½ hours for each course. Project Reports and answer scripts of the semester-end examination are evaluated by two examiners (one internal and another external; however, under no circumstances a script/project report is valued only by two internal examiners).

The marks awarded to that answer script/project report is the average of these two evaluations. If the difference in the marks between two evaluations exceeds 20% of the maximum marks, such a script/project report is valued by a third external examiner. The marks awarded to that answer script or project report shall be the average of two nearer marks out of the three evaluations. In the fourth semester, the project report shall be evaluated for 75 marks by both internal and external examiners. And for the remaining 25 marks, project viva-voce examination shall be conducted by the Board of Examiners. For the purpose of evaluation, answer scripts are coded. There is also a provision for challenge valuation.





#### 4. Grading and Declaration of Result

1. Grade means an index of conversion of marks secured by a candidate after completing the prescribed credits and relevant examination in each course.
2. Grade and Credit Points are computed for each course considering the marks secured and the credits earned in each course. Grade Points are computed by dividing the marks secured by the candidate in each course by 10% of the maximum marks for that course. And Credit Points are determined by multiplying the Grade Points in each course by the credits of that course. Both the Grade Points and Credit Points shall be computed for each course in each semester
3. Grade Point Average (GPA) is computed and given to each candidate based on his/her semester performance. This is determined by dividing the sum of credit points earned by the student in all the courses of a semester by the total number of credits for which the candidate has taken examination in that semester
4. Cumulative Grade Point Average (CGPA) is computed for the whole academic programme considering the aggregate of Credit Points of all the semesters earned by the student and dividing this sum by the total credits of all the semesters
5. The CGPA obtained as above is the base for the determination of Grade and for the declaration of the result as follows.

CGPA	Result grade	Description of Result Grade
< 4.50 - 4.50 < 5.00	D	Fail
5.00 < 5.50	C	Pass
5.50 < 6.00	B	Second Class
6.00 < 6.50	B <sup>+</sup>	High Second Class
6.50 < 7.50	A	First Class
>7.50	A <sup>+</sup>	High First Class
	A <sup>++</sup>	First Class with Distinction

#### Issue of Certificates:

1. Applications for Bonafide, Tuition fee to avail education loan, Study certificate and Transfer Certificate can be obtained from the respective department on request. Duplicates will not normally be issued.
2. Convocation Certificate, Provisional pass certificate, Marks Card and other certificates will be issued to students who complete their programme within the normal programme period. A fee shall be paid by the student as prescribed by the university. Students who complete the programme after the normal period should apply for these certificates separately. The time taken for the issue of said certificates will be strictly in line with SAKALA scheme of Govt. of Karnataka.



## **CAMPUS CULTURE AND REGULATIONS**

### **General Regulations:**

1. The working day is divided into two sessions, the forenoon session and afternoon session. Attendance is marked at the commencement of each period.
2. Every student must have the prescribed laboratory records and dissecting instruments etc.
3. Use of internet by the students on the campus is expected to be for their academic enrichment only after registration at University Central Computational Facility (UCCF), Sharing of login password with others is Strictly prohibited and the user shall take the full responsibility of internet traffic from his/her registered device.
4. Tests are held periodically in every subject for their continuous evaluation.
5. Students must not join any club or society or involve in any engagement that would interfere with their studies without the prior permission of the Director-Student Welfare
6. Students are forbidden to organize or attend any meeting within the University, or collect money for any purpose or circulate among the students any notice or petition of any kind or paste it on the School notice board without the written permission of the Registrar.
7. Active participation in politics is not compatible with the academic life of students and as such students are expected not to indulge in public activities, which are of a political nature.
8. Students are not permitted to make complaints in a body or present any collective petition, but are welcome to present their case, if any, either individually or through their proper representatives.
9. Students must abide by the dress code specified by the University/ Department. Students must have a minimum of 75% attendance to be permitted to write the End Semester Examination (ESE). Approved leave applications will be considered only if the overall attendance is above 70% on the last working day.

### **Rules of conduct:**

1. Deeply committed to upholding the value systems of the University, the departments expects its students to conduct themselves in such a manner which reflects the highest standards of academic discipline.
2. Students should be seated in their respective classrooms at the prescribed time. Students are expected to make use of the library and other learning resources during free time.
3. Unnecessary movement of students in the corridors of the University buildings during lecture hours or sitting on the steps of the staircase or on the steps of the portico of the department premises is not permitted.
4. Students must possess their valid identity card, whenever they come to the University and show it to the persons concerned whenever asked for. Congregating on the road



in front of the University or at the entrance of the University is to be avoided. Students must drive their vehicles in the campus at a moderate speed of 20kmph.

5. Students should maintain decorum and discipline at all times, both inside and outside the campus. Those who are guilty of serious misconduct or whose presence is detrimental to the order and discipline on the campus are liable to be expelled. Code of conduct on the campus includes safeguarding the University property, keeping the place clean and tidy and following the prescribed dress code.

**Anti-ragging policy:**

The university strictly follows the anti-ragging policy as notified by the University Grants Commission.

**Dress code guidelines:**

Although the university has no specified “dress code”, dressing should conform to the norms of decorum befitting an institution of higher learning. Body piercing, tattooing and fancy colouring of hair will be frowned upon. So please don’t indulge in them!!

**Leave rules for students:**

1. The minimum attendance requirement as per the department norms is 75%. Students who fail to meet this minimum percentage of attendance are liable to be detained in the current semester. If detained, a student shall repeat and complete the semester before being promoted to the next semester.
2. Students who are detained due to shortage of attendance will be considered for readmission only once during the period of their course of study at the University.
3. No student shall absent himself/herself from classes without the permission of the program coordinator / HoD.
4. Students who are absent from classes for two weeks or more continuously without written permission of the Department Chairman or Director, Student welfare, will be considered to have dropped out of the University.
5. Students who need to be absent due to personal reasons shall apply with a duly filled leave application form to the concerned HoD.
6. Any type of leave application (personal/ co-curricular activities) has to be collected by the student. Leave letter, and the proof for the reasons should be submitted to the department HoD within three working days of re-joining the classes.
7. Application for leave of absence may be rejected by the HOD if its genuineness is suspect.



## **STUDENT DEVELOPMENT**

### **Research & Development:**

All Postgraduate departments of the University are currently pursuing research in fundamental and applied areas of study. The Science departments have good laboratories, instrumentation and infrastructural facilities. The University also has a central folklore museum, different Chairs of Studies, and a Centre for studies on local culture, helping in conducting research in the relevant fields. At present 19 research projects are being carried out totaling more than Rs. 1.05 crore.

### **University Sports and Cultural Meet:**

The athletic and artistic potentials of the students, teaching and administration staff take a competitive turn making the entire campus vibrant, vivacious, creative and colorful, where winners emerge out of their collective effort,

### **Sahyadri Utsava:**

The co-curricular activities are a high priority on the campus. These activities are organised by the Co-curricular Activities Association which consists of a co-ordinator from the faculty and student representatives from all P. G Departments. A highlight of the activities is the annual youth festival (Sahyadri Utsava) of students from affiliated colleges and the Post-Graduate Departments. Selected participants represent the university at inter-university youth festivals. The outstanding performers in these activities are felicitated by the university with the Gold medal 'Nirankushamathi'.

### **Swachchata Andolana:**

As a positive response to the life-threatening environmental degradation, the University staff and students clean up the entire campus and the roads in and around the institution. This helps in maintaining the beauty of the campus and assuring a clean and healthy surrounding for the people in the campus.

### **Aasare:**

It is a unique programme started by the university from 2011-12. The programme aims at carrying out special activities for the students to enhance their physical and mental abilities.

### **National Service Scheme (NSS):**

Kuvempu University NSS wing is recognised as one of the best in Karnataka State and has also received Indira Gandhi NSS National Award for 2014-15. The NSS wing organizes annual camps, national camps and socially relevant programmes. It also coordinates the adult literacy programmes in which the students can participate actively. The outstanding performer in NSS activities are felicitated by the university with the Gold medal Aniketana.

### **SC/ST and OBC Cells:**

The Scheduled Castes and Scheduled Tribes, and OBC Cells have been established to provide special assistance to students belonging to Scheduled Castes, Scheduled Tribes and other Backward Communities. The cells monitor fellowships and scholarships to SC,



ST, and OBC researchers and P. G students. These Cells also organize remedial classes and coaching classes for the competitive examinations.

**International Students Cell:**

In order to facilitate the students from overseas in pursuing higher education and research in the university, International Students Centre has been established. The centre, after thorough verification of documents, recommends enrolment.

**Differently abled Centre:**

To assist the special needs of the students who have any kind of physical or psychological disabilities, a separate center is established. Information on financial aids and scholarships will be available here.

**Student Counseling Center:**

Kuvempu University has introduced student counseling at different levels. Apart from the course counseling, there is also continuous expert counselling for students to help them to overcome their problems.

**Earn and Learn Scheme:**

To supplement the financial needs of the students, a unique and useful Earn and Learn Scheme has been introduced. Selected students are assigned with some basic work and remuneration is paid to them.

**Online Students' Grievances Redressal Cell:**

The University has established a Students' Grievances Redressal Cell to provide a mechanism for redressal of students' grievances and ensure transparency in admission and prevention of unfair practices. For this, a nodal officer is appointed. Students from Kuvempu University and its affiliated colleges can lodge complaints through "Online Students Grievances Redressal Portal" of UGC (website: [www.ugc.ac.in](http://www.ugc.ac.in)), New Delhi related to admission process, non-transparent or any unfair evaluation practices, inadequacy in the provisioning of student amenities, alleged discrimination of students, etc.

**Differently abled Centre:**

To assist the special needs of the students who have any kind of physical or psychological disabilities, a separate center is established. Information on financial aid and scholarships will be available here.

**Career guidance and counselling services**

**Coaching for Civil Service Examinations:**

In order to motivate students to seek administrative careers and to equip them to face the examinations, the university organizes training for civil services and other competitive examinations. The training includes counselling and essential skill development apart from academic guidance.

Employment Information and Guidance Bureau: The University Employment Information and Guidance Bureau was established in the university premises to cater to the educational and vocational guidance needs of the university students. The Bureau runs directly



under the guidance of a senior faculty member assisted by Deputy Chief who is appointed by the Government of Karnataka. This office has separate library with 542 books on competitive examinations. The Bureau organizes free coaching classes, educational and vocational employment counseling services, provides continuous assistance to the candidates in making educational and vocational plans, creates awareness about employment, and maintains coordination with other agencies engaged in similar activities.

**Placement Cell:**

Many Post-Graduate Departments of the university have been organizing campus interviews to help the students with career placements. The university has established a full-fledged Placement Cell in order to monitor placement services for the students.

**Student Counseling Center:**

Kuvempu University has introduced student counselling at different levels. Apart from the course counselling, there is also continuous expert counselling for students to help them to overcome their problems

**Sexual Harassment Prevention Policy**

**Women's Grievances Redressal Cell:**

In order to redress the grievances of woman-students, a separate permanent Cell has been established specifically to combat sexual harassment against women. The university has a zero-tolerance policy towards sexual harassment and shall provide for timely and adequate compliance of the directions in this regard contained in the UGC Regulation.

**Administration and Faculty**

The details of the statutory officers, section heads and faculty members can be found in the university website.

**KUVEMPU UNIVERSITY**

Office of the University, Jnanasahyadri, Shankaraghatta – 577 451  
**Human Resource and Management Section**

No.KU/HRM-6: :2024-25

Date:15-07-2024

1388

**NOTIFICATION**

80

Sub: Constitution of the Anti-Ragging committee-reg.  
Ref: Approval of Hon'ble Vice Chancellor dated:11-07-2024.

\*\*\*

Pursuant to the approval of Hon'ble Vice Chancellor, the Anti-Ragging Committee has been constituted in accordance with UGC regulations. The Committee shall administer the Anti-Ragging activities in the Institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including recommending suitable punishments to those found guilty. The following members of the committee are hereby directed to act as per in the UGC Regulations.

01.	Hon'ble Vice Chancellor	Chairman
02.	Civil and Police Administration	1) Tahasildar, Bhadravathi Taluk, Bhadravathi 2) PSI, Rural Police Station, Bhadravathi
03.	Representatives of Parents	Sri Umeshgiri, Social worker Baballi Village, Bhadravathi -9591892215
04.	Faculty Member	Prof. Prashanth Nayak, Director of Student Welfare, Kuvempu University, Shankaraghatta
05.	Representative of NGO Local	Sri Vasanth Hoblidar, Director Red Cross
06.	Students belonging to Fresher a) Male Student b) Female Student	1) Sri.Akash II Sem, P.G Dept of Environmental Science, Kuvempu University, Shankaraghatta 2) Gagana D Y IISem, P.G Dept of Biotechnology, Kuvempu University, Shankaraghatta
07.	Senior Students	1) Shivalingamma K, P.G Dept of Political Science 2) Pavithra K M, PG Dept of English
08.	Representative of Local Bodies	Chairman, Singanamane Grama Panchayath, Singanamane.
09.	Non Teaching Staff	Sri Chandrakath M, Asst Registrar, IQAC / College Development Council
10.	Local Media	Sri Ramachandra Gunari V Special Correspondent, New Indian Express, Shivamogga.
11.	A R / DR Academic Section	Convenor

*[Signature]*  
Registrar  
Registrar

Kuvempu University  
Jnana Sahyadri  
Shankaraghatta-577 451

Shimoga (Dist.)  
15/7/24

To.

The Chairman / Members & Convenor.

Copy:

- 1) P.A to Vice Chancellor / Registrar, Kuvempu University, Jnana Sahyadri, Shankaraghatta
- 2) Office copy.

File

**KUVEMPU UNIVERSITY**

Office of the University, Jnanasahyadri, Shankaraghatta – 577 451  
**Human Resource and Management Section**

No.KU/HRM-6: :2024-25

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11.	A R / DR Academic Section	Convenor

*[Signature]*  
Registrar  
Registrar

Kuvempu University  
Jnana Sahyadri  
Shankaraghatta-577 451

Shimoga (Dist.)  
15/7/24

To.


The Chairman / Members & Convenor.

Copy:

- 1) P.A to Vice Chancellor / Registrar, Kuvempu University, Jnana Sahyadri, Shankaraghatta
- 2) Office copy.

File



  
**KUVEMPU UNIVERSITY**  
Office of the University, Jnanasahyadri, Shankaraghatta – 577 451  
**Human Resource and Management Section**

No.KU/HRM6: 3623:2024-25

Date:13-12-2024

**NOTIFICATION**

- Sub: Constitution of Anti-Ragging Monitoring Cell - reg.  
Ref: 1) UGC Notification No:F.1-16 : 21-10-2009.  
2) Notification No:KU:HRM-6:1388:2024-25:date:15/20-07-2024.  
3) Notification No:KU:HRM-6:11389:2024-25:date:15/20-07-2024.  
4) Approval by Hon'ble Vice Chancellor, Dated:13-12-2024.

\*\*\*

In pursuance of the above, an Anti – Ragging Monitoring Cell is constituted in accordance with UGC Regulations. The cell will co-ordinate with the Departments, Constituent Colleges, Directly Administered College and Affiliated Colleges and also monitor the activities of Anti – Ragging Committee and Anti Ragging Cell to ensure the full compliance with the Regulations.

Sl. NO	Name & Designation		Address & Contact No
1)	Prof.Sharath Ananthamurthy Vice- Chancellor	Chairman	Kuvempu University,Shankaraghatta 08282-256221
2)	Sri. A.L. Manjunath Registrar	Member	Kuvempu University,Shankaraghatta 08282-256222
3)	Dr. Itte Pushpavathi Director Women Atrocity (Prevention) cell	Member	Dept of Industrial Chemistry Kuvempu University,Shankaraghatta 9538910868
4)	Dr.Basavarajappa Warden Old Boys Hostel	Member	Dept of Environmental Science Kuvempu University,Shankaraghatta 9945700942
5)	Dr. Madhuri Asst. Professor	Member	Dept of Electronics Kuvempu University,Shankaraghatta 9972084448
6)	Prof.Vijaykumar Nodal Officer, Student Grievance Redressal Cell	Convenor	Dept of Wildlife Management Kuvempu University,Shankaraghatta 9448206428

To,  
The Above Members,

Copy to:

- 1) Joint Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi-110 002.
- 2) All Department Chairman's, Kuvempu University, Shankaraghatta/ P.G Centre Kadur/ Chikkamagalore.
- 3) Principal, Sahyadri Arts/ Science / Commerce & Management College, Shivamogga, S.M.R College, Shankaraghatta.
- 4) All Affiliated Colleges Principals, Shivamogga / Chikkamagalore.
- 5) Office copy.

  
Registrar  
Registrar  
Kuvempu University  
Jnana Sahyadri  
Shankaraghatta-577 451  
Shivamogga Dist., Karnataka



ज्ञान-विज्ञान विमुक्तये

प्रा. मनिस र. जोशी  
सचिव

**Prof. Manish R. Joshi**  
Secretary



सत्यमेव जयते



भारत 2023 INDIA

विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**

(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

D. O. No. F. 1-15/2009 (ARC) Pt.III

December 14, 2023/23 अग्रहायण, 1945

Respected Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, to exercise the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website [www.ugc.gov.in](http://www.ugc.gov.in) & [www.antiragging.in](http://www.antiragging.in).

It is once again brought to your kind notice that ragging is a criminal offence and UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. These regulations are mandatory, and all institutions are required to take necessary steps for its implementation in Toto including the monitoring mechanism. Any violation of these regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by the UGC.

You are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums; constitution of Anti-Ragging committee and Anti-Ragging squad, setting up of Anti-Ragging Cell, installing CCTV cameras at vital points, Anti-Ragging workshops and seminar, updating all websites with nodal officers' complete details, alarm bells etc. Regular interaction and counseling with the students, identification of trouble-triggers and mention of Anti-Ragging warning in the institution's E-prospectus and E-information booklets/brochures must be ensured. Surprise inspection of hostels, students' accommodation, canteens, rest cum recreational rooms, toilets, bus-stands must be carried out & Anti-Ragging posters must be displayed at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. These posters are available on UGC website [www.ugc.ac.in](http://www.ugc.ac.in). The size of the posters should be 8x6 feet. Any other measure which would augur well in preventing/quelling ragging and any uncalled-for behavior/incident must be undertaken.

Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline 1800-180-5522 (24x7 Toll Free) or e-mail the Anti-Ragging Helpline at [helpline@antiragging.in](mailto:helpline@antiragging.in). For any other information regarding ragging you may please visit the UGC website i.e. [www.ugc.gov.in](http://www.ugc.gov.in) & [www.antiragging.in](http://www.antiragging.in) and contact UGC monitoring agency i.e. Centre for Youth (C4Y) on Mobile No. 08826455807 (only in case of emergency).



*Manish R. Joshi*

## CONTINUATION SHEET

-02-

In compliance to the directions of the Anti-Ragging Monitoring Committee constituted by Hon'ble Supreme Court of India, HEIs/Councils have to implement the following:

1. The concept of mentor-mentee as given out in the UGC Regulations for curbing the Menace of Ragging in HEIs - 2009 be followed by students in all institutions to make a comfortable bond amongst Juniors and Seniors.
2. The Anti Ragging Cell and Anti Ragging Squads of institutions should be empowered by provisioning of a legal counsel so that airtight cases against the ragging culprits can be made.
3. Henceforth for extreme ragging and suicide cases, Principal of the college and Registrar of the University will be called and will be answerable to the National Anti-Ragging Monitoring Committee for the reasons of non-compliance of UGC Regulations for ragging.
4. All the Councils/Regulatory Bodies must constitute a committee as and when a serious/suicide/death case is reported related to their Council/Regulatory Body to relook into the issue even when case is under police investigation. The Regulatory Bodies/Councils are also advised to appoint a legal person for the matter.
5. The Committee has also instructed the Anti Ragging Monitoring Agency to be more vigilant and carry out surprise checks all across the Nation to ensure that the UGC Regulations to curb the menace of ragging are being strictly adhered to by the HEI's, Teaching Staff and the students. Punitive action as mentioned in these regulations will be taken against the defaulters.

UGC also drives an Anti-Ragging Media Campaign through different modes and has undertaken the following activities to promote the campaign which are available on UGC website [www.ugc.gov.in](http://www.ugc.gov.in)

1. UGC developed 05 TV Commercials of 30 seconds each with different perspective for Parents, Victim and Offenders.
2. UGC designed and distributed 04 types of posters amongst Universities / Regulatory Authorities / Councils / IITs / NITs / other educational institutions for their prominent display.
3. UGC consecutively organized 02 Anti-Ragging Competitions for students/faculty/general public for the wider awareness of the menace of ragging.

In compliance of the 2<sup>nd</sup> Amendment in UGC Regulations, you are requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at [www.antiragging.in](http://www.antiragging.in)

You are also requested to implement the revised procedure for students to file an online Anti-Ragging affidavit. The student will receive an e-mail with his/her registration number. The student will forward that e-mail to the Nodal officer in his/her university/college e-mail.

Universities/Colleges have to display the email address and contact number of the Nodal Officer of Anti-Ragging Committee of their university/college on their website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities, etc.

*Ami*

## CONTINUATION SHEET

-03-

Universities and Colleges are requested to insert a mandatory column in their university/college's admission form as per the given format:

Anti Ragging Undertaking Reference no:	<input type="text"/>
--	----------------------

All HEI's are further advised to fill in the complete details of their respective Anti Ragging Committee and Anti Ragging Squad on the website i.e. [www.antiragging.in](http://www.antiragging.in) and also display these lists on the Notice Boards.

Universities are also requested to ensure strict compliance of this advisory and fill the compliance on [www.antiragging.in](http://www.antiragging.in). You are also requested to forward this advisory to all the colleges in your ambit with strict compliance directions. All colleges be instructed to make multiple prints of this circular and the same to be prominently displayed at all the locations visited by the Students.

**IT IS ONCE AGAIN REITERATED FOR THE BENEFIT OF ALL THE STAKEHOLDERS THAT RAGGING IS A CRIMINAL OFFENCE AND THE CULPRITS WILL ATTRACT PUNITIVE ACTION AS MENTIONED IN THE UGC REGULATIONS.**

With kind regards,

Yours sincerely,



(Manish Joshi)

**The Vice-Chancellor/Registrars of all Universities**

Copy to:

1. All Regulatory Authorities
2. Ms. Jasleen Kaur, Under Secretary, Ministry of Education, ([jasleen.kau@nic.in](mailto:jasleen.kau@nic.in)).
3. DS(website), UGC (for uploading on (i) UGC website, (ii) Under ragging related Twitter handle of UGC)
4. Ms. Alka Tomar, Centre for Youth (C4Y)([alka.tomar@c4yindia.org](mailto:alka.tomar@c4yindia.org)) (for uploading on [antiragging.in](http://antiragging.in))



(Manish Joshi)



**KUVEMPU UNIVERSITY**  
**Research And Development Cell**

Vishwavidyanilaya Karyalaya, Jnana Sahyadri, Shankaraghatta-577 451,

No: KU/DV-1/32/2024-25 / 9863.

Date:28-10-2024.

**NOTIFICATION**

**Sub:** Re-constitution of the Permanent Cell to combat Instances of Violence against Women and Sexual Harassment in the University Campus.

**Ref:** 1. This Office Notification letter No.KU/DV-1/32/2020-21/4417Dated:16-01-2021.

2. Approval of the Vice Chancellor dated:25-10-2024

\*\*\*\*\*

Pursuant to the approval of Hon'ble Vice-Chancellor Permanent Cell to combat Instances of Violence against Women and Sexual Harassment Cell Committee, Kuvempu University is reconstituted as below:

Sl.No	Details	
01	Prof. Prashantha Nayaka G. Director, Student welfare Kuvempu University, Jnana Sahyadri, Shankaraghatta	Chairperson
02	Dr. Itte Pushpavathi Assistant Porfessor PG. Dept. of Industrial Chemistry Kuvempu University, Jnana Sahyadri, Shankaraghatta	Member & Convenor
03	Dr. Shwetha A Representative of Women (Teaching) Asst. Professor, PG. Dept. of Zoology Kuvempu University, Jnana Sahyadri, Shankaraghatta	Member
04	Dr. Anjanappa B H Professor Representative of Men (Teaching) Department of Sociolgy, Kuvempu University, Shankaraghatta.	Member
05	Principal, Sahyadri Science College Shivamogga.	Member
06	Principal, Sahyadri Commerce and Management College, Shimoga	Member
07	Smt. Navarathna. T Deputy Registrar, Examination Section, Representative of Women (SC/ST) (Non-Teaching) Kuvempu University, Jnana Sahyadri, Shankaraghatta.	Member
08	Smt. Sunila Kamath First Division Assistant Vice-Chancellor P.A. Section Representative of Women (Non - Teaching) Kuvempu University, Jnana Sahyadri, Shankaraghatta.	Member

P.T.O.

09	Smt.Santhoshi Bai First Division Assistant, HRM ,Section, Representative of Women (Non - Teaching), Kuvempu University, Jnana Sahyadri, Shankaraghatta.	Member
10	Smt. Shobha.R.S Advocate Notary, Bhadravathi, Bhadravathi Tq and Shimoga Dist	Member
11	Smt Sandya Kaveri, Counselor NGO	Member
12	Sri.Pavan Kumar P L Representative of Research Students(Men) Research Scholar, P.G. Dept. of Mathametics Kuvempu University, Jnana Sahyadri, Shankaraghatta.	Member
13	Smt.Rajeswari Yemmi Representative of Research Students(Women) Research Scholar, P.G. Dept. of Industrial Chemistry Kuvempu University, Jnana Sahyadri, Shankaraghatta.	Member
14	Sri Sudeep Representative of Students(Men) 1 <sup>st</sup> M.A, P.G. Dept. of Political Science Kuvempu University, Jnana Sahyadri, Shankaraghatta	Member
15	Smt.Chandana KM Representative of Students(Women) 1 <sup>st</sup> BP.Ed., P.G. Dept. of Physical Education Kuvempu University, Jnana Sahyadri, Shankaraghatta	Member

Draft approved  
by the Registrar

DIRECTOR  
Director

Research & Development Cell  
(Development Section)  
Kuvempu University

To,  
The Concerned Chairperson and Members of the Committee.

Copy to:

- 1 The Joint Secretary, University Grant Commission, Bahadur Shah Zafar Marg, New Delhi 110002.
- 2 The Under Secretary (Vig) No.C-30011/1/2015 -Vig. Government of India, Ministry of Human Resource Development (Department of Higher Education Vigilance Section Room No 231 'C' Shastri Bhavan, New Delhi 110002)
- 3 The Finance Officer, Kuvempu University, Jnana Sahyadri, Shankaraghatta - for information.
- 4 The Registrar (Evaluation) Kuvempu University, Jnana Sahyadri, Shankaraghatta - for information.
- 5 The Librarian, Kuvempu University, Jnana Sahyadri, Shankaraghatta.
- 6 The Executive Engineer, Kuvempu University, Jnana Sahyadri, Shankaraghatta.
- 7 The Director, CDC, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 8 The Director, PME Board, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 9 The Chairman of All PG Departments, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 10 The Director, Kuvempu University PG Centre Kadur/ Chikkamagalore.
- 11 The Warden, University Hostel for Men/Women/Working Women's Hostel, Kuvempu University, Shankaraghatta.
- 12 The Deputy Registrar, Academic Section/ HRM/ Authorities/SPD/Examination Section, Kuvempu University, Jnana Sahayadri, Shankaraghatta.

29/10/2024 16:1

ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ

ವಿಶ್ವವಿದ್ಯಾಲಯ ಕಾರ್ಯಾಲಯ, ಜ್ಞಾನ ಸಹ್ಯಾದ್ರಿ ಶಂಕರಘಟ್ಟ - 577 451  
ಮಾನವ ಸಂಪನ್ಮೂಲ ಮತ್ತು ನಿರ್ವಹಣೆ ವಿಭಾಗ

ಸಂಖ್ಯೆ:ಕುವಿ:ಮಾಸನಿ-4: 1088 :2024-25:

ದಿನಾಂಕ:26-06-2024

ಅಧಿಕೃತ ಜ್ಞಾಪನ

ವಿಷಯ: ಸಂಯೋಜನಾಧಿಕಾರಿಯನ್ನು ನೇಮಿಸುವ ಕುರಿತು.  
ಉಲ್ಲೇಖ: ಮಾನ್ಯ ಕುಲಪತಿಗಳ ಟಿಪ್ಪಣಿ ಸಂಖ್ಯೆ:ಕುವಿ:ವಿಸಿಪಿಎಸ್:2024-25:22;  
ದಿನಾಂಕ:22-06-2024.

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ಉಲ್ಲೇಖಿತ ಮಾನ್ಯ ಕುಲಪತಿಗಳ ಟಿಪ್ಪಣಿಯನುಸಾರ ಡಾ.ಇಟ್ಟಿ ಪುಷ್ಪಾವತಿ, ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರು, ಸ್ನಾತಕೋತ್ತರ ಔದ್ಯೋಗಿಕ ರಸಾಯನಶಾಸ್ತ್ರ ಅಧ್ಯಯನ ವಿಭಾಗ - ಇವರನ್ನು ಈ ಆದೇಶ ದಿನಾಂಕದಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಮುಂದಿನ ಆದೇಶದವರೆಗೆ ಸಂಭಾವನೆ ರಹಿತವಾಗಿ Women Harassment Redressal Cell and Gender Sensitisation Cell ಗೆ ಸಂಯೋಜನಾಧಿಕಾರಿಯನ್ನಾಗಿ ನೇಮಕ ಮಾಡಲಾಗಿದೆ.

ಸದರಿಯವರು ಕುಲಸಚಿವರು, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ - ಇಲ್ಲಿ ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಳ್ಳಲು ಸೂಚಿಸಲಾಗಿದೆ. ಹಾಗೂ ಸಂಬಂಧಿಸಿದ ಹೊಣೆಗಾರಿಕೆಯನ್ನು ಈ ಹಿಂದಿನ ನಿರ್ದೇಶಕರಾದ ಡಾ.ಸರ್ವಮಂಗಳಜಿ, ಇವರಿಂದ ವಹಿಸಿಕೊಳ್ಳುವುದು.

*(Signature)*  
ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ

ಜ್ಞಾನ ಸಹ್ಯಾದ್ರಿ  
ಶಂಕರಘಟ್ಟ-577 451, ಶಿವಮೊಗ್ಗ ಜಿಲ್ಲೆ

ಗೆ,

- 01) ಡಾ.ಇಟ್ಟಿ ಪುಷ್ಪಾವತಿ, ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರು, ಸ್ನಾತಕೋತ್ತರ ಔದ್ಯೋಗಿಕ ರಸಾಯನಶಾಸ್ತ್ರ ಅಧ್ಯಯನ ವಿಭಾಗ, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಜ್ಞಾನ ಸಹ್ಯಾದ್ರಿ, ಶಂಕರಘಟ್ಟ - ಹೊಣೆಗಾರಿಕೆಯನ್ನು ವಹಿಸಿಕೊಳ್ಳುವುದು.
- 02) ಡಾ.ಸರ್ವಮಂಗಳಜಿ, ಪ್ರಾಧ್ಯಾಪಕರು, ಸ್ನಾತಕೋತ್ತರ ಇತಿಹಾಸ ಮತ್ತು ಪ್ರಾಕೃತಶಾಸ್ತ್ರ ಅಧ್ಯಯನ ವಿಭಾಗ, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಜ್ಞಾನ ಸಹ್ಯಾದ್ರಿ, ಶಂಕರಘಟ್ಟ - ಹೊಣೆಗಾರಿಕೆಯನ್ನು ವಹಿಸಿಕೊಡುವುದು.

ಪ್ರತಿ:

- 1) ಕುಲಸಚಿವರು(ಪರೀಕ್ಷಾಂಗ), ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಶಂಕರಘಟ್ಟ.
- 2) ಹಣಕಾಸು ಅಧಿಕಾರಿಗಳು, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಶಂಕರಘಟ್ಟ.
- 3) ಗ್ರಂಥಪಾಲಕರು, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಶಂಕರಘಟ್ಟ.
- 4) ಎಲ್ಲಾ ಸ್ನಾತಕೋತ್ತರ ಅಧ್ಯಯನ ವಿಭಾಗಗಳ ಮುಖ್ಯಸ್ಥರುಗಳಿಗೆ, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಶಂಕರಘಟ್ಟ/ ಶಿವಮೊಗ್ಗ/ ಕಡೂರು/ ಚಿಕ್ಕಮಗಳೂರು
- 5) ಸಹ್ಯಾದ್ರಿ ವಿಜ್ಞಾನ / ಸಹ್ಯಾದ್ರಿ ಕಲಾ /ವಾಣಿಜ್ಯ ಮತ್ತು ನಿರ್ವಹಣಾ ಕಾಲೇಜುಗಳ ಪ್ರಾಚಾರ್ಯರುಗಳಿಗೆ, ಶಿವಮೊಗ್ಗ.
- 6) ಪ್ರಾಚಾರ್ಯರು, ಎಸ್.ಎಂ.ಆರ್.ಪ್ರಭುಮ ದರ್ಜೆ ಕಾಲೇಜು, ಶಂಕರಘಟ್ಟ.
- 7) ನಿರ್ದೇಶಕರು - ಪ್ರಸಾರಾಂಗ / ವಿದಾರ್ಥಿ ಕ್ಷೇಮಪಾಲನೆ / ದೂರ ಶಿಕ್ಷಣ ನಿರ್ದೇಶನಾಲಯ/ ವ್ಯವಸ್ಥಾಪಕ ಮುಂದುವರೆದ ಶಿಕ್ಷಣ/ ವಿಸ್ತರಣೆ ಮತ್ತು ಕ್ಷೇತ್ರ ಸಂಪರ್ಕ ವಿಭಾಗ/ ಕಾಲೇಜು ಅಭಿವೃದ್ಧಿ ಪರಿಷತ್ತು/ ಯೋಜನೆ, ಮೇಲ್ವಿಚಾರಣೆ ಮತ್ತು ಮೌಲ್ಯಮಾಪನ ಮಂಡಳಿ /ಅಂಚೆಡ್ಯಾರ್ ಅಧ್ಯಯನ ಕೇಂದ್ರ, / ಸ್ಥಳೀಯ ಸಂಸ್ಕೃತಿ ಅಧ್ಯಯನ ಕೇಂದ್ರ /ಅಭಿವೃದ್ಧಿ ವಿಭಾಗ/ ಯು.ಸಿ.ಸಿ.ಎಫ್. ಕೇಂದ್ರ, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಶಂಕರಘಟ್ಟ.
- 8) ನಿರ್ದೇಶಕರು, ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ ಯು.ಪಿ.ಆರ್. ಕಡೂರು/ಚಿಕ್ಕಮಗಳೂರು.
- 9) ಕಾರ್ಯಪಾಲಕ ಅಧ್ಯಯನಕರರು, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಶಂಕರಘಟ್ಟ.
- 10) ಎಲ್ಲಾ ಉಪಕುಲಸಚಿವರಿಗೆ, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಶಂಕರಘಟ್ಟ.
- 11) ಎಲ್ಲಾ ಸಹಾಯಕ ಕುಲಸಚಿವರು / ಶಾಖಾಧಿಕಾರಿಗಳು ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಶಂಕರಘಟ್ಟ.

  
**KUVEMPU UNIVERSITY**

Vishwavidyalaya Karyalaya Jnana Sahyadri, Shankaraghatta-577 451,  
(Accredited by NAAC with "A" Grade & Ranked 77<sup>th</sup> by NIRF)

No: KU/DV-1/32/2020-21 - J J 1

Date:16-01-2021.

**NOTIFICATION**

**Sub: Permanent Cell to combat Instance of Violence against Women and Sexual Harassment in the University Campus**

- Ref:**
1. This Office Revised Notification letter No.KU/DW/1/32/Com.File.No.664/2017-18/663/3801 Dated:2-10-2017.
  2. Dr. G. Sarvamangala Letter No.WHC/05/2020-21 Dated:14-09-2020.
  3. Approval of the Vice Chancellor dated:13-01-2021

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In Partial modification of the Revised Notification under ref (01) and a request from Dr. Sarvamangala G. Chair Person in ref (02) to constitute Permanent Cell to combat instance of Violence against Women and Sexual Harassment Cell Committee, Kuvempu University and as per the order of the Vice-Chancellor, Women and Sexual Harassment Committee has been re-constituted as follows.

Sl.No	Details	
01	Prof. Sarvamangala. G. PG. Dept. of History and Archaeology, Kuvempu University, Jnana Sahyadri, Shankaraghatta	Chairperson
02	Prof. Gurulingiah .M Director, Student welfare Kuvempu University, Jnana Sahyadri, Shankaraghatta	Member
03	Dr.Shwetha A Representative of Women (Teaching) Asst. Professor, PG. Dept. of Zoology Kuvempu University, Jnana Sahyadri, Shankaraghatta	Member
04	Dr. Sathish Kumar K. Associate Professor. Representative of Men (Teaching) PG. Dept. of Journalism and Mass Communication Kuvempu University, Jnana Sahyadri, Shankaraghatta.	Member
05	Principal, Sahyadri Science College Hivamogga.	Member
06	Principal, Sahyadri Commerce and Management College, Himoga	Member
07	Mt. Navarathna. T Deputy Registrar, Finance Section, Representative of Women (SGST) (Non-Teaching) Kuvempu University, Jnana Sahyadri, Shankaraghatta.	Member
08	Mt.K.T.Sujatha, Senior Assistant, P.A. to Registrar Section, Representative of Women (Non-Teaching) Kuvempu University, Jnana Sahyadri, Shankaraghatta.	Member



09	Mt. Amarajyothi, G First Division Assistant, HRM Section, Representative of Women (Non-Teaching), Kuvempu University, Jnana Sahayadri, Shankaraghatta.	Member
10	Mrs. Shobha Advocate Notary, Bhadravathi, Bhadravathi Taluk and Shimoga Dist	Member
11	Mrs. Sandya Kaveri, Counselor NGO	Member
12	Mrs. Akarsh S Representative of Research Students (Men) Research Scholar, P.G. Dept. of Microbiology Kuvempu University, Jnana Sahayadri, Shankaraghatta.	Member
13	Mis. Varnashree Representative of Research Students (Women) Research Scholar, P.G. Dept. of Journalism and Mass Communication, Kuvempu University, Jnana Sahayadri, Shankaraghatta.	Member
14	Mrs. Darshan Representative of Students (Men) 1 <sup>st</sup> M.Com, P.G. Dept. of Commerce Kuvempu University, Jnana Sahayadri, Shankaraghatta	Member
15	Mis. Vinodha G T Representative of Students (Women) 1 <sup>st</sup> BP.Ed., P.G. Dept. of Physical Education Kuvempu University, Jnana Sahayadri, Shankaraghatta	Member

REGISTRAR  
Registrar

Kuvempu University  
Jnana Sahayadri

Shankaraghatta-577/451

Shimoga District

To,

The Concerned Chairperson and Members of the Committee.

Copy to:

- 1 The Joint Secretary, University Grant Commission, Bahadur Shah Zafar Marg, New Delhi
- 2 The Under Secretary (Vig) No.C-300111/2015 -Vig. Government of India, Ministry of Human Resource Development (Department of Higher Education Vigilance Section Room No.231 'C' Santri Bhavan, New Delhi -
- 3 The Finance Officer, Kuvempu University, Jnana Sahayadri, Shankaraghatta - for information.
- 4 The Registrar (Evaluation) Kuvempu University, Jnana Sahayadri, Shankaraghatta - for information.
- 5 The Librarian, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 6 The Executive Engineer, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 7 The Director, CDC, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 8 The Director, PME Board, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 9 The Chairman of All PG Departments, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 10 The Director, Kuvempu University PG Centre Kadur/ Chikkamagalore
- 11 The Warden, University Hostel for Men/Women/Working Women's Hostel, Kuvempu University, Shankaraghatta.
- 12 The Deputy Registrar, Development / Academic Section, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 13 The Director, Directorate of Distance Education, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 14 The Deputy Registrar, HRM / Syndicate Section, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 15 The Concener, SC/ST Cell/OBC Cell, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 16 The N.S.S. Co-ordinator, Kuvempu University, City Office, MRS Circle Shivamogga.
- 17 The Coordinator, UCCF & ITC Cell, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 18 Sri Sharanappa, Computer Programmer, Library, Kuvempu University, Jnana Sahayadri, and Shankaraghatta - This Notification has to be uploaded in the University Website.
- 19 P.A. to the Vice-Chancellor/Registrar, Kuvempu University, Jnana Sahayadri, Shankaraghatta.
- 20 Office Copy.

# ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ



ಸಂಶೋಧನೆ ಮತ್ತು ಅಭಿವೃದ್ಧಿ ಘಟಕ  
(ಅಭಿವೃದ್ಧಿ ವಿಭಾಗ)

ವಿಶ್ವವಿದ್ಯಾಲಯ ಕಾರ್ಯಾಲಯ, ಜ್ಞಾನಸಹ್ಯಾದ್ರಿ, ಶಂಕರಘಟ್ಟ-577 451

ಸಂಖ್ಯೆ:ಕುವಿ/ಡಿವಿ-1/32/2023-24/441 /2985

ದಿನಾಂಕ:27-09-2023.

## ಅಧಿಸೂಚನೆ

**ವಿಷಯ:** ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ನಡೆಯುವ ಲೈಂಗಿಕ ಕಿರುಕುಳ ತಡೆಯಲು ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯನ್ನು ಪುನರ್ ರಚಿಸುವ ಕುರಿತು.

- ಉಲ್ಲೇಖ:**
1. ಈ ಕಛೇರಿ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:KU/DV-1/32/Com.File No:6564/2018-19  
Dated:28-05-2018.
  2. ಮಾನ್ಯ ಕುಲಘಟಕಗಳ ಆದೇಶ ದಿನಾಂಕ:25-09-2023

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ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯದಲ್ಲಿ Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013ರ ಅಧಿನಿಯಮದ ಮಾರ್ಗ ಸೂಚಿಗಳನ್ವಯ ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ನಡೆಯುವ ಲೈಂಗಿಕ ಕಿರುಕುಳ ತಡೆಯಲು ವಿಶ್ವವಿದ್ಯಾಲಯದ ಮಟ್ಟದಲ್ಲಿ ಈ ಕೆಳಕಂಡಂತೆ ಅಧ್ಯಕ್ಷರು ಮತ್ತು ಸದಸ್ಯರನ್ನೊಳಗೊಂಡ ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯನ್ನು ಪುನರ್ ರಚಿಸಲಾಗಿದೆ.

ಕ್ರ.ಸಂ	ವಿವರ	
01	ಅಧ್ಯಕ್ಷರು, ಮಹಿಳಾ ದೌರ್ಜನ್ಯ ಪರಿಹರಿಸುವ ಘಟಕ, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಜ್ಞಾನ ಸಹ್ಯಾದ್ರಿ, ಶಂಕರಘಟ್ಟ,	ಅಧ್ಯಕ್ಷರು
02	ಡೀನರು ವಿದ್ಯಾರ್ಥಿ ಕ್ಷೇಮಪಾಲನಾ, ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಜ್ಞಾನ ಸಹ್ಯಾದ್ರಿ, ಶಂಕರಘಟ್ಟ,	ಸದಸ್ಯರು
03	ಶ್ರೀಮತಿ ಶೋಭಾ, ವಕೀಲರು(ನೋಟರಿ)ನ್ಯಾಯಾಲಯ ಆವರಣ,ಭದ್ರಾವತಿ,	ಸದಸ್ಯರು
04	ಶ್ರೀಮತಿ ರಜನಿರಾಜ್ ಕೋ ಟಿ.ನಾಗರಾಜ್, ವಕೀಲರು, ಡಾ.ಚಂದ್ರಶೇಖರ ಬಿಲ್ಡಿಂಗ್, ಆಸ್ಪತ್ರೆ ಹತ್ತಿರ ರಸ್ತೆ, ನ್ಯಾಯಾಲಯದ ಸಮೀಪ ಮದ್ದೂರು ತಾಲೂಕು, ಮಂಡ್ಯ ಜಿಲ್ಲೆ, ದೂರವಾಣಿ ಸಂಖ್ಯೆ-9986560974	ಸದಸ್ಯರು

ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯದಲ್ಲಿ ಮೇಲ್ಕಂಡ ಸಮಿತಿಯು ಕಾರ್ಯ ನಿರ್ವಹಿಸಲಿದ್ದು, ವಿಶ್ವವಿದ್ಯಾಲಯ ಮತ್ತು ಇದರ ವ್ಯಾಪ್ತಿಯಲ್ಲಿನ ಘಟಕ ಕಾಲೇಜುಗಳ ಮಹಿಳಾ ಅಧ್ಯಾಪಕರು/ ಅಧ್ಯಾಪಕೇತರರು/ ಸಂಶೋಧನಾರ್ಥಿಗಳು/ವಿದ್ಯಾರ್ಥಿನಿಯರು ತಮ್ಮ ದೂರುಗಳನ್ನು ಮೇಲ್ಕಂಡ ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷರು ಹಾಗೂ ಸದಸ್ಯರುಗಳಲ್ಲಿ ಲಿಖಿತ ರೂಪದಲ್ಲಿ ಸಲ್ಲಿಸಬಹುದೆಂದು ಈ ಮೂಲಕ ತಿಳಿಸಲಾಗಿದೆ.

ಗೆ,

ಮೇಲ್ಕಂಡ ಅಧ್ಯಕ್ಷರು ಹಾಗೂ ಸದಸ್ಯರುಗಳಿಗೆ,

ಕುಲಸಚಿವರು

ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯ  
ಜ್ಞಾನ ಸಹ್ಯಾದ್ರಿ  
ಶಂಕರಘಟ್ಟ-577 451

ಪು.ತಿ.ನೋ...

**ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿಗಳು**

**ವಿಷಯ:** ಜಿಲ್ಲಾ-ಅಧಿಕಾರಿ(District Officer) ನಿಯುಕ್ತಿಗೊಳಿಸುವ ಬಗ್ಗೆ.

**ಓದಲಾಗಿದೆ:** ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ (ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ, 2013 ಸೆಕ್ಷನ್ 5,20, 21(1)(2).

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ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ (ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ, 2013 ಸೆಕ್ಷನ್ 5.20, 21(1)(2)ರ ಉದ್ದೇಶಗಳಿಗಾಗಿ ಜಿಲ್ಲಾ ಮಟ್ಟದಲ್ಲಿ ಜಿಲ್ಲಾ ಅಧಿಕಾರಿಯನ್ನು ನೇಮಿಸಿ ಅಧಿಸೂಚಿಸಲು ಕಡ್ಡಾಯಗೊಳಿಸಲಾಗಿದೆ. ಜಿಲ್ಲಾ ಅಧಿಕಾರಿಯು ಸ್ಥಳೀಯ ಸಮಿತಿಯಿಂದ ಸಲ್ಲಿಕೆಯಾಗುವ ವರದಿಗಳು ಸಕಾಲದಲ್ಲಿ ಸಲ್ಲಿಕೆಯಾಗುವಂತೆ ಮೇಲ್ವಿಚಾರಣೆಯನ್ನು ಮಾಡತಕ್ಕದ್ದು ಮತ್ತು ಲೈಂಗಿಕ ಕಿರುಕುಳದ ಮತ್ತು ಮಹಿಳೆಯ ಹಕ್ಕುಗಳ ಬಗ್ಗೆ ಅರಿವನ್ನು ಉಂಟುಮಾಡುವುದಕ್ಕಾಗಿ ಸರ್ಕಾರೇತರ ಸಂಸ್ಥೆಗಳು ತೊಡಗಿಸಿಕೊಳ್ಳುವುದಕ್ಕೆ ಅಗತ್ಯವಾದ ಕ್ರಮಗಳನ್ನು ಕೈಗೊಳ್ಳುವಂತೆ ಮಾಡತಕ್ಕದ್ದು. ಅದರಂತೆ ಜಿಲ್ಲಾ ಅಧಿಕಾರಿಗಳನ್ನು ನೇಮಿಸಲು ಈ ಕೆಳಕಂಡಂತೆ ಆದೇಶ ಹೊರಡಿಸಿದೆ.

**ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ : ಮಮಇ 28 ರಾಮಆ 2015 ಬೆಂಗಳೂರು, ದಿನಾಂಕ:18.11.2015.**

ಪ್ರಸ್ತಾವನೆಯಲ್ಲಿ ವಿವರಿಸಲಾದಂತೆ ಈ ಅಧಿಸೂಚನೆಯ ಸೆಕ್ಷನ್ 5ರಲ್ಲಿ ಪ್ರತ್ಯಾಯೋಜಿಸಿದ ಅಧಿಕಾರ ಚಲಾಯಿಸಿ ಆಯಾ ಜಿಲ್ಲೆಯ ಜಿಲ್ಲಾಧಿಕಾರಿಯನ್ನು ಈ ಅಧಿನಿಯಮದ ಮೇರೆಗೆ ಅಧಿಕಾರಗಳನ್ನು ಚಲಾಯಿಸಲು ಅಥವಾ ಪ್ರಕಾರ್ಯಗಳನ್ನು ನಿರ್ವಹಿಸಲು ಪ್ರತಿಯೊಂದು ಜಿಲ್ಲೆಗೆ ಜಿಲ್ಲಾ ಅಧಿಕಾರಿಯನ್ನಾಗಿ ನೇಮಿಸಿ ಆದೇಶಿಸಿದೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಅಜ್ಞಾನುಸಾರ  
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ,

(ಸಹಿ) /11/15  
(ಜಯಲಕ್ಷ್ಮಿ)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ-2,

ಮಹಿಳೆಯರ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ  
ಹಾಗೂ ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆ.

**ಪ್ರತಿಯನ್ನು:**

1. ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು, ಸಿಬ್ಬಂದಿ ಮತ್ತು ಆಡಳಿತ ಸುಧಾರಣಾ ಇಲಾಖೆ, ಬೆಂಗಳೂರು
2. ಎಲ್ಲಾ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು ; ಕಾರ್ಯದರ್ಶಿಗಳು
3. ಎಲ್ಲಾ ಇಲಾಖಾ ಮುಖ್ಯಸ್ಥರು
4. ಎಲ್ಲಾ ನಿಗಮ : ಮಂಡಳಿಗಳ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು
5. 30 ಜಿಲ್ಲೆಗಳ ಎಲ್ಲಾ ಜಿಲ್ಲಾಧಿಕಾರಿಗಳು
6. ನಿರ್ದೇಶಕರು, ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಇಲಾಖೆ, ಬೆಂಗಳೂರು
7. ಪೊಲೀಸ್ ಮಹಾ ನಿರ್ದೇಶಕರು ಹಾಗೂ ಮಹಾ ನಿರೀಕ್ಷಕರು, ಬೆಂಗಳೂರು
8. ಪೊಲೀಸ್ ಆಯುಕ್ತರು, ಬೆಂಗಳೂರು
9. ಎಲ್ಲಾ ಜಿಲ್ಲಾ ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷರು ಮತ್ತು ಸದಸ್ಯರುಗಳಿಗೆ
10. ನಿರ್ದೇಶಕರು, ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಇಲಾಖೆ, ಬಹು ಮಹಡಿ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು.
11. ಕಾರ್ಯದರ್ಶಿ, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮಹಿಳಾ ಆಯೋಗ, ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
12. ಕಾರ್ಯದರ್ಶಿ, ಕನ್ನಡ ಅಭಿವೃದ್ಧಿ ಪ್ರಾಧಿಕಾರ, ವಿಧಾನ ಸೌಧ, ಬೆಂಗಳೂರು.

13. ಮಾನ್ಯ ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ ಮತ್ತು ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆಯ ಸಚಿವರ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು.
14. ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಯವರ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ, ಮಾನ್ಯ ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ ಮತ್ತು ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆ, ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು.
15. ಸರ್ಕಾರದ ಉಪಕಾರ್ಯದರ್ಶಿರವರು, ಮಾನ್ಯ ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ ಮತ್ತು ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆ ಇವರ ಆಪ್ತ ಸಹಾಯಕರು, ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು
16. ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ, ಆರ್ಥಿಕ ಇಲಾಖೆ (ವೆಚ್ಚ-3), ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು.
17. ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ-1, ಮಾನ್ಯ ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ ಮತ್ತು ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆ, ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು.
18. ಶಾಖಾಧಿಕಾರಿ, ಸ್ವೀಮರ ಶಾಖೆ, ಮಾನ್ಯ ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ ಮತ್ತು ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆ, ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು.
19. ಶಾಖಾ ರಕ್ಷಾ ಕಡತ/ಬ.ಡಿ.ಜಿ.ಸಿ/ಸೂಚನಾ ಫಲಕ/ಹೆಚ್ಚುವರಿ ಪ್ರತಿಗಳು.

**ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿಗಳು**

ವಿಷಯ: ಕೆಲಸ ಮಾಡುವ ಸ್ಥಳಗಳಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ನಡೆಯುವ ಲೈಂಗಿಕ ಕಿರುಕುಳ ತಡೆಯಲು ರಚಿಸಿರುವ ಅಂತರಿಕ ದೂರು ಸಮಿತಿ/ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿಗಳ ಕಾರ್ಯನಿರ್ವಹಣೆ ಮೇಲ್ವಿಚಾರಣೆ ನಡವಳಿ ರಾಜ್ಯ ಮಟ್ಟದಲ್ಲಿ ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರದ ಅಧಿಸೂಚನೆ ಹೊರಡಿಸುವ ಬಗ್ಗೆ.

- ಉಲ್ಲೇಖ:1. ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ (ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ 2013ರ ಸೆಕ್ಷನ್ 23 ಮತ್ತು 24.  
2. ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ:ಮಮಇ/396/ಮಮಅ/2004 ಬೆಂಗಳೂರು  
ದಿನಾಂಕ:27-9-2004.

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**ಪ್ರಸ್ತಾವನೆ:**

ಸರ್ವೋಚ್ಚ ನ್ಯಾಯಾಲಯದ ತೀರ್ಪಿನಂತೆ ಕೆಲಸ ಮಾಡುವ ಸ್ಥಳಗಳಲ್ಲಿ ಮಹಿಳೆಯರಿಗೆ ಆಗುತ್ತಿರುವ ತೊಂದರೆಗಳ ಬಗ್ಗೆ ವಿಚಾರಿಸಲು ಆ.ಸಂ.ಮಮಇ 36 ಮಮಅ 98 ದಿನಾಂಕ: 8-6-2000 ರಂದು ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಯವರ ಅಧ್ಯಕ್ಷತೆಯಲ್ಲಿ ರಚಿಸಲಾಗಿರುವ ರಾಜ್ಯ ಮಟ್ಟದ ಸಮಿತಿಯನ್ನು ಈ ಆದೇಶ ಹೊರಡಿಸಿದ ದಿನಾಂಕದಿಂದ ಮೂರು ವರ್ಷದ ಅವಧಿಗೆ ಅಥವಾ ಮುಂದಿನ ಆದೇಶದವರೆಗೆ ಪುನರ್ ರಚಿಸಿ ಉಲ್ಲೇಖ(2)ರನ್ವಯ ಆದೇಶ ಹೊರಡಿಸಿದೆ.

ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ (ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ 2013ರ ಸೆಕ್ಷನ್ 23 ಮತ್ತು 24ರ ಪ್ರಕಾರ ಈ ಅಧಿನಿಯಮವನ್ನು ಅನುಷ್ಠಾನಗೊಳಿಸುವ ಬಗ್ಗೆ ಮೇಲ್ವಿಚಾರಣೆ ಮಾಡಲು ಮತ್ತು ಕೆಲಸದ ಸ್ಥಳಗಳಲ್ಲಿನ ಲೈಂಗಿಕ ಕಿರುಕುಳದ ಎಲ್ಲಾ ಪ್ರಕರಣಗಳ ಸಂಬಂಧದಲ್ಲಿ ದಾಖಲಿಸಿದ ಮತ್ತು ವಿಲೇವಾರಿ ಮಾಡಿದ ಪ್ರಕರಣಗಳ ಸಂಖ್ಯೆಯ ಸಂಬಂಧದ ವಿವರಗಳನ್ನು ದಾಖಲಿಸಿ ನಿರ್ವಹಿಸಲು ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರವನ್ನು ಅಧಿಸೂಚನೆ ಮೂಲಕ ನಿಯುಕ್ತಿಗೊಳಿಸಬೇಕಾಗಿರುತ್ತದೆ. ಈ ಅಧಿನಿಯಮವನ್ನು ಸಾರ್ವಜನಿಕವಾಗಿ ಪ್ರಚಾರ ಮಾಡಲು ಶಿಕ್ಷಣ, ಸಂಪರ್ಕ ಮತ್ತು ತರಬೇತಿ ಸಾಮಗ್ರಿಗಳನ್ನು ಅಭಿವೃದ್ಧಿಪಡಿಸುವುದು, ಅರಿವು ಮೂಡಿಸುವ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ಏರ್ಪಡಿಸುವುದು, ಮತ್ತು ದೂರು ಸಮಿತಿಗಳ ಸದಸ್ಯರುಗಳಿಗೆ ಪರಿಚಯ ಮತ್ತು ತರಬೇತಿ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ಡಿ.ಟಿ.ಐ./ಎ.ಟಿ.ಐ., ಮೈಸೂರು/ನಿಪ್‌ಸಿಡ್, ಯಲಹಂಕ, ಬೆಂಗಳೂರು ಮೂಲಕ ಎಲ್ಲರಿಗೂ ತರಬೇತಿ ಕೊಡಿಸುವುದು ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರದ ಪ್ರಕಾರ್ಯಗಳಾಗಿರುತ್ತದೆ.

ಆದ್ದರಿಂದ ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರವನ್ನು ನಿಯುಕ್ತಿಗೊಳಿಸಲು ಈ ಕೆಳಗಿನಂತೆ ಆದೇಶ ಹೊರಡಿಸಿದೆ.

**ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ : ಮಮಇ 28 ರಾಮಅ 2015 ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 18.11.2015.**

ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ (ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ 2013ರ ಸೆಕ್ಷನ್ 23 ಮತ್ತು 24ರ ಅನ್ವಯ ಈ ಅಧಿನಿಯಮವನ್ನು ಅನುಷ್ಠಾನಗೊಳಿಸುತ್ತಿರುವ ಬಗ್ಗೆ ಮೇಲ್ವಿಚಾರಣೆ ಮಾಡಲು ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಯವರ ಅಧ್ಯಕ್ಷತೆಯಲ್ಲಿ ರಾಜ್ಯ ಮಟ್ಟದ ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರ ಸಮಿತಿಯನ್ನು ರಚಿಸಿ, ಈ ಆದೇಶ ಹೊರಡಿಸಿದ ದಿನಾಂಕದಿಂದ ಮೂರು ವರ್ಷದ ಅವಧಿಗೆ ಅಥವಾ ಮುಂದಿನ ಆದೇಶದವರೆಗೆ ಪುನರ್ ರಚಿಸಿ ಈ ಮುಂದಿನಂತೆ ಆದೇಶ ಹೊರಡಿಸಿದೆ.

ರಾಜ್ಯ ಮಟ್ಟದ ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರ ಸಮಿತಿ

1	ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು, ಕರ್ನಾಟಕ ಸರ್ಕಾರ, ಬೆಂಗಳೂರು	-	ಅಧ್ಯಕ್ಷರು
2	ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು, ಸಿ.ಆ.ಸು.ಇ.	-	ಸದಸ್ಯರು
3	ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು, ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
4	ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು, ಐ.ಟಿ. & ಬಿ.ಟಿ. ಇಲಾಖೆ	-	ಸದಸ್ಯರು
5	ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು, ಸಾರಿಗೆ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
6	ಕಾರ್ಯದರ್ಶಿಗಳು-2, ವಾಣಿಜ್ಯ ಮತ್ತು ಕೈಗಾರಿಕೆ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
7	ಕಾರ್ಯದರ್ಶಿಗಳು-2, ಒಳಾಡಳಿತ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
8	ಕಾರ್ಯದರ್ಶಿಗಳು, ಕಾನೂನು ಇಲಾಖೆ	-	ಸದಸ್ಯರು
9	ಕಾರ್ಯದರ್ಶಿಗಳು, ಆರೋಗ್ಯ ಮತ್ತು ಕುಟುಂಬ ಕಲ್ಯಾಣ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
10	ಆಯುಕ್ತರು, ಕಾರ್ಮಿಕ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
11	ಆಯುಕ್ತರು, ಸರ್ವಜನಿಕ ಶಿಕ್ಷಣ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
12	ನಿರ್ದೇಶಕರು, ಪಾರ್ಶ್ವ ಮತ್ತು ಪ್ರಚಾರ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
13	ನಿರ್ದೇಶಕರು, ಮಹಿಳಾ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಇಲಾಖೆ	-	ಸದಸ್ಯರು
14	ನ್ಯಾಷನಲ್ ಲಾ ಸ್ಕೂಲ್ ಆಫ್ ಇಂಡಿಯಾ ಪ್ರತಿನಿಧಿ	-	ಸದಸ್ಯರು
15	ಕಾರ್ಯದರ್ಶಿಗಳು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮಹಿಳಾ ಆಯೋಗ	-	ಸದಸ್ಯ ಕಾರ್ಯದರ್ಶಿ

ಈ ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರ ಸಮಿತಿಯು ಆಗಿಂದಾಗ್ಗೆ ಸಭೆ ಸೇರಿ ರಾಜ್ಯದಲ್ಲಿ ಕೆಲಸ ಮಾಡುತ್ತಿರುವ ಸ್ಥಳಗಳಲ್ಲಿ ಮಹಿಳೆಯರಿಗೆ ಆಗುತ್ತಿರುವ ತೊಂದರೆಗಳನ್ನು ಪರಿಶೀಲಿಸುವುದು. ಸೆಕ್ಷನ್-8(1,2,3,4)ರನ್ವಯ ಕೇಂದ್ರ ಹಾಗೂ ರಾಜ್ಯ ಸರ್ಕಾರದಿಂದ ಬಿಡುಗಡೆಯಾಗುವ ಅನುದಾನದ ವಿನಿಯೋಗದ ಕುರಿತು ಸಹ ಕ್ರಮ ಕೈಗೊಳ್ಳುವುದು.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಅಜ್ಞಾನುಸಾರ  
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ,

(ಜಯಲಕ್ಷ್ಮಿ) 18/11/15

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ-2,  
ಮಹಿಳೆಯರ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ  
ಹಾಗೂ ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆ.

**ಪ್ರತಿಗಳು:**

1. ಮಹಾಲೇಖಪಾಲರು, (ಜೆ & ಎಸ್‌ಎಸ್‌ಎ), (ಇಆರ್‌ಎಸ್‌ಎ), (ಎ & ಇ) ಕರ್ನಾಟಕ, ಹೊಸ ಕಟ್ಟಡ, ಅಡಿಟ್ ಭವನ, ಅಂಚೆ ಪೆಟ್ಟಿಗೆ ಸಂಖ್ಯೆ: 5398, ಕರ್ನಾಟಕ, ಬೆಂಗಳೂರು-01.

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿಗಳು

ವಿಷಯ: ಕೆಲಸ ಮಾಡುವ ಸ್ಥಳಗಳಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ನಡೆಯುವ ಲೈಂಗಿಕ ಕಿರುಕುಳ ತಡೆಯಲು ಜಿಲ್ಲಾ ಮಟ್ಟದಲ್ಲಿ ಸ್ಥಳೀಯ ದೂರು ನಿರ್ವಹಣಾ ಸಮಿತಿ ಮತ್ತು ಎಲ್ಲಾ ಕಛೇರಿಗಳಲ್ಲಿ ಆಂತರಿಕ ದೂರು ನಿರ್ವಹಣಾ ಸಮಿತಿ ರಚಿಸುವ ಬಗ್ಗೆ.

- ಉಲ್ಲೇಖ:1. ಸರ್ವೋಚ್ಚ ನ್ಯಾಯಾಲಯದ ರಿಟ್ ಅರ್ಜಿಗಳ ಸಂ: 666-70:92 ರ ಮೇಲಿನ ದಿ: 13/04/97ರ ತೀರ್ಪು.  
2. ಸರ್ಕಾರಿ ಆದೇಶ ಸಂ: ಮಮಇ 36 ಮಮಆ 98, ದಿ: 08/06/2001.  
3. ಸರ್ಕಾರದ ಆದೇಶ ಸಂ: ಮಮಇ 58 ಮಮಅ 2002, ಬೆಂಗಳೂರು, ದಿ: 28/08/2002.  
4. ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ (ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ, 2013.

ಪ್ರಸ್ತಾವನೆ:

ಉಲ್ಲೇಖ(1)(2) ಮತ್ತು (3)ರನ್ವಯ ಕೆಲಸ ಮಾಡುವ ಸ್ಥಳಗಳಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ನಡೆಯುವ ಲೈಂಗಿಕ ಕಿರುಕುಳಗಳನ್ನು ತಡೆಯಲು ದೂರು ನಿರ್ವಹಣಾ ಸಮಿತಿಗಳನ್ನು ರಚಿಸಲು ಮಾರ್ಗಸೂಚಿಗಳನ್ನು ಹೊರಡಿಸಲಾಗಿತ್ತು. ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ (ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ, 2013 ಕೇಂದ್ರ ಸರ್ಕಾರದಿಂದ ಜಾರಿಗೊಳಿಸಲಾಗಿರುತ್ತದೆ. ಈ ಅಧಿನಿಯಮದ ಅನ್ವಯ ಖಾಸಗಿ, ಸರ್ಕಾರಿ, ನಿಗಮ ಮಂಡಳಿ, ಸಾರ್ವಜನಿಕ ಉದ್ಯಮಗಳು, ಫ್ಯಾಕ್ಟರಿಗಳು ಇತ್ಯಾದಿ ಎಲ್ಲಾ ಕಛೇರಿಗಳಲ್ಲಿ ಆಂತರಿಕ ದೂರು ಸಮಿತಿ ರಚಿಸುವುದು, ಜಿಲ್ಲಾ ಮಟ್ಟದಲ್ಲಿ ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿ ರಚಿಸುವುದು ಸಹ ಕಡ್ಡಾಯಗೊಳಿಸಲಾಗಿರುತ್ತದೆ.

ಮೇಲಿನ ಎಲ್ಲಾ ಅಂಶಗಳನ್ನು ಪರಿಶೀಲಿಸಿ ಈ ಕೆಳಕಂಡಂತೆ ಆದೇಶಿಸಿದೆ.

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ : ಮಮಇ 28 ರಾಮಆ 2015 ಬೆಂಗಳೂರು, ದಿನಾಂಕ:18.11.2015.

ಕೆಲಸ ಮಾಡುವ ಸ್ಥಳಗಳಲ್ಲಿ, ಮಹಿಳೆಯರ ಮೇಲೆ ನಡೆಯುವ ಲೈಂಗಿಕ ಕಿರುಕುಳಗಳನ್ನು ತಡೆಯಲು ದೂರು ನಿರ್ವಹಣಾ ಸಮಿತಿಗಳನ್ನು ಈ ಆದೇಶದ ಅನುಬಂಧದಲ್ಲಿನ ಪರಿಷ್ಕೃತ ಮಾರ್ಗಸೂಚಿಗಳಂತೆ ರಚಿಸಿ ಕಾರ್ಯ ನಿರ್ವಹಿಸಲು ಆದೇಶಿಸಿದೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಅಜ್ಞಾನುಸಾರ  
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ,

(ಜಯಲಕ್ಷ್ಮಿ) 18/11/15

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ-2,

ಮಹಿಳೆಯರ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ  
ಹಾಗೂ ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆ.

ಪ್ರತಿಗಳು:

1. ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು, ಸಿಬ್ಬಂದಿ ಮತ್ತು ಆಡಳಿತ ಸುಧಾರಣಾ ಇಲಾಖೆ, ಬೆಂಗಳೂರು
2. ಎಲ್ಲಾ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು ; ಕಾರ್ಯದರ್ಶಿಗಳು

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ : ಮಮಇ 28 ರಾಮಆ 2015, ದಿನಾಂಕ: 18.11.2015ಕ್ಕೆ ಅನುಬಂಧ

ಕೆಲಸ ಮಾಡುವ ಸ್ಥಳಗಳಲ್ಲಿ, ಮಹಿಳೆಯರ ಮೇಲೆ ನಡೆಯುವ ಲೈಂಗಿಕ ಕಿರುಕುಳಗಳನ್ನು ತಡೆಯಲು ದೂರು ನಿರ್ವಹಣಾ ಸಮಿತಿಗಳ ಪರಿಷ್ಕೃತ ಮಾರ್ಗಸೂಚಿಗಳು:-  
ಎಲ್ಲಾ ಕಛೇರಿಗಳಲ್ಲಿ ಆಂತರಿಕ ದೂರು ಸಮಿತಿ ರಚಿಸುವುದು, ಜಿಲ್ಲಾ ಮಟ್ಟದಲ್ಲಿ ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿ ರಚಿಸುವ ಬಗ್ಗೆ:

ಲೈಂಗಿಕ ಕಿರುಕುಳದಿಂದ ಭಾದಿತ ಮಹಿಳೆಯು ಆ ಕೃತ್ಯ ನಡೆದ 3 ತಿಂಗಳ ಒಳಗಾಗಿ ಅಥವಾ ಅಂತಹ ಲೈಂಗಿಕ ಕಿರುಕುಳವು ಹಲವಾರು ದಿನಗಳಿಂದ ನಡೆಯುತ್ತಿದ್ದರೆ, ಅಂತಹ ಲೈಂಗಿಕ ಕಿರುಕುಳವು ಕೊನೆಯ ಬಾರಿ ನಡೆದ ದಿನದಿಂದ 3 ತಿಂಗಳ ಒಳಗೆ ಲಿಖಿತವಾಗಿ "ಆಂತರಿಕ ದೂರು ಸಮಿತಿಗೆ" ಅಥವಾ "ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿಗೆ" ದೂರು ನೀಡಬೇಕು. ಒಂದು ವೇಳೆ ಅಂತಹ ಲೈಂಗಿಕ ಕಿರುಕುಳದಿಂದ ಭಾದಿತ ಮಹಿಳೆಯು 3 ತಿಂಗಳ ಒಳಗೆ ದೂರು ನೀಡಲು ಸಾಧ್ಯವಾಗದಂತಹ ಪರಿಸ್ಥಿತಿ ಎದುರಿಸುತ್ತಿರುವುದಾಗಿ ನಿರೂಪಿಸಿದಲ್ಲಿ ದೂರು ಸಮಿತಿಯು ಹೆಚ್ಚುವರಿ 3 ತಿಂಗಳ ಸಮಯದವರೆಗೂ (ಒಟ್ಟು 6 ತಿಂಗಳು) ದೂರನ್ನು ಸ್ವೀಕರಿಸಬಹುದು.

ಲೈಂಗಿಕ ಕಿರುಕುಳಕ್ಕೆ ಒಳಗಾದ ಮಹಿಳೆ ಅಥವಾ ಅಂತಹ ಮಹಿಳೆಯು ದೂರು ನೀಡದ ರೀತಿಯ ಮಾನಸಿಕ ಮತ್ತು ದೈಹಿಕ ಸ್ಥಿತಿಯಲ್ಲಿದ್ದರೆ ಅಂತಹ ಮಹಿಳೆಯ ಸಮ್ಮತಿ ಪಡೆದ ಯಾವುದಾದರೂ ವ್ಯಕ್ತಿ ಅಥವಾ ಲೈಂಗಿಕ ಕಿರುಕುಳಕ್ಕೆ ಒಳಗಾದ ಮಹಿಳೆಯು ಸಾವನ್ನಪ್ಪಿದ್ದರೆ, ಅಂತಹ ಮಹಿಳೆಯ ಕಾನೂನುಬದ್ಧ ವಾರಸುದಾರರು ದೂರನ್ನು ನೀಡಬಹುದು.

"ಆಂತರಿಕ ದೂರು ಸಮಿತಿ ಅಥವಾ "ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿಗೆ ಲೈಂಗಿಕ ಕಿರುಕುಳದ ದೂರನ್ನು ನೀಡಬೇಕು.

ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯ ಸ್ವರೂಪ ಮತ್ತು ಅದಕ್ಕೆ ಇರುವ ಅಧಿಕಾರಗಳು:

ಯಾವುದೇ ಒಂದು ಕಛೇರಿ/ಸಂಸ್ಥೆ/ಅಥವಾ ಕೆಲಸದ ಸ್ಥಳಗಳಲ್ಲಿ 10 ಮತ್ತು 10ಕ್ಕಿಂತ ಹೆಚ್ಚು ಮಹಿಳೆಯರು ಕೆಲಸ ಮಾಡುತ್ತಿದ್ದರೆ, ಸಂಸ್ಥೆಯ ಮಾಲೀಕರು/ಮುಖ್ಯಸ್ಥರು, ಆ ಕಛೇರಿ/ಸಂಸ್ಥೆ/ಅಥವಾ ಕೆಲಸದ ಸ್ಥಳಗಳಲ್ಲಿ ಒಂದು "ಆಂತರಿಕ ದೂರು ಸಮಿತಿ" ಯನ್ನು ಕಡ್ಡಾಯವಾಗಿ ರಚನೆ ಮಾಡಬೇಕು. ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯನ್ನು ರಚನೆ ಮಾಡಿದ ನಂತರ ಸಮಿತಿ ರಚನೆ, ಅದರ ಸದಸ್ಯರುಗಳ ಹೆಸರು ಮತ್ತು ವಿಳಾಸವನ್ನು ತಿಳಿಸುವ ಕುರಿತು ಕಛೇರಿಯ ಆದೇಶವನ್ನು ಮತ್ತು ತಿಳುವಳಿಕೆ ಪತ್ರವನ್ನು ಹೊರಡಿಸಬೇಕು. ಈ ವಿಚಾರವನ್ನು ನೌಕರರ ಗಮನಕ್ಕೆ ತರಬೇಕು.

ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯ ಸ್ವರೂಪ:

- ಅಧ್ಯಕ್ಷರು: ಕೆಲಸದ ಸ್ಥಳದ, ಕೆಲಸಗಾರರ ಮಧ್ಯದಲ್ಲಿನ ಹಿರಿಯ ಶ್ರೇಣಿಯ ಉದ್ಯೋಗಸ್ಥ ಮಹಿಳೆಯು ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷರಾಗಿರುತ್ತಾರೆ.
- ಸದಸ್ಯರು: ಕೆಲಸಗಾರರ ನಡುವೆ / ಸಮಾಜ ಕಲ್ಯಾಣ ಕ್ಷೇತ್ರಗಳಲ್ಲಿ ಅನುಭವ ಹೊಂದಿರುವ, ಕಾನೂನು ಜ್ಞಾನ ಹೊಂದಿರುವ ಇಬ್ಬರು ಸದಸ್ಯರು ಮತ್ತು ಮಹಿಳೆಯರ ಉನ್ನತಿಗೆ ಕಾರಣರಾದ ಸಂಘಸಂಸ್ಥೆ ಅಥವಾ ಲೈಂಗಿಕ ಕಿರುಕುಳದ ವಿವಾದಕ್ಕೆ ಸಂಬಂಧಿಸಿದ ವಿಚಾರದಲ್ಲಿ ನುರಿತಿರುವ ಅರೆಸರ್ಕಾರಿ ಸಂಸ್ಥೆಯಿಂದ ಒಬ್ಬ ಸದಸ್ಯರನ್ನು ಒಳಗೊಂಡಿರುತ್ತದೆ.
- ಆಂತರಿಕ ಸಮಿತಿಯ ಸದಸ್ಯರ ಶುಲ್ಕಗಳು ಅಥವಾ ಭತ್ಯೆಗಳು: (1)ಸರ್ಕಾರೇತರ ಸಂಸ್ಥೆಗಳ ಪೈಕಿಯಿಂದ ನೇಮಕಗೊಂಡ ಸದಸ್ಯರು, ಆಂತರಿಕ ಸಮಿತಿಯ ವ್ಯವಹಾರಗಳನ್ನು ನಡೆಸಿದ್ದಕ್ಕಾಗಿ ದಿನವೊಂದಕ್ಕೆ



ಎರಡು ನೂರು ರೂಪಾಯಿಗಳ ಭತ್ಯೆಯನ್ನು ಪಡೆಯುವುದಕ್ಕೆ ಮತ್ತು ಅವನು ಹವಾನಿಯಂತ್ರಿತ ತ್ರೀ ಟೈಯರ್ ರೈಲಿನಲ್ಲಿ ಅಥವಾ ಹವಾ ನಿಯಂತ್ರಿತ ಬಸ್ಸಿನಲ್ಲಿ ಮತ್ತು ಆಟೋರಿಕ್ಷಾ ಅಥವಾ ಟ್ಯಾಕ್ಸಿ ಮೂಲಕ ಪ್ರಯಾಣಿಸಿದ ಪ್ರಯಾಣ ವೆಚ್ಚವನ್ನು ಅಥವಾ ಅವನು ಪ್ರಯಾಣ ಮಾಡಲು ಖರ್ಚು ಮಾಡಿದ ವಾಸ್ತವಿಕ ಮೊತ್ತ, ಇದರಲ್ಲಿ ಯಾವುದು ಕಡಿಮೆಯೋ ಅದನ್ನು ಸಹ ಹಿಂಭರಿಸುವುದಕ್ಕೆ ಹಕ್ಕುಳ್ಳವನಾಗಿರತಕ್ಕದ್ದು.

(2) ನಿಯೋಜಕನು/ಉದ್ಯೋಗದಾತ/ಕಛೇರಿ ಮುಖ್ಯಸ್ಥ ಉಲ್ಲೇಖಿಸಿದ ಭತ್ಯೆಗಳನ್ನು ಸಂದಾಯ ಮಾಡಲು ಹೊಣೆಗಾರನಾಗಿರತಕ್ಕದ್ದು.

ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯ ಸದಸ್ಯರು 3 ವರ್ಷದವರೆಗೆ ಅಧಿಕಾರದಲ್ಲಿರುತ್ತಾರೆ. ಪ್ರತಿ 3 ವರ್ಷಗಳಿಗೊಮ್ಮೆ ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯನ್ನು ಪುನರ್ ರಚಿಸಬೇಕು. ಹಿಂದಿನ ದೂರು ಸಮಿತಿಯಲ್ಲಿ ಪ್ರತಿನಿಧಿಸದಿದ್ದ ಇಲಾಖೆಗಳಿಗೆ ಪ್ರಾತಿನಿಧ್ಯ ಕೊಡುವಂತೆ ಖಚಿತ ಪಡಿಸಿಕೊಳ್ಳತಕ್ಕದ್ದು.

ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯು ಕಾರ್ಯ ನಿರ್ವಹಣೆ:

- ಲೈಂಗಿಕ ಕಿರುಕುಳದ ಕುರಿತಾದ ದೂರನ್ನು ಸ್ವೀಕರಿಸಬಹುದಾಗಿದೆ.
- ಲೈಂಗಿಕ ಕಿರುಕುಳದ ಕುರಿತಾದ ದೂರಿನ ಕುರಿತಂತೆ ದೂರುಗಳನ್ನು ದಾಖಲು ಮಾಡಿಕೊಳ್ಳಬಹುದಾಗಿದೆ ಮತ್ತು ಅಂತಹ ದೂರನ್ನು ತೀರ್ಮಾನ ಮಾಡಬಹುದಾಗಿದೆ.
- ಲೈಂಗಿಕ ಕಿರುಕುಳದ ದೂರಿನ ಕುರಿತಂತೆ ದಾಖಲಾತಿಗಳನ್ನು ಕಾಯ್ದುಕೊಳ್ಳಬಹುದಾಗಿದೆ.
- ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯು ಸಾಮಾನ್ಯವಾಗಿ ನ್ಯಾಯ ತೀರ್ಮಾನದ ಕುರಿತಂತೆ ಸಿವಿಲ್ ನ್ಯಾಯಾಲಯಕ್ಕೆ ಇರುವಂತಹ ಎಲ್ಲಾ ಅಧಿಕಾರಗಳನ್ನು ಹೊಂದಿರುತ್ತದೆ. ಅಂದರೆ-
  1. ಸಮನ್ಗಳನ್ನು ಹೊರಡಿಸುವುದು ಮತ್ತು ಯಾವುದೇ ವ್ಯಕ್ತಿಯ ಹಾಜರಾತಿಗಳನ್ನು ಕಡ್ಡಾಯಗೊಳಿಸಬಹುದಾಗಿದೆ ಮತ್ತು ಅಥವಾ ವ್ಯಕ್ತಿಗಳನ್ನು ಶಪಥದ (ಅಫಿಡವಿಟ್) ಮೇಲೆ ವಿಚಾರಣೆ ಮಾಡಬಹುದಾಗಿದೆ.
  2. ದಾಖಲಾತಿಗಳನ್ನು ಹಾಜರುಪಡಿಸುವುದಕ್ಕೆ ಮತ್ತು ಒದಗಿಸುವುದಕ್ಕೆ ಆದೇಶ ಹೊರಡಿಸಬಹುದಾಗಿದೆ.
  3. ಇನ್ನಿತರ ನಿಗದಿಪಡಿಸಿದ ಕರ್ತವ್ಯಗಳನ್ನು ನಿರ್ವಹಿಸಬಹುದಾಗಿದೆ.

ಸ್ಥಳೀಯ ದೂರುಗಳ ಸಮಿತಿ ರಚನೆ ಮತ್ತು ಅದಕ್ಕೆ ಇರುವ ಅಧಿಕಾರಗಳು:

ಆಯಾ ಜಿಲ್ಲೆಯ ಜಿಲ್ಲಾಧಿಕಾರಿಗಳನ್ನು ದೂರು ನಿರ್ವಹಣಾ ಸಮಿತಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಜಿಲ್ಲಾ-ಅಧಿಕಾರಿ (District Officer) ಎಂದು ನೇಮಿಸಲಾಗಿದೆ. ಪ್ರತಿಯೊಂದು ಜಿಲ್ಲೆಯಲ್ಲಿ ಜಿಲ್ಲಾಧಿಕಾರಿಯು ಆಯಾ ಜಿಲ್ಲೆಗೆ ಸಂಬಂಧಿಸಿದಂತೆ "ಸ್ಥಳೀಯ ದೂರುಗಳ ಸಮಿತಿ" ರಚಿಸಬಹುದಾಗಿದೆ. ಯಾವುದಾದರೂ ಸಂಸ್ಥೆಯಲ್ಲಿ 10ಕ್ಕಿಂತ ಹೆಚ್ಚು ಕೆಲಸಗಾರರು ಹೊಂದಿರದ ಕಾರಣದಿಂದಾಗಿ ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯು ಸ್ಥಾಪನೆಯಾಗದಿದ್ದಲ್ಲಿ ಮತ್ತು ಮಾಲೀಕರ ವಿರುದ್ಧವೇ ದೂರುಗಳನ್ನು ಸ್ವೀಕರಿಸಲು, ಅಸಂಘಟಿತ ಕಾರ್ಮಿಕ ವಲಯದ ದೂರುಗಳನ್ನು (ಉದಾ: ಕಟ್ಟಡ ಕಾರ್ಮಿಕರು, ಮನೆ ಕೆಲಸಗಾರರು) ಸ್ವೀಕರಿಸಲು ಮತ್ತು ವಿಚಾರಣೆ ಮಾಡಲು "ಸ್ಥಳೀಯ ದೂರುಗಳ ಸಮಿತಿ" ರಚಿಸಬೇಕಾಗಿರುತ್ತದೆ.

"ಸ್ಥಳೀಯ ದೂರುಗಳ ಸಮಿತಿ" ಯ ಸದಸ್ಯರನ್ನು ಜಿಲ್ಲಾಧಿಕಾರಿಗಳು ನಾಮನಿರ್ದೇಶನ ಮಾಡಬಹುದಾಗಿದೆ. ಈ ಸಮಿತಿಯ ಸ್ವರೂಪ:

ಅಧ್ಯಕ್ಷ: ಸಮಾಜ ಕಲ್ಯಾಣ ಕ್ಷೇತ್ರಗಳಲ್ಲಿ, ಸಮರ್ಥರಾದ, ಮತ್ತು ಮಹಿಳೆಯರ ಅಭ್ಯುದಯಕ್ಕೆ ಕಾರಣರಾದ ವ್ಯಕ್ತಿಗಳ ಪೈಕಿ ಒಬ್ಬರು ಮಹಿಳೆಯು ಅಧ್ಯಕ್ಷರಾಗಿರುತ್ತಾರೆ.

ಸದಸ್ಯರು:

- ಒಬ್ಬರು ಸದಸ್ಯರು: ತಾಲ್ಲೂಕು ಮತ್ತು ಜಿಲ್ಲೆಯಲ್ಲಿನ ನಗರ ಸಭೆ ವ್ಯಾಪ್ತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ಮಹಿಳೆಯರ ನಡುವೆ ಒಬ್ಬರು ಸದಸ್ಯರಿರುತ್ತಾರೆ.
- ಇಬ್ಬರು ಸದಸ್ಯರು: ಸರ್ಕಾರೇತರ ಸಂಸ್ಥೆಗಳಿಂದ ಅಥವಾ ಮಹಿಳೆಯರ ಅಭ್ಯುದಯಕ್ಕೆ ಕಾರಣವಾದ ಸಂಘಟನೆಗಳನ್ನು ರಚಿಸಿರುವ ಅಥವಾ ಲೈಂಗಿಕ ಕಿರುಕುಳದ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ನಿಗದಿಪಡಿಸಬಹುದಾದ ಜ್ಞಾನ ಹೊಂದಿರುವಂತಹ ಇಬ್ಬರು ಸದಸ್ಯರು ಇರುತ್ತಾರೆ.

ಒಟ್ಟಾರೆ ನಾಮ ನಿರ್ದೇಶನಗೊಂಡವರಲ್ಲಿ ಕನಿಷ್ಠಪಕ್ಷ ಒಬ್ಬರು ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ಪಂಗಡಗಳ ಅಥವಾ ಇತರೆ ಹಿಂದುಳಿದ ವರ್ಗಗಳ ಅಥವಾ ಕೇಂದ್ರ ಸರ್ಕಾರವು ಕಾಲಕಾಲಕ್ಕೆ ಅಧಿಸೂಚಿಸಲ್ಪಡುವ ಅಲ್ಪಸಂಖ್ಯಾತ ಸಮುದಾಯದವರಾಗಿರಬೇಕು.

ಸ್ಥಳೀಯ ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷ ಮತ್ತು ಸದಸ್ಯರುಗಳ ಶುಲ್ಕಗಳು ಅಥವಾ ಭತ್ಯೆಗಳು: (1) ಸ್ಥಳೀಯ ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷನು, ಸದರಿ ಸಮಿತಿಯ ವ್ಯವಹಾರಗಳನ್ನು ನಡೆಸಿದ್ದಕ್ಕಾಗಿ ದಿನವೊಂದಕ್ಕೆ ಎರಡು ನೂರು ಐವತ್ತು ರೂಪಾಯಿಗಳ ಭತ್ಯೆಗೆ ಹಕ್ಕುಳ್ಳವನಾಗಿರತಕ್ಕದ್ದು.

(2) ಸರ್ಕಾರೇತರ ಸಂಸ್ಥೆಗಳ ವೈಕಿಯಿಂದ ನೇಮಕಗೊಂಡ ಸ್ಥಳೀಯ ಸಮಿತಿಯ ಸದಸ್ಯರುಗಳು ಸದರಿ ಸಮಿತಿಯ ವ್ಯವಹಾರಗಳನ್ನು ನಡೆಸಿದ್ದಕ್ಕಾಗಿ ದಿನವೊಂದಕ್ಕೆ ಎರಡು ನೂರು ರೂಪಾಯಿಗಳ ಭತ್ಯೆಗೆ ಮತ್ತು ಹವಾನಿಯಂತ್ರಿತ ಶ್ರೀ ಟೈಯರ್ ರೈಲಿನಲ್ಲಿ ಅಥವಾ ಹವಾನಿಯಂತ್ರಿತ ಬಸ್ಸಿನಲ್ಲಿ ಮತ್ತು ಆಟೋರಿಕ್ಷಾ ಅಥವಾ ಟ್ಯಾಕ್ಸಿ ಮೂಲಕ ಪ್ರಯಾಣಿಸಿದ ಪ್ರಯಾಣ ವೆಚ್ಚವನ್ನು ಅಥವಾ ಅವನು ಪ್ರಯಾಣ ಮಾಡಲು ಖರ್ಚು ಮಾಡಿದ ವಾಸ್ತವಿಕ ಮೊತ್ತ, ಇದರಲ್ಲಿ ಯಾವುದು ಕಡಿಮೆಯೋ ಅದನ್ನು ಸಹ ಹಿಂಭರಿಸುವುದಕ್ಕೆ ಹಕ್ಕುಳ್ಳವನಾಗಿರತಕ್ಕದ್ದು.

(3) ಜಿಲ್ಲಾ ಅಧಿಕಾರಿಯು ಭತ್ಯೆಗಳನ್ನು ಸಂದಾಯ ಮಾಡುವುದಕ್ಕೆ ಹೊಣೆಗಾರನಾಗಿರತಕ್ಕದ್ದು.

ಸ್ಥಳೀಯ ದೂರುಗಳ ಸಮಿತಿಯ ಸದಸ್ಯರು 3 ವರ್ಷದವರೆಗೆ ಅಧಿಕಾರದಲ್ಲಿರುತ್ತಾರೆ. ಪ್ರತಿ 3 ವರ್ಷಗಳಿಗೊಮ್ಮೆ ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯ ಪುನರ್ ರಚಿಸಬೇಕು. ಹಿಂದಿನ ದೂರು ಸಮಿತಿಯಲ್ಲಿ ಪ್ರತಿನಿಧಿಸದಿದ್ದ ಇಲಾಖೆಗಳಿಗೆ ಪ್ರತಿನಿಧ್ಯ ಕೊಡುವಂತೆ ವಿಚಿತ ಪಡಿಸಿಕೊಳ್ಳತಕ್ಕದ್ದು.

ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿಯು, ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯ ರೀತಿಯಂತೆ ಅಧಿಕಾರಗಳನ್ನು ಹೊಂದಿರುತ್ತದೆ ಮತ್ತು ಕಾರ್ಯ ನಿರ್ವಹಿಸುತ್ತದೆ.

ದೂರುಗಳ ವಿಚಾರಣೆ, ಶಿಫಾರಸ್ಸುಗಳು ಮತ್ತು ಅದರ ಜಾರಿ:

ದೂರುಗಳ ವಿಚಾರಣೆ, ಶಿಫಾರಸ್ಸುಗಳು ಮತ್ತು ಅದರ ಜಾರಿಗೆ ಸಮಯ ನಿಗದಿಪಡಿಸಲಾಗಿದೆ.

- ದೂರು ಸಲ್ಲಿಸಿದ 7 ಕೆಲಸದ ದಿನಗಳ ಒಳಗೆ ಯಾರ ವಿರುದ್ಧ ದೂರು ನೀಡಲಾಗಿದೆಯೋ ಅಥವಾ ಎದುರುದಾರರಿಗೆ ದೂರಿನ ಒಂದು ಪ್ರತಿಯನ್ನು ತಲುಪಿಸಬೇಕು.
- ಎದುರುದಾರರು ದೂರು ಪ್ರತಿ ಪಡೆದ 10 ಕೆಲಸದ ದಿನಗಳ ಒಳಗೆ ದೂರಿಗೆ ಪ್ರತ್ಯುತ್ತರವನ್ನು ಅದಕ್ಕೆ ಅವಶ್ಯಕವಾದ ದಾಖಲಾತಿಗಳು ಮತ್ತು ಸಾಕ್ಷಿದಾರರ ಹೆಸರು ವಿಳಾಸದೊಂದಿಗೆ ಸಮಿತಿಗೆ ಸಲ್ಲಿಸಬೇಕು.
- ಲೈಂಗಿಕ ಕಿರುಕುಳ ನಡೆದಿದೆ ಎಂದು ನಂಬಲರ್ಹ ಬಲವಾದ ಸಾಕ್ಷಿಗಳು ಮತ್ತು ಆರೋಪವು ಮೇಲ್ಮೊಟ್ಟಕ್ಕೆ ಸಾಬೀತು ಆಗುವಂತಿದ್ದರೆ, ಅಂತಹ ಪ್ರಕರಣದ ದೂರನ್ನು ದೂರು ದಾಖಲಾದ 7 ದಿನಗಳ ಒಳಗೆ ಸ್ಥಳೀಯ ಪೊಲೀಸ್ ಠಾಣೆಗೆ ಭಾರತೀಯ ದಂಡ ಸಂಹಿತೆಯ ಕಲಂ 509, 354(ಎ) ಪ್ರಕಾರ ಅಥವಾ ಇನ್ನಿತರ ಕಲಂಗಳ ಅನ್ವಯ ಅಗತ್ಯ ತೀರ್ಮಾನಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲು ದೂರನ್ನು ವರ್ಗಾಯಿಸಬೇಕಾಗಿರುತ್ತದೆ.
- ದೂರು ಸಮಿತಿಯು 'ನೈಸರ್ಗಿಕ ನ್ಯಾಯತತ್ವದಂತೆ' (ಅಂದರೆ ದೂರುದಾರರು ಮತ್ತು ಎದುರುದಾರರಿಗೆ ತಮ್ಮ ವಿಚಾರಗಳನ್ನು ಹೇಳಿಕೊಳ್ಳಲು ಅವಶ್ಯಕವಾದ ಸಮಾನವಾದ ಅವಕಾಶ ನೀಡಿ) ವಿಚಾರಣೆ ಮಾಡಬೇಕು.
- ದೂರು ಸಲ್ಲಿಸಿದ 90 ದಿನಗಳ ಒಳಗೆ ದೂರಿನ ವಿಚಾರಣೆ ಮತ್ತು ತೀರ್ಮಾನ ಮಾಡಿ ನಂತರ ವರದಿಯನ್ನು ಉದ್ಯೋಗದಾತರಿಗೆ ಅಥವಾ ಮಾಲೀಕರಿಗೆ ನೀಡಬೇಕು.

- ದೂರುದಾರರು ಅಥವಾ ಎದುರುದಾರರು ನಂಬಲರ್ಹವಾದ ಯಾವುದೇ ಕಾರಣಗಳಿಲ್ಲದೆ ಸಮಿತಿಯ 3 ನಿಯಮಿತವಾದ ವಿಚಾರಣೆ ಕಾರ್ಯಕ್ಕೆ ಗೈರು ಹಾಜರಾಗಿದ್ದರೆ, ಅಂತಹ ಸಂದರ್ಭದಲ್ಲಿ ಸಮಿತಿಯು 15 ದಿನಗಳಿಗೆ ಕಡಿಮೆ ಇರದಂತೆ ಸಂಬಂಧಿಸಿದ ವ್ಯಕ್ತಿಗಳಿಗೆ ನೋಟಿಸ್ ನೀಡಿ "ಏಕಪಕ್ಷೀಯ" ತೀರ್ಮಾನವನ್ನು ನೀಡಬಹುದಾಗಿದೆ.
- ಸಮಿತಿಯ ಮುಂದೆ ವಿಚಾರಣೆಯ ಸಂದರ್ಭದಲ್ಲಿ ಪಕ್ಷಗಾರರು ಯಾವುದೇ ರೀತಿಯ ವಕೀಲರನ್ನು ನೇಮಿಸಿಕೊಳ್ಳುವಂತಿಲ್ಲ.
- ಸಮಿತಿಯ ವಿಚಾರಣೆಯ ಸಂದರ್ಭದಲ್ಲಿ ಕನಿಷ್ಠ ಪಕ್ಷ 3 ಸದಸ್ಯರು ಕಡ್ಡಾಯವಾಗಿ ಹಾಜರಿರಬೇಕು.
- ಮಾಲೀಕರು ಅಥವಾ ಉದ್ಯೋಗದಾತರು 60 ದಿನಗಳ ಒಳಗೆ ವರದಿಯ ಅನ್ವಯ ಅವಶ್ಯಕ ಕ್ರಮ ಕೈಗೊಳ್ಳಬೇಕು.

ದೂರುಗಳ ವಿಚಾರಣೆ ವಿಧಾನಗಳು ಮತ್ತು ಸಮಿತಿಯು ತೆಗೆದುಕೊಳ್ಳಬಹುದಾದ ಕ್ರಮಗಳು:

ಸಮಿತಿಯ ಮುಂದೆ ದೂರು ಬಂದಾಗ,

- ದೂರು ದಾಖಲಿಸಿಕೊಳ್ಳಬೇಕು: ಸಮಿತಿಯು ದೂರನ್ನು ದಾಖಲಿಸಿಕೊಳ್ಳಬೇಕು. ದೂರಿನ 6 ಪ್ರತಿಗಳನ್ನು ಮತ್ತು ಅದಕ್ಕೆ ಅವಶ್ಯಕವಾದ ದಾಖಲಾತಿಗಳು ಮತ್ತು ಸಾಕ್ಷಿಗಳ ಹೆಸರು ಮತ್ತು ವಿಳಾಸವನ್ನು ದೂರುದಾರರು ನೀಡಬೇಕು.
- ವಿಚಾರಣೆ ಮಾಡಬೇಕು: ಸಮಿತಿಯು ದೂರನ್ನು ದಾಖಲಿಸಿಕೊಳ್ಳಬೇಕು ಮತ್ತು ದೂರಿನಲ್ಲಿ ಹೆಸರಿಸಲ್ಪಟ್ಟ ಎದುರುದಾರರಿಗೆ ದೂರಿನ ಒಂದು ಪ್ರತಿಯನ್ನು ದೂರು ಸ್ವೀಕರಿಸಿದ 7 ಕೆಲಸದ ದಿನಗಳ ಒಳಗೆ ಕಳುಹಿಸಬೇಕು. ಎದುರುದಾರರು ದೂರನ್ನು ಸ್ವೀಕರಿಸಿದ 10 ಕೆಲಸದ ದಿನಗಳ ಒಳಗೆ ತಮ್ಮ ಪ್ರತ್ಯುತ್ತರದೊಡನೆ ಅವಶ್ಯಕವಾದ ದಾಖಲಾತಿಗಳು ಮತ್ತು ಸಾಕ್ಷಿಗಳ ಹೆಸರು ಮತ್ತು ವಿಳಾಸ ಸಮಿತಿಗೆ ನೀಡಬೇಕು.
- ದೂರುದಾರರಿಗೆ ಅವಶ್ಯಕವಾದ ರಕ್ಷಣೆ ಮತ್ತು ಸಹಾಯ ನೀಡಬೇಕು.
- ದೂರು ಮೇಲ್ನೋಟಕ್ಕೆ ಸಾಬೀತಾದಲ್ಲಿ ವಿಚಾರಣೆಗೆ ತೆಗೆದುಕೊಳ್ಳಬೇಕು ಮತ್ತು ಅಸಂಘಟಿತ ಕಾರ್ಮಿಕ ವಲಯದ ದೂರುಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಅವಶ್ಯಕವೆನಿಸಿದಲ್ಲಿ 7 ದಿನಗಳ ಒಳಗೆ ಪೊಲೀಸರಿಗೆ ದೂರು ವರ್ಗಾವಣೆ ಮಾಡಬೇಕು.
- ವಿಚಾರಣೆಯು ಪೂರ್ಣಗೊಂಡ 10 ದಿನಗಳ ಒಳಗೆ ವರದಿ ಮತ್ತು ಶಿಫಾರಸ್ಸುಗಳನ್ನು ಮಾಲೀಕರಿಗೆ ಅಥವಾ ಜಿಲ್ಲಾ-ಅಧಿಕಾರಿ(District Officer)ಗಳಿಗೆ ನೀಡಬೇಕು.
- ಬಾಧಿತ ಮಹಿಳೆಗೆ ಕಾನೂನು ಬದ್ಧವಾಗಿ ದೊರೆಯುವ ರಜೆಗಳ ಜೊತೆಯಲ್ಲಿ ಅವಶ್ಯಕತೆಗಳಿಗೆ ಅನುಗುಣವಾಗಿ ರಜೆಗಳನ್ನು ಹೆಚ್ಚುವರಿಯಾಗಿ ನೀಡಬಹುದಾಗಿದೆ.
- ವಿಚಾರಣೆಯ ಸಂದರ್ಭದಲ್ಲಿ ದೂರುದಾರರ ಮನವಿ ಮೇರೆಗೆ ದೂರುದಾರರನ್ನು ಅವರ ರಕ್ಷಣೆಗಾಗಿ ಅಥವಾ ಎದುರುದಾರರನ್ನು ವರ್ಗಾವಣೆ ಮಾಡಬಹುದಾಗಿದೆ.

ಸಮಿತಿಯು ಲೈಂಗಿಕ ಕಿರುಕುಳದ ಆಪಾದನೆಯು ಸಾಬೀತಾಗಿದೆ ಎಂದು ನಿರ್ಣಯಿಸಿದಲ್ಲಿ ಕೈಗೊಳ್ಳಬಹುದಾದ ಕ್ರಮಗಳು:

- ತಪ್ಪಿತಸ್ಥರಿಗೆ ಸೂಚನೆ ಅಥವಾ ಎಚ್ಚರಿಕೆ ನೀಡುವುದು,
- ತಪ್ಪಿತಸ್ಥರಿಗೆ ದಂಡ ವಿಧಿಸುವುದು,
- ತಪ್ಪಿತಸ್ಥರನ್ನು ವರ್ಗಾವಣೆ ಮಾಡುವುದು,
- ತಪ್ಪಿತಸ್ಥರನ್ನು ವಜಾಗೊಳಿಸುವಂತೆ ಶಿಫಾರಸ್ಸು ಮಾಡುವುದು,

- ತಪ್ಪಿತಸ್ಥರ ಪದೋನ್ನತಿ ಅಥವಾ ಸಂಬಳ ಹೆಚ್ಚಳವನ್ನು ತಡೆಹಿಡಿಯುವುದು,
- ಅನ್ವಯಿಸುವ ಸೇವಾ ನಿಯಮಗಳ ಅನ್ವಯ ನಿಗದಿಪಡಿಸಿದ ರೀತಿಯಲ್ಲಿ ಸೇವಾ ದುರ್ನಡತೆಯೆಂದು ಭಾವಿಸಿ ಅಗತ್ಯ ಕ್ರಮ ಜರುಗಿಸಬಹುದು.
- ಬಾಧಿತ ಮಹಿಳೆಗೆ ಅಥವಾ ಅವಳ ವಾರಸುದಾರರಿಗೆ ಮಾನಸಿಕ ಆಘಾತ, ನೋವು, ಘಟನೆಯ ಪರಿಣಾಮದಿಂದಾಗಿ ಭವಿಷ್ಯದ ಜೀವನೋಪಾಯದಿಂದ ವಂಚಿತರಾದ ಕಾರಣಕ್ಕಾಗಿ, ದೈಹಿಕ ಮತ್ತು ಮಾನಸಿಕ ಯಾತನೆಗೆ ಭರಿಸಿದ ವೈದ್ಯಕೀಯ ವೆಚ್ಚವನ್ನು ತಪ್ಪಿತಸ್ಥರ ಆದಾಯ ಮತ್ತು ಆರ್ಥಿಕ ಸಾಮರ್ಥ್ಯಕ್ಕೆ ಅನುಗುಣವಾಗಿ ಬಾಧಿತ ಮಹಿಳೆಗೆ ಅಥವಾ ವಾರಸುದಾರರಿಗೆ ನೀಡುವಂತೆ ತೀರ್ಮಾನ ಮಾಡಬಹುದಾಗಿದೆ.

**ಲೈಂಗಿಕ ಕಿರುಕುಳದ ಆಪಾದನೆಯು ಸುಳ್ಳು ಎಂದು ನಿರ್ಣಯಿಸಿದಲ್ಲಿ ಕೈಗೊಳ್ಳಬಹುದಾದ ಕ್ರಮಗಳು:**

- ತಪ್ಪಿತಸ್ಥರಿಗೆ ಸೂಚನೆ ಅಥವಾ ಎಚ್ಚರಿಕೆ ನೀಡುವುದು,
- ತಪ್ಪಿತಸ್ಥರಿಗೆ ದಂಡ ವಿಧಿಸುವುದು,
- ತಪ್ಪಿತಸ್ಥರನ್ನು ವರ್ಗಾವಣೆ ಮಾಡುವುದು,
- ತಪ್ಪಿತಸ್ಥರನ್ನು ವಜಾಗೊಳಿಸುವಂತೆ ಶಿಫಾರಸ್ಸು ಮಾಡುವುದು,
- ತಪ್ಪಿತಸ್ಥರ ಪದೋನ್ನತಿ ಅಥವಾ ಸಂಬಳ ಹೆಚ್ಚಳವನ್ನು ತಡೆ ಹಿಡಿಯುವುದು,
- ತಪ್ಪಿತಸ್ಥರಿಗೆ ಅನ್ವಯಿಸುವ ಸೇವಾ ನಿಯಮಗಳ ಅನ್ವಯ ನಿಗದಿಪಡಿಸಿದ ರೀತಿಯಲ್ಲಿ ಸೇವಾ ದುರ್ನಡತೆಯೆಂದು ಭಾವಿಸಿ ಅಗತ್ಯ ಕ್ರಮ ಜರುಗಿಸಬಹುದು.

- ಸಮಿತಿಯು ದೂರಿನನ್ವಯ ಅಗತ್ಯ ಕ್ರಮ ಕೈಗೊಳ್ಳುವಂತೆ ಉದ್ಯೋಗದಾತರಿಗೆ ಶಿಫಾರಸ್ಸು ಮಾಡಬಹುದಾಗಿದೆ.
- ಸಮಿತಿಯ ಶಿಫಾರಸ್ಸುಗಳನ್ನು ಮಾಲೀಕರು ಜಾರಿಗೊಳಿಸಲೇಬೇಕು.

**ಉದ್ಯೋಗದಾತರು ಅಥವಾ ಮಾಲೀಕರ ಕರ್ತವ್ಯಗಳು:**

- ಕೆಲಸದ ಸ್ಥಳಗಳಲ್ಲಿ ಲೈಂಗಿಕ ಕಿರುಕುಳವನ್ನು ನಿಷೇಧಿಸಲಾಗಿದೆ ಎಂಬ ಬಗ್ಗೆ ಪ್ರಕಟಣೆಯನ್ನು ಸುತ್ತೋಲೆಯ ಮೂಲಕ ಹೊರಡಿಸಬೇಕು ಮತ್ತು ಉದ್ಯೋಗಿಗಳಿಗೆ ಈ ಕುರಿತು ಮಾಹಿತಿ ನೀಡಬೇಕು.
- ಕೆಲಸದ ಸ್ಥಳಗಳಲ್ಲಿ ಲೈಂಗಿಕ ಕಿರುಕುಳ ಮುಕ್ತವಾದ ವಾತಾವರಣವನ್ನು ನಿರ್ಮಾಣ ಮಾಡಬೇಕು.
- ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯನ್ನು ರಚಿಸುವುದು.
- ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯ ಸದಸ್ಯರು, ಸದಸ್ಯರ ವಿಳಾಸ, ಸಮಿತಿಯು ಕಾರ್ಯನಿರ್ವಹಿಸುವ ಸ್ಥಳ ಮತ್ತು ಸಮಯದ ಕುರಿತು ಕೆಲಸಗಾರರಿಗೆ ಮಾಹಿತಿ ನೀಡಬೇಕು.
- ದೂರುದಾರರಿಗೆ, ದೂರಿನ ವಿಚಾರಣೆಯ ಸಂದರ್ಭದಲ್ಲಿ ಯಾವುದೇ ಕಿರುಕುಳ ಅಥವಾ ತೊಂದರೆಯಾಗದಂತೆ ಅಗತ್ಯ ಕ್ರಮ ಕೈಗೊಳ್ಳಬೇಕು.
- ದೂರು ಸಮಿತಿಯು ಆದೇಶಿಸಿದಂತೆ ರಕ್ಷಣೆ ನೀಡುವುದು ಮತ್ತು ಅಗತ್ಯ ಸಹಾಯ (ವೈದ್ಯಕೀಯ, ಕಾನೂನು ಇನ್ನಿತರ ಸಹಾಯ) ಮಾಡುವುದು.
- ದೂರು ಸಮಿತಿಯು ನೀಡಿದಂತಹ ಶಿಫಾರಸ್ಸುಗಳನ್ನು ಜಾರಿ ಮಾಡಬೇಕು.
- ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯು ವಾರ್ಷಿಕ ವರದಿಯನ್ನು ಮಾಲೀಕರಿಗೆ ಮತ್ತು ಸ್ಥಳೀಯ ಸಮಿತಿಯು ಜಿಲ್ಲಾ-ಅಧಿಕಾರಿ(District Officer) ಸಲ್ಲಿಸಬೇಕು. ಈ ವರದಿಯನ್ನು ಮಾಲೀಕರು ತನ್ನ ಸಂಸ್ಥೆಯ ವಾರ್ಷಿಕ ವರದಿಯಲ್ಲಿ ಸೇರಿಸತಕ್ಕದ್ದು.

ಮಾಲೀಕರು ಅಥವಾ ಉದ್ಯೋಗದಾತರು ಮೇಲ್ಕಂಡ ಕರ್ತವ್ಯಗಳನ್ನು ನಿರ್ವಹಿಸಲು ತಪ್ಪಿದಲ್ಲಿ 50,000/-ಗಳವರೆಗೆ ದಂಡ ನೀಡಬೇಕಾಗುತ್ತದೆ ಮತ್ತು ಇಂತಹ ಕಾರ್ಯಗಳು ಪುನರಾವರ್ತನೆಯಾದಲ್ಲಿ ಪ್ರತಿಬಾರಿಯ ಕರ್ತವ್ಯ ಉಲ್ಲಂಘನೆಗಾಗಿ ದಂಡದ ಹಣದ ಎರಡರಷ್ಟು ದಂಡ ನೀಡಬೇಕಾಗುತ್ತದೆ.

ದೂರು ಸಮಿತಿಯ ಶಿಫಾರಸ್ಸಿನ ವಿರುದ್ಧ ಮೇಲ್ಮನವಿ ಸಲ್ಲಿಸುವ ವಿಧಾನ:

ದೂರು ಸಮಿತಿಯು ನೀಡಿದ ಶಿಫಾರಸ್ಸುಗಳಿಂದ ಬಾಧಿತರಾದವರು ಸೇವಾ ನಿಯಮಗಳ ಅನ್ವಯ ಅಸ್ತಿತ್ವದಲ್ಲಿರುವ ನ್ಯಾಯಾಲಯಕ್ಕೆ ಅಥವಾ ನ್ಯಾಯ ಮಂಡಳಿಗೆ ಸಮಿತಿಯು ಶಿಫಾರಸ್ಸು ನೀಡಿದ 90 ದಿನಗಳ ಒಳಗೆ ಮೇಲ್ಮನವಿ ದಾಖಲು ಮಾಡಬಹುದು.

**ರಾಜಿ ಸಂಧಾನ:** (1) ಆಂತರಿಕ ಸಮಿತಿ ಅಥವಾ ಸಂದರ್ಭಾನುಸಾರ ಸ್ಥಳೀಯ ಸಮಿತಿಯು ಸೆಕ್ಷನ್ 11ರ ಮೇರೆಗೆ ವಿಚಾರಣೆಯನ್ನು ಪ್ರಾರಂಭಿಸುವ ಮುನ್ನ ಬಾಧಿತ ಮಹಿಳೆಯ ಕೋರಿಕೆಯಂತೆ ಅವಳ ಮತ್ತು ಪ್ರತ್ಯರ್ಜಿದಾರನ ನಡುವೆ ರಾಜಿ ಸಂಧಾನದ ಮೂಲಕ ವಿಷಯವನ್ನು ಇತ್ಯರ್ಥಪಡಿಸಲು ಕ್ರಮಗಳನ್ನು ಕೈಗೊಳ್ಳಬಹುದು. ಪರಂತು, ರಾಜಿ ಸಂಧಾನದ ಆಧಾರದ ಮೇಲೆ ಹಣಕಾಸಿನ ವಿಚಾರದ ಬಗ್ಗೆ ಇತ್ಯರ್ಥವನ್ನು ಮಾಡತಕ್ಕದ್ದಲ್ಲ.

**ದೂರುಗಳ ಸಮಿತಿಗೆ ಸೌಲಭ್ಯಗಳನ್ನು ಒದಗಿಸುವುದು:**

ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿಯು ಕಾರ್ಯನಿರ್ವಹಿಸಲು ಅನುಕೂಲವಾಗುವಂತೆ ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಛೇರಿಯಲ್ಲಿ ಪೀಠೋಪಕರಣಗಳನ್ನೊಳಗೊಂಡ ಒಂದು ಕೊಠಡಿಯನ್ನು ಒದಗಿಸುವುದು, ದೂರುಗಳ ಸಮಿತಿಯ ಕೆಲಸ ನಿರ್ವಹಿಸಲು ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಛೇರಿಯಿಂದ ಒಬ್ಬ ಮಹಿಳಾ ಸಿಬ್ಬಂದಿಯನ್ನು ನೇಮಿಸುವುದು, ದೂರುಗಳನ್ನು ಪಡೆದುಕೊಳ್ಳಲು ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಛೇರಿಯಲ್ಲಿ ಸೂಕ್ತ ಸ್ಥಳದಲ್ಲಿ ಇರಲು ಬೀಗವನ್ನೊಳಗೊಂಡ ಒಂದು ದೂರು ಪೆಟ್ಟಿಗೆಯನ್ನು ಒದಗಿಸುವುದು, ದೂರುಗಳ ಸಮಿತಿಯ ಸಭೆ ಪ್ರತಿ ತಿಂಗಳು 5ನೇ ತಾರೀಖಿನಂದು ನಡೆಯತಕ್ಕದ್ದು, ಅವಶ್ಯಕತೆಯಿದ್ದಲ್ಲಿ, ತಿಂಗಳಲ್ಲಿ ಒಂದಕ್ಕಿಂತ ಹೆಚ್ಚು ಸಭೆ ನಡೆಸಬಹುದು. ಒಂದು ವೇಳೆ 5ನೇ ತಾರೀಖು ಭಾನುವಾರ ಅಥವಾ ರಜಾ ದಿನ ಬಂದಲ್ಲಿ, ಸಭೆಯನ್ನು ಮುಂದಿನ ಕೆಲಸದ ದಿನದಂದು ನಡೆಸುವುದು.

ಜಿಲ್ಲೆಗಳಲ್ಲಿ ವಿವಿಧ ಇಲಾಖೆಗಳಲ್ಲಿ ಮತ್ತು ಸಾರ್ವಜನಿಕ ಉದ್ಯಮಗಳಲ್ಲಿ, ಖಾಸಗಿ ಸಂಸ್ಥೆಗಳು/ಫ್ಯಾಕ್ಟರಿಗಳು/ಐ.ಟಿ.ಬಿ.ಟಿ. ಸಂಸ್ಥೆಗಳು, ಆಂತರಿಕ ದೂರುಗಳ ಸಮಿತಿ ರಚಿಸುವಂತೆ ಆಯಾ ಜಿಲ್ಲೆಗಳ ಜಿಲ್ಲಾಧಿಕಾರಿಗಳು ಸೂಕ್ತ ನಿರ್ದೇಶನ ಹೊರಡಿಸತಕ್ಕದ್ದು ಹಾಗೂ ಆಂತರಿಕ ದೂರು ಸಮಿತಿಗಳ ರಚನೆ ಕುರಿತು ನಿಗಾವಹಿಸತಕ್ಕದ್ದು. ಆಂತರಿಕ ಹಾಗೂ ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿ ರಚಿಸಲಾದ ಮಾಹಿತಿಯನ್ನು ದಿನಾಂಕ:3.12.2015ರೊಳಗಾಗಿ ಒಂದು ಅರೆ ಸರ್ಕಾರಿ ಪತ್ರವನ್ನು ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮಹಿಳಾ ಆಯೋಗದ ಸದಸ್ಯ ಕಾರ್ಯದರ್ಶಿಯವರಿಗೆ ಬರೆಯತಕ್ಕದ್ದು.

(ಜಯಲಕ್ಷ್ಮಿ) 18/11/15

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ-2,

ಮಹಿಳೆಯರ ಮತ್ತು ಮಕ್ಕಳ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ವಿಕಲಚೇತನರ ಹಾಗೂ ಹಿರಿಯ ನಾಗರಿಕರ ಸಬಲೀಕರಣ ಇಲಾಖೆ.

ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಛೇರಿಗಳಲ್ಲಿ ಸ್ಥಳೀಯ ದೂರು ನಿವಾರಣಾ ಸಮಿತಿ ರಚನೆ ಮಾಹಿತಿ

ಕ್ರ.ಸಂ	ಜಿಲ್ಲೆ ಹೆಸರು/ ಕಛೇರಿ ಹೆಸರು	ಆದೇಶ ಸಂಖ್ಯೆ ದಿನಾಂಕ ಸ್ಥಳೀಯ/ಆಂತರಿಕ ದೂರು ಸಮಿತಿ	ಅಧ್ಯಕ್ಷರು ಶ್ರೀ/ಶ್ರೀಮತಿ	ಸದಸ್ಯರು ಶ್ರೀ/ಶ್ರೀಮತಿ	ದೂರವಾಣಿ ಈಮೇಲ್
21	ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ ಗದಗ ಜಿಲ್ಲೆ,	ಸಂ:ಜೆಅಗ/ಮಮಅಇ/ಸ್ಥದೂನಿಸ/2016- 17 ದಿನಾಂಕ:23-05-2016	ರೋಹಿಣಿ ಹಿರೇಮಠ	ಜಯಶ್ರೀ ಬಸಯ್ಯ ಹಿರೇಮಠ, ಭಾರತಿ ಹೊಂಗಲ, ಭಾರತಿ ಶಲವಡಿ, ಮಾರಿಕಾಂಬಾ, ಮಂಗಲಾ, ಬಿ. ತಾಪಸ್ವರ	
22	ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ ಧಾರವಾಡ ಜಿಲ್ಲೆ,	ಸಂ.ಜಿ.ಧಾ/ಮಮಅಇ/ಲ್ಯ.ಕಿ.ತ.ದೂ.ನಿ.ಸ.ರ 2016-17 ದಿ:01-06-2016	ಅನಿತಾ ಗುಂಜಾಳ ಗೀತಾ ಪಾಸ್ತೆ ರಾಜೇಶ್ವರಿ ಸಾಲಗಟ್ಟಿ	ಶಾರದಾ ಕೋಲಕಾರ ಅನುಪಮಾ ಅಂಗಡಿ ಹೆಚ್.ಹೆಚ್.ಕೂಕನೂರ ಸರ್ಕಾರೇತರ ಸಂಸ್ಥೆಗಳಿಂದ ನಾಮ ನಿರ್ದೇಶಿತ ಸದಸ್ಯರು ಐರಿನ್ ಡಿಸೆಲ್ವಾ ಸುನಂದಾ ಪ್ರಕಾಶ ಕಡಿಮೆ ಪೂರ್ಣಿಮಾ ಗೌರೋಜಿ	
23	ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ ಬೆಂಗಳೂರು ಜಿಲ್ಲೆ	ಸಂ:ಎಂಎಜಿ(4)ಮಿಸ್/ಸಿಆರ್/243/ 2015-16 ದಿನಾಂಕ:18-07-2016.	ಸಂತೋಷವಾಸ್	ಜಯದೇವಿ ಸಾಜಿದಾ ಬೇಗಂ ಸೌಂದರ್ಯ ರಾಜನ್, ಸುಜಾತ, ಗೀತಾ ಪಾಟೀಲ್	
24	ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ ಶಿವಮೊಗ್ಗ ಜಿಲ್ಲೆ,	ನಂ:ಎಂ.ಎ.ಜಿ.(1)ಸಿ.ಆರ್. 21:36059:2014-15 (16-17) ದಿ:4-7-2016 ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿ	ನಫೀಸಾ ಬೇಗಂ	ಶೋಭಲಕ್ಷ್ಮೀ, ಪುಷ್ಪಹೆಚ್.ಆರ್., ದಾಕ್ಷಾಯಣಿ	08182- 271101/ 221010/ 221100
25	ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ ರಾಮನಗರ ಜಿಲ್ಲೆ,	ಸಂ:ಉನಿರಾ/ಮಮಅಇ/ದೂರು/ಸಮಿತಿ/ ಪರಿಷ್ಕರಣೆ/2015-16 ದಿ:06-08-2016	ರೂಪಶ್ರೀ, ಶೈಲಜಾ.ಕೆ.ಎ.ಎಸ್., ಸದಸ್ಯ ಕಾರ್ಯದರ್ಶಿ	ಜಯಮ್ಮ, ಎನ್.ಶೋಭ.ವಿ ಕುಮಾರ್ ಗೋಪಾಲ್, ಗಾಯತ್ರಿ, ಪ್ರಮೋದಿನಿ, ಟಿ.ವಿ.ಸುಮ, ನಾಗವೇಣಿ, ಸುಕಾಂತ	080- 27273036 27272741
26	ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ ಬಾಗಲಕೋಟೆ ಜಿಲ್ಲೆ,	ಸಂಖ್ಯೆ:ಉನಿಬಾ/ಮಮಅಇ/ಕರಾಮಆ/ ದೂನಿ.ನ/2015-16 ದಿ:04-05-2015	ಶಾಂತಾ ಕಡಿ, ಶ್ರೀದೇವಿ ಧೂಪದ, ಉಪಾಧ್ಯಕ್ಷರು, ಜಯಮಾಲಾ, ಎಸ್. ದೊಡಮನಿ, ಸದಸ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು	ಕು.ಶಾಂತಾ ಎಂ.ಕುಗಾಟಿ, ರೇಣುಕಾ.ಎಚ್.ಹಳ್ಳಿ, ಎಂ.ಬಿ.ಬಾಲರೆಡ್ಡಿ, ಜನವ್ವ ಪರಸಪ್ಪತೇಲಿ, ಗೀತಾ ಬಸಪ್ಪ ಗೋಳ, ನಾಗರತ್ನ, ಎಸ್.ಜಾಲಿಹಾಳ	
27	ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ ಕೊಪ್ಪಳ ಜಿಲ್ಲೆ	ಸಂಖ್ಯೆ:ಮಮಅಇ/ಕೆ.ಮ.ದೌ.ಸ./2016-17 ದಿನಾಂಕ:17-05-2016	ಜಿಲ್ಲಾಧಿಕಾರಿಗಳು, ಅಧ್ಯಕ್ಷರು ಮಂಜುನಾಥ, ಸದಸ್ಯ ಕಾರ್ಯದರ್ಶಿ	ಉಪ ನಿರ್ದೇಶಕರು, ಸದಸ್ಯರು, ರಾಜಾಬನ್ನಿ, ಶಾರದಾ, ಡಾ:ರಮೇಶ, ಡಾ:ಬಸಯ್ಯ ಸಾಲಿ, ತುಕರಾಮ ದೇರೆಕರೆ, ನಾಗರತ್ನ, ಜಯಲಕ್ಷ್ಮೀ ವಸ್ತದ, ಶಂಶುನ್ನಿಸಾ, ನಾಗರಾಜ.ಆರ್.ಅಳೋಳ್ಳಿ, ಅನಂತ ಕುಲಕರ್ಣಿ, ಬಸಮ್ಮ, ವಿದ್ಯಾಶ್ರೀ.ಟಿ.ಸರ್ವೆಯರ್, ನಾಗರತ್ನ, ಲತಾಬಾಯಿ, ನಾಗರಾಜ ಚಲವಾದಿ, ತಾಯಮ್ಮ, ಉಮಾ ಹಿರೇಮಠ, ತ್ರಿಶಲಾ,	

# Kuvempu University

NAAC Accredited with "A" Grade

**Students' Supportive Service Centre**  
**Student's Utility Complex, Jnana Sahyadri**  
**Shankaraghatta – 577 451, E-mail:kussc@gmail.com**

## Details of Students Grievance Redressal 2018-2023

1. Number of Grievance lodged in Students grievance Redressed Portal from last Five years that is from (2018-2023) Grievance addressed till date - **71**

2. Number of Grievance Action taken report submitted to the concerned in portal- **64**

3. Number of Grievance under process - **07**

Sl No.	Grievance ID	Name	Nature of Grievance	Action taken	Remakrs
1	STU-2015-1421	JAMUNA K S	Harassment and victimization of students	It has been resolved that Kum. Jamuna K. S. Research Scholar, Department of Biotechnology, Sahyadri Science College, Shimoga is exempted from the refund of the JRF(Ref. KU/AC-6/ 5210/ 2016-17 Dated 29-12-2016/04-01-2017). Copy of the order from the University has also been sent	Closed
2	STU-2016-4180	RAGHAVENDRA HANUMANTHAPPA BOMMANAVAR	Non payment or delay in payment of scholarships to any student	Now all the fellowships of UGC are disbursed from DBT mode.Kuvempu University is mapped with PFMS (Public Finance Management System)	Closed
3	STU-2016-5220	GOPAL CHETTRI	Refusing admission in accordance with the declared admission policy of the institute	find the attachment	Closed
4	STU-2016-4921	M SIBA PRASAD RAO	No provision of student amenities	Yes, it is recognised by DEC and considered valid by UGC letters enclosed	Closed
5	STU-2016-4966	VIJAY RAGHAVAN	Publishing false or misleading information in the prospectus	Find attachment in this mail	Closed
6	STU-2016-4996	CHANDAN NEGI	Withhold or refuse to return any document (certificates of degree	find the attachment	Closed
7	STU-2016-5007	VINEET KUMAR	Publishing false or misleading information in the prospectus	Yes, it is recognised by DEC and considered valid by UGC. Letters enclosed	Closed
8	STU-2016-4202	GOPINATHA K M	Withhold or refuse to return any document (certificates of degree	find the attachment	Closed

9	STU-2016-4252	HARSHIT SINGH	No provision of student amenities	Yes, it is recognised by DEC and considered valid by UGC letters enclosed	Closed
10	STU-2016-4313	PRASANNA KUMAR	Withhold or refuse to return any document (certificates of degree	The grievance has been pursued. AS per the verification by Examination Section, it is found that the original marks cards have already been sent o Co-Ordinator, Rooman A copy is sent to Mr. Prasanna Kumar's email.Technologies, Bangalore.	Closed
11	STU-2017-8472	AMIT THAKUR	Publishing false or misleading information in the prospectus	Degree is valid. Copies of the letters regarding course, institution recognition enclosed	Closed
12	STU-2017-8576	CHRISTINA	Unfair evaluation practices	find the attachment	Closed
13	STU-2017-10718	PRABHAKAR RAI	Withhold or refuse to return any document (certificates of degree	find the attachment	Closed
14	STU-2017-10862	VENKATESHA P	Non publication of prospectus	find the attachment	Closed
15	STU-2016-5377	SAURABH KUMAR	Irregularity in the admission process	Find Encloses (A,B & C)	Closed
16	STU-2016-5395	DAVENDER KUMAR	Harassment and victimization of students	Marks card issued to Devender Kumar after including IA Marks Marks card No:119422 dated 24/12/2016 ( see the enclosure	Closed
17	STU-2019-22770	RANGASWAMY P	Delay in conduct of examinations or declaration of results	find the attachment	Closed
18	STU-2017-9485	JYOTSNA VERMA	Harassment and victimization of students	find the attachment	Closed
19	STU-2019-28800	ANJANA MURTHY K	Unfair evaluation practices	not relevance	Closed
20	STU-2018-11939	NIDHI MANCHANDA	Withhold or refuse to return any document (certificates of degree	THis is to inform you your duplicate convocation certificate has been dispatched..(copy is attached).	Closed
21	STU-2020-32833	SHASHIKUMARA M HARIJANA	Non payment or delay in payment of scholarships to any student	attachment file is not open properly so to addresses your Grievance please give thefollowing details 1) Your Admission Number 2) Your Register Number 3) Subject of Degree 4) Study Center Name	Closed



22	STU-2020-62530	KRISHNA GOWDA	Delay in conduct of examinations or declaration of results	relevant documents not uploaded. attach the relevant documents with your Grievance to take further needful	Closed
23	STU-2017-7205	ASHWINI N	Delay in conduct of examinations or declaration of results	find the attachment	Closed
24	STU-2019-26965	HIYA MORAN	Irregularity in the admission process	find the attachment	Closed
25	STU-2020-63635	RAMA KRISHNA KARPURA	Withhold or refuse to return any document (certificates of degree)	Dear Ramakrishna Karpurapu noted your Grievance. Relevant documents not uploaded. attach the relevant documents ( Your Register number, admission card, identity card etc., ) to get the clarification from the concerned authority.	Closed
26	STU-2020-61493	DEBJIT MITRA	Withhold or refuse to return any document (certificates of degree)	find the attachment	Closed
27	STU-2019-22770	RANGASWAMY P	Unfair evaluation practices	find the attachment	Closed
28	STU-2020-64894	BYRE GOWDA M	Delay in conduct of examinations or declaration of results	attachment file is not open properly so to addresses your Grievance please give the following details 1) Your Admission Number 2) Your Register Number 3) Subject of Degree 4) Study Center Name	Closed
29	STU-2021-77581	BHAVANA ATHADAKAR	Grievance Related to COVID19 Pandemic	find the attache file	Closed
30	STU-2021-77581	BHAVANA ATHADAKAR	Demand of money in excess of that specified in the declared admission policy	find the attache file	Closed
31	STU-2017-9617	ABUBAKAR BASHEERAHMED KARNOOL	Delay in conduct of examinations or declaration of results	find the attache file	Closed
32	STU-2021-77008	RAGHUBIR SINGH	Non publication of prospectus	Find attachment for UGC recognized letter	Closed
33	STU- 2018-14226	SURYA PRAKASH PANDEY	Harassment and victimization of students	Closed	Closed
34	STU-2016-5040	ASHISH KUMAR JHA	Withhold or refuse to return any document (certificates of degree)	find the attachment	Closed

35	STU-2016-4456	PANKAJ SALEEB LAKRA	Unfair evaluation practices	find the attachment	Closed
36	STU-2017-8649	SELIM MANDAL	Withhold or refuse to return any document (certificates of degree)	It is clarified that the global environment research foundation was a valid study centre till the territorial jurisdiction issue was communicated by the DEC. see the attachment	Closed
37	STU-2017-9485	JYOTSNA VERMA	Harassment and victimization of students	find the attachment	Closed
38	STU-2018-16687	AAMIRPAL SINGH SEHMI	No provision of student amenities	find the attachment	Closed
39	STU-2015-1038	SAMIK CHAKRABORTY	Refusing admission in accordance with the declared admission policy of the institute	Please find attached letter from Directorate of Distance Education. I think this answers your problem.....Go thru the letter and let me know if any clarifications if you need.	Closed
40	STU-2021-84205	KULDEEP SINGH	Withhold or refuse to return any document (certificates of degree)	find the attachment	Closed
41	STU-2017-9850	JAKKANNAGARI PAVAN K	Unfair evaluation practices	To addresses your Grievance please give the following details 1) Your Admission Number 2) Your Register Number 3) Subject of Degree 4) Study Center Name	Closed
42	STU-2017-10034	RUDRESHA S	Irregularity in the admission process	Find Encloses (DDE)	Closed
43	STU-2021-86499	MAMATHA N	Non payment or delay in payment of scholarships to any student	Please find the attachment	Closed
44	STU-2017-6582	SHIVANANDA VEERABHADRA HULAKUNDA	Withhold or refuse to return any document (certificates of degree)	Your convocation certificate has been dispatched on 31-07-2013 No:18348	Closed
45	STU-2020-61900	ALI ULLA	Delay in conduct of examinations or declaration of results	Please find the attachment	Closed
46	STU-2020-58017	SANJAN M.C	Grievance Related to COVID19 Pandemic	your grievance information is brought to concerned authorities. As per Government guidelines university will conduct the examinations.	Closed
47	STU-2018-16775	KAMESHWAR DUBEY	Withhold or refuse to return any document (certificates of degree)	find the attachment	Closed

48	STU-2019-26965	HIYA MORAN	Irregularity in the admission process	Pleas find the attachment	Closed
49	STU-2016-3063	PARITOSH SINGH	Delay in conduct of examinations or declaration of results	Find attachment this mail	Closed
50	STU-2017-7205	ASHWINI N	Delay in conduct of examinations or declaration of results	Pleas find the attachment	Closed
51	STU-2016-5377	SAURABH KUMAR	Irregularity in the admission process	Find Encloses (A,B & C)	Closed
52	STU-2016-5395	DAVENDER KUMAR	Harassment and victimization of students	Marks card issued to Devender Kumar after including IA Marks Marks card No:119422 dated 24/12/2016 ( see the enclosure	Closed
53	2020-64894	BYRE GOWDA M	Delay in conduct of examinations or declaration of results	Closed	Closed
54	STU-2016-4352	MAHESH M	Harassment and victimization of students	Find attachment	Closed
55	STU-2016-4402	UMAPATHI BN	Non payment or delay in payment of scholarships to any student	information forwarded to concerned to take necessary action and do the needfull	Closed
56	STU-2017-9617	ABUBAKAR BASHEERAHMED KARNOOL	Delay in conduct of examinations or declaration of results	find the attachment	Closed
57	STU-2017-9695	SANTOSH KUMAR DASH RAY	Withhold or refuse to return any document (certificates of degree	Pleas find the attachment	Closed
58	2020-62530	KRISHNA GOWDA	Delay in conduct of examinations or declaration of results	relevant documents not uploaded. attach the relevant documents with your Grievance to take further needful	Closed
59	STU-2017-9696	ASHAPURNA MOHAPATRA	Withhold or refuse to return any document (certificates of degree, diploma or any other award/document for the purpose of seeking admission)	Through Telephonic Conversation student has conformed that the concern document has been received the University	Closed
60	STU-2016-2885	SUDHANSHU PANDEY	Irregularity in the admission process	find the attachment	
61	STU-2021-83761	VISHWAJITH N S	Delay in conduct of examinations or declaration of results	Open	Under Proces
62	STU-2021-77066	TAPAS KUMAR DAS	No provision of student amenities	Open	Under Proces
63	STU-2022-95561	SADASHIVA AITHAL K P	Delay in conduct of examinations or declaration of results	Communicate by Director Distance Education Section	Closed
64	STU-2021-77654	AMIT DHASMANA	Withhold or refuse to return any document (certificates of degree, diploma or any other award/document for the purpose of seeking admission)	Open	Under Proces

65	STU-2021-77070	PANKAJ KUMAR	No provision of student amenities	Open	Under Proces
66	STU-2021-84205	KULDEEP SINGH	Withhold or refuse to return any document (certificates of degree, diploma or any other award/document for the purpose of seeking admission)	Open	Under Proces
67	STU-2021-77052	RATUL DE	Withhold or refuse to return any document (certificates of degree, diploma or any other award/document for the purpose of seeking admission)	Communicate by Director Distance Education Section	Closed
68	STU-2022-94388	MANJUNATH S N NAGARAJA	Delay in conduct of examinations or declaration of results	Open	Under Proces
69	STU-2022-94542	SUDHIR S	Irregularity in the admission process	Communicate by Director Distance Education Section	Closed
70	STU-2022-92719	AFIRA MULLA	Irregularity in the admission process	Communicate by Director Distance Education Section	Closed
71	STU-2021-88665	SUDHANSHU RANJAN	Withhold or refuse to return any document (certificates of degree, diploma or any other award/document for the purpose of seeking admission)	Open	Under Proces



**NODAL OFFICER**  
**Students' Grievances Redressal Cell,**  
**Kuvempu University**  
**SHANKARAGHATTA-577 451,**

ASHOK THAKUR  
ADDL. SECRETARY  
Ph. No. 2338 3202



भारत सरकार  
मानव संसाधन विकास मंत्रालय  
उच्चतर शिक्षा विभाग  
शास्त्री भवन  
नई दिल्ली - 110 115

GOVERNMENT OF INDIA  
MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
DEPARTMENT OF HIGHER EDUCATION  
SHASTRI BHAVAN  
NEW DELHI-110 115

D.O. No. 17-9/2009-TS.I

Dated, the 9<sup>th</sup> July, 2009

Dear Prof. Prasad,

You are no doubt aware that the Hon'ble Supreme Court of India, in SLP No. 24295 of 2006 dated 16.05.2007 and Civil Appeal No. 887 of 2009, dated 08.05. 2009, in the matter of the University of Kerala V/s Council, Principals, Colleges and others, had taken a very serious view on the menace of ragging in various educational institutions.

2. Consequently, the Central Government and the University Grants Commission (UGC) have emphasized their determination to prohibit, prevent and eliminate the scourge of ragging including 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 indisciplined activities by any student or student, 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, in all higher education institutions in the country and, thereby, to provide for the healthy development, physically and psychologically, of all students.

3. Accordingly, the UGC have issued a Notification No. F.1-16/\_CPP-II, dated 17<sup>th</sup> June, 2009 on Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009, para 1.3 of which categorically states that these regulations shall inter-alia be applicable to all higher educational institutions, including their departments, constituent units, etc.

4. I shall be grateful if you kindly ensure strict compliance of the Regulations. This would also be placed before the next meeting of the IIT Council for ex-post-facto approval / ratification.

With regards,

Yours sincerely,

*D.O.S: For urgent n.a.; Must go through the guidelines comprehensively and ensure compliance.*

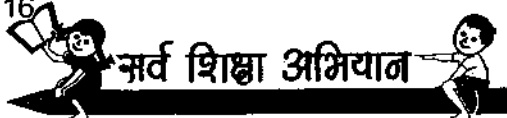
*(ASHOK THAKUR)*

Prof. Surendra Prasad,  
Director,  
Indian Institute of Technology, Delhi  
Hauz Khas, New Delhi - 16

*Registration 2 Pls. specially look into aspects which may not have been foreseen or taken care of by us so far.*

*Prasad  
17.7.09*

*Prof. Subramanyam*



सर्व पढ़ें सब बढ़ें

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No.F.16-07/2009-U-5  
Government of India  
Ministry of Human Resource Development  
(Department of Higher Education)

New Delhi dated the 24<sup>th</sup> June, 2009.

Subject:- UGC Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009.

A copy of Gazette Notification's No.F.1-16/CPP-II, dated 17-06-2009 received from University Grants Commission regarding UGC Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009 is enclosed for information, necessary action and implementation. The Notification of the Regulation on curbing the menace of ragging in Higher Educational Institutions, 2009 is available at website of University Grants Commission ([www.ugc.ac.in](http://www.ugc.ac.in)). The UGC Regulations may be forwarded to educational institutions under your purview for strict implementation.

*Anupama*  
(Anupama Bhatnagar)  
Director(HE).

Encl:- As above.

Shri R.D. Sahay,  
Director(CU).

Smt. Pratibha Dixit,  
Director (Tech.)

Shri Madan Mohan,  
Director(NIT)

✓ Smt. Seema Raj,  
Director(Tech).

Smt. Reeta Chatterjee,  
Director.

Smt. Rashmi Choudhary,  
Director.

Shri Harvinder Singh,  
Deputy Secretary.

US (Tech)

S.O (Shri Saha)  
Discuss immediately.  
29/6

FP No. 17-9/2009-TS-I

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**UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI – 110 002**

**UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN  
HIGHER EDUCATIONAL INSTITUTIONS, 2009.**

(under Section 26 (1)(g) of the University Grants Commission Act, 1956)

*(TO BE PUBLISHED IN THE GAZETTE OF INDIA PART III, SECTION-4)*

**F.1-16/2007(CPP-II)**

**Dated 17<sup>th</sup> June, 2009.**

**PREAMBLE.**

In view of the directions of the Hon'ble Supreme Court in the matter of "University of Kerala v/s. Council, Principals, Colleges and others" in SLP no. 24295 of 2006 dated 16.05.2007 and that dated 8.05.2009 in Civil Appeal number 887 of 2009, and in consideration of the determination of the Central Government and the University Grants Commission to prohibit, prevent and eliminate the scourge of ragging including 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 indisciplined 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, in all higher education institutions in the country, and thereby, to provide for the healthy development, physically and psychologically, of all students, the University Grants Commission, in consultation with the Councils, brings forth this Regulation.

In exercise of the powers conferred by Clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely;

**1. Title, commencement and applicability.-**

1.1 These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".

1.2 They shall come into force from the date of their publication in the Official Gazette.

1.3 They shall apply to all the institutions coming within the definition of an University under sub-section (f) of section (2) of the University Grants Commission Act, 1956, and to all institutions deemed to be a university under Section 3 of the University Grants Commission Act, 1956, to all other higher educational institutions, or elements of such universities or institutions, including its departments, constituent units and all the premises, whether being academic, residential, playgrounds, canteen, or other such premises of such universities, deemed universities and higher educational institutions, whether located within the campus or outside, and to all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such universities, deemed universities and higher educational institutions.

**2. 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 indisciplined 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 all its forms from universities, deemed universities and other higher educational institutions in the country by prohibiting it



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under these Regulations, preventing its occurrence and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

**3. What constitutes Ragging.-** Ragging constitutes one or more of any of the following acts:

- a. 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;
- b. indulging in rowdy or indisciplined 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;
- c. 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;
- d. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
- e. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
- g. 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;
- h. any act or abuse by spoken words, emails, 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 ;
- i. any act that affects the mental health and self-confidence of a 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.

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#### 4. Definitions.-

- 1) In these regulations unless the context otherwise requires,-
  - a) "Act" means, the University Grants Commission Act, 1956 (3 of 1956);
  - b) "Academic year" means the period from the commencement of admission of students in any course of study in the institution up to the completion of academic requirements for that particular year.
  - c) "Anti-Ragging Helpline" means the Helpline established under clause (a) of Regulation 8.1 of these Regulations.
  - d) "Commission" means the University Grants Commission;
  - e) "Council" means a body so constituted by an Act of Parliament or an Act of any State Legislature for setting, or co-ordinating or maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
  - f) "District Level Anti-Ragging Committee" means the Committee, headed by the District Magistrate, constituted by the State Government, for the control and elimination of ragging in institutions within the jurisdiction of the district.
  - g) "Head of the institution" means the Vice-Chancellor in case of a university or a deemed to be university, the Principal or the Director or such other designation as the executive head of the institution or the college is referred.
  - h) "Fresher" means a student who has been admitted to an institution and who is undergoing his/her first year of study in such institution.
  - i) "Institution" means a higher educational institution including, but not limited to an university, a deemed to be university, a college, an institute, an institution of national importance set up by an Act of Parliament or a constituent unit of such institution, imparting higher education beyond 12 years of schooling leading to, but not necessarily culminating in, a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.

j) "NAAC" means the National Academic and Accreditation Council established by the Commission under section 12(ccc) of the Act;

k) "State Level Monitoring Cell" means the body constituted by the State Government for the control and elimination of ragging in institutions within the jurisdiction of the State, established under a State Law or on the advice of the Central Government, as the case may be.

(2) Words and expressions used and not defined herein but defined in the Act or in the General Clauses Act, 1897, shall have the meanings respectively assigned to them in the Act or in the General Clauses Act, 1897, as the case may be.

#### **5. Measures for prohibition of ragging at the institution level:-**

a) No institution or any part of it thereof, including its elements, including, but not limited to, the departments, constituent units, colleges, centres of studies and all its premises, whether academic, residential, playgrounds, or canteen, whether located within the campus or outside, and in all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such institutions, shall permit or condone any reported incident of ragging in any form; and all institutions shall take all necessary and required measures, including but not limited to the provisions of these Regulations, to achieve the objective of eliminating ragging, within the institution or outside,

b) All institutions shall take action in accordance with these Regulations against those found guilty of ragging and/or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

#### **6 Measures for prevention of ragging at the institution level.-**

6.1 An institution shall take the following steps in regard to admission or registration of students; namely,

a) Every public declaration of intent by any institution, in any electronic, audio-visual or print or any other media, for admission of students to any course of study shall expressly provide that ragging is totally prohibited in the institution,

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and anyone found guilty of ragging and/or abetting ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be punished in accordance with these Regulations as well as under the provisions of any penal law for the time being in force.

- b) The brochure of admission/instruction booklet or the prospectus, whether in print or electronic format, shall prominently print these Regulations in full.

Provided that the institution shall also draw attention to any law concerning ragging and its consequences, as may be applicable to the institution publishing such brochure of admission/instruction booklet or the prospectus.

Provided further that the telephone numbers of the Anti-Ragging Helpline and all the important functionaries in the institution, including but not limited to the Head of the institution, faculty members, members of the Anti-Ragging Committees and Anti-Ragging Squads, District and Sub-Divisional authorities, Wardens of hostels, and other functionaries or authorities where relevant, shall be published in the brochure of admission/instruction booklet or the prospectus.

- c) Where an institution is affiliated to a University and publishes a brochure of admission/instruction booklet or a prospectus, the affiliating university shall ensure that the affiliated institution shall comply with the provisions of clause (a) and clause (b) of Regulation 6.1 of these Regulations.

- d) The application form for admission, enrolment or registration shall contain an affidavit, mandatorily in English and in Hindi and/or in one of the regional languages known to the applicant, as provided in the English language in Annexure I to these Regulations, to be filled up and signed by the applicant to the effect that he/she has read and understood the provisions of these Regulations as well as the provisions of any other law for the time being in force, and is aware of the prohibition of ragging and the punishments prescribed, both under penal laws as well as under these Regulations and also affirm to the effect that he/she has not been expelled and/or debarred by any institution and further aver that he/she would not indulge, actively or passively, in the act or abet the act of ragging and if found guilty of ragging and/or abetting ragging, is liable to be proceeded against under these Regulations or under any penal law or any

other law for the time being in force and such action would include but is not limited to debarment or expulsion of such student.

- e) The application form for admission, enrolment or registration shall contain an affidavit, mandatorily in English and in Hindi and/or in one of the regional languages known to the parents/guardians of the applicant, as provided in the English language in Annexure I to these Regulations, to be filled up and signed by the parents/guardians of the applicant to the effect that he/she has read and understood the provisions of these Regulations as well as the provisions of any other law for the time being in force, and is aware of the prohibition of ragging and the punishments prescribed, both under penal laws as well as under these Regulations and also affirm to the effect that his/her ward has not been expelled and/or debarred by any institution and further aver that his/her ward would not indulge, actively or passively, in the act or abet the act of ragging and if found guilty of ragging and/or abetting ragging, his/her ward is liable to be proceeded against under these Regulations or under any penal law or any other law for the time being in force and such action would include but is not limited to debarment or expulsion of his/her ward.
- f) The application for admission shall be accompanied by a document in the form of, or annexed to, the School Leaving Certificate/Transfer Certificate/Migration Certificate/Character Certificate reporting on the inter-personal/social behavioural pattern of the applicant, to be issued by the school or institution last attended by the applicant, so that the institution can thereafter keep watch on the applicant, if admitted, whose behaviour has been commented in such document.
- g) A student seeking admission to a hostel forming part of the institution, or seeking to reside in any temporary premises not forming part of the institution, including a private commercially managed lodge or hostel, shall have to submit additional affidavits countersigned by his/her parents/guardians in the form prescribed in Annexure I and Annexure II to these Regulations respectively along with his/her application.
- h) Before the commencement of the academic session in any institution, the Head of the Institution shall convene and address a meeting of various functionaries/agencies, such as Hostel Wardens, representatives of students,

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parents/ guardians, faculty, district administration including the police, to discuss the measures to be taken to prevent ragging in the institution and steps to be taken to identify those indulging in or abetting ragging and punish them.

- i) The institution shall, to make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, prominently display posters depicting the provisions of penal law applicable to incidents of ragging, and the provisions of these Regulations and also any other law for the time being in force, and the punishments thereof, shall be prominently displayed on Notice Boards of all departments, hostels and other buildings as well as at places, where students normally gather and at places, known to be vulnerable to occurrences of ragging incidents.
- j) The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- k) The institution shall identify, properly illuminate and keep a close watch on all locations known to be vulnerable to occurrences of ragging incidents.
- l) The institution shall tighten security in its premises, especially at vulnerable places and intense policing by Anti-Ragging Squad, referred to in these Regulations and volunteers, if any, shall be resorted to at such points at odd hours during the first few months of the academic session.
- m) The institution shall utilize the vacation period before the start of the new academic year to launch a publicity campaign against ragging through posters, leaflets and such other means, as may be desirable or required, to promote the objectives of these Regulations.
- n) The faculties/departments/units of the institution shall have induction arrangements, including those which anticipate, identify and plan to meet any special needs of any specific section of students, in place well in advance of the beginning of the academic year with an aim to promote the objectives of this Regulation.
- o) Every institution shall engage or seek the assistance of professional counsellors before the commencement of the academic session, to be available

when required by the institution, for the purposes of offering counselling to freshers and to other students after the commencement of the academic year.

- p) The head of the institution shall provide information to the local police and local authorities, the details of every privately commercially managed hostels or lodges used for residential purposes by students enrolled in the institution and the head of the institution shall also ensure that the Anti-Ragging Squad shall ensure vigil in such locations to prevent the occurrence of ragging therein.

6.2 An institution shall, on admission or enrolment or registration of students, take the following steps, namely;

- a) Every fresh student admitted to the institution shall be given a printed leaflet detailing to whom he/she has to turn to for help and guidance for various purposes including addresses and telephone numbers, so as to enable the student to contact the concerned person at any time, if and when required, of the Anti-Ragging Helpline referred to in these Regulations, Wardens, Head of the institution, all members of the anti-ragging squads and committees, relevant district and police authorities-
- b) The institution, through the leaflet specified in clause (a) of Regulation 6.2 of these Regulations shall explain to the freshers, the arrangements made for their induction and orientation which promote efficient and effective means of integrating them fully as students with those already admitted to the institution in earlier years.
- c) The leaflet specified in clause (a) of Regulation 6.2 of these Regulations shall inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything, with or against their will, even if ordered to by the seniors students, and that any attempt of ragging shall be promptly reported to the Anti-ragging Squad or to the Warden or to the Head of the institution, as the case may be.
- d) The leaflet specified in clause (a) of Regulation 6.2 of these Regulations shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.

- (11)
- e) The institution shall, on the arrival of senior students after the first week or after the second week, as the case may be, schedule orientation programmes as follows, namely; (i) joint sensitization programme and counselling of both freshers and senior students by a professional counsellor, referred to in clause (o) of Regulation 6.1 of these Regulations; (ii) joint orientation programme of freshers and seniors to be addressed by the Head of the institution and the anti-ragging committee; (iii) organization on a large scale of cultural, sports and other activities to provide a platform for the freshers and seniors to interact in the presence of faculty members; (iv) in the hostel, the warden should address all students; and may request two junior colleagues from the college faculty to assist the warden by becoming resident tutors for a temporary duration. (v) as far as possible faculty members should dine with the hostel residents in their respective hostels to instil a feeling of confidence among the freshers.
- f) The institution shall set up appropriate committees, including the course-in-charge, student advisor, Wardens and some senior students as its members, to actively monitor, promote and regulate healthy interaction between the freshers, junior students and senior students.
- g) Freshers or any other student(s), whether being victims, or witnesses, in any incident of ragging, shall be encouraged to report such occurrence, and the identity of such informants shall be protected and shall not be subject to any adverse consequence only for the reason for having reported such incidents.
- h) Each batch of freshers, on arrival at the institution, shall be divided into small groups and each such group shall be assigned to a member of the faculty, who shall interact individually with each member of the group every day for ascertaining the problems or difficulties, if any, faced by the fresher in the institution and shall extend necessary help to the fresher in overcoming the same.
- i) It shall be the responsibility of the member of the faculty assigned to the group of freshers, to coordinate with the Wardens of the hostels and to make surprise visits to the rooms in such hostels, where a member or members of the group are lodged; and such member of faculty shall maintain a diary of his/her interaction with the freshers under his/her charge.



- j) Freshers shall be lodged, as far as may be, in a separate hostel block, and where such facilities are not available, the institution shall ensure that access of seniors to accommodation allotted to freshers is strictly monitored by wardens, security guards and other staff of the institution.
- k) A round the clock vigil against ragging in the hostel premises, in order to prevent ragging in the hostels after the classes are over, shall be ensured by the institution.
- l) It shall be the responsibility of the parents/guardians of freshers to promptly bring any instance of ragging to the notice of the Head of the Institution.
- m) Every student studying in the institution and his/her parents/guardians shall provide the specific affidavits required under clauses (d), (e) and (g) of Regulation 6.1 of these Regulations at the time of admission or registration, as the case may be, during each academic year.
- n) Every institution shall obtain the affidavit from every student as referred to above in clause (m) of Regulation 6.2 and maintain a proper record of the same and to ensure its safe upkeep thereof, including maintaining the copies of the affidavit in an electronic form, to be accessed easily when required either by the Commission or any of the Councils or by the institution or by the affiliating University or by any other person or organisation authorised to do so.
- o) Every student at the time of his/her registration shall inform the institution about his/her place of residence while pursuing the course of study, and in case the student has not decided his/her place of residence or intends to change the same, the details of his place of residence shall be provided immediately on deciding the same; and specifically in regard to a private commercially managed lodge or hostel where he/she has taken up residence.
- p) The Head of the institution shall, on the basis of the information provided by the student under clause (o) of Regulation 6.2, apportion sectors to be assigned to members of the faculty, so that such member of faculty can maintain vigil and report any incident of ragging outside the campus or en route while commuting to the institution using any means of transportation of students, whether public or private.

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q) The Head of the institution shall, at the end of each academic year, send a letter to the parents/guardians of the students who are completing their first year in the institution, informing them about these Regulations and any law for the time being in force prohibiting ragging and the punishments thereof as well as punishments prescribed under the penal laws, and appealing to them to impress upon their wards to desist from indulging in ragging on their return to the institution at the beginning of the academic session next.

6.3 Every institution shall constitute the following bodies; namely,

a) Every institution shall constitute a Committee to be known as the Anti-Ragging Committee to be nominated and headed by the Head of the institution, and consisting of representatives of civil and police administration, local media, Non Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the freshers' category as well as senior students, non-teaching staff; and shall have a diverse mix of membership in terms of levels as well as gender.

b) It shall be the duty of the Anti-Ragging Committee to ensure compliance with the provisions of these Regulations as well as the provisions of any law for the time being in force concerning ragging; and also to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.

c) Every institution shall also constitute a smaller body to be known as the Anti-Ragging Squad to be nominated by the Head of the Institution with such representation as may be considered necessary for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times.

Provided that the Anti-Ragging Squad shall have representation of various members of the campus community and shall have no outside representation.

d) It shall be the duty of the Anti-Ragging Squad to be called upon to make surprise raids on hostels, and other places vulnerable to incidents of, and having the potential of, ragging and shall be empowered to inspect such places.

e) It shall also be the duty of the Anti-Ragging Squad to conduct an on-the-spot enquiry into any incident of ragging referred to it by the Head of the institution

or any member of the faculty or any member of the staff or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action under clause (a) of Regulation 9.1.

Provided that the Anti-Ragging Squad shall conduct such enquiry observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witnesses to place before it the facts, documents and views concerning the incident of ragging, and considering such other relevant information as may be required.

- f) Every institution shall, at the end of each academic year, in order to promote the objectives of these Regulations, constitute a Mentoring Cell consisting of students volunteering to be Mentors for freshers, in the succeeding academic year; and there shall be as many levels or tiers of Mentors as the number of batches in the institution, at the rate of one Mentor for six freshers and one Mentor of a higher level for six Mentors of the lower level.
- g) Every University shall constitute a body to be known as Monitoring Cell on Ragging, which shall coordinate with the affiliated colleges and institutions under the domain of the University to achieve the objectives of these Regulations; and the Monitoring Cell shall call for reports from the Heads of institutions in regard to the activities of the Anti-Ragging Committees, Anti - Ragging Squads, and the Mentoring Cells at the institutions, and it shall also keep itself abreast of the decisions of the District level Anti-Ragging Committee headed by the District Magistrate.
- h) The Monitoring Cell shall also review the efforts made by institutions to publicize anti-ragging measures, soliciting of affidavits from parents/guardians and from students, each academic year, to abstain from ragging activities or willingness to be penalized for violations; and shall function as the prime mover for initiating action on the part of the appropriate authorities of the university for amending the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti-ragging measures at the level of the institution.

6.4 Every institution shall take the following other measures, namely;

- a) Each hostel or a place where groups of students reside, forming part of the institution, shall have a full-time Warden, to be appointed by the institution as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline and preventing incidents of ragging within the hostel, as well as the softer skills of counselling and communicating with the youth outside the class-room situation; and who shall reside within the hostel, or at the very least, in the close vicinity thereof.
- b) The Warden shall be accessible at all hours and be available on telephone and other modes of communication, and for the purpose the Warden shall be provided with a mobile phone by the institution, the number of which shall be publicised among all students residing in the hostel.
- c) The institution shall review and suitably enhance the powers of Wardens; and the security personnel posted in hostels shall be under the direct control of the Warden and their performance shall be assessed by them.
- d) The professional counsellors referred to under clause (o) of Regulation 6.1 of these Regulations shall, at the time of admission, counsel freshers and/or any other student(s) desiring counselling, in order to prepare them for the life ahead, particularly in regard to the life in hostels and to the extent possible, also involve parents and teachers in the counselling sessions.
- e) The institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, counselling sessions, workshops, painting and design competitions among students and such other measures, as it may deem fit.
- f) In order to enable a student or any person to communicate with the Anti-Ragging Helpline, every institution shall permit unrestricted access to mobile phones and public phones in hostels and campuses, other than in class-rooms, seminar halls, library, and in such other places that the institution may deem it necessary to restrict the use of phones.
- g) The faculty of the institution and its non-teaching staff, which includes but is not limited to the administrative staff, contract employees, security guards

and employees of service providers providing services within the institution, shall be sensitized towards the ills of ragging, its prevention and the consequences thereof.

h) The institution shall obtain an undertaking from every employee of the institution including all teaching and non-teaching members of staff, contract labour employed in the premises either for running canteen or as watch and ward staff or for cleaning or maintenance of the buildings/lawns and employees of service providers providing services within the institution, that he/she would report promptly any case of ragging which comes to his/her notice.

i) The institution shall make a provision in the service rules of its employees for issuing certificates of appreciation to such members of the staff who report incidents of ragging, which will form part of their service record.

j) The institution shall give necessary instructions to the employees of the canteens and messing, whether that of the institution or that of a service provider providing this service, or their employers, as the case may be, to keep a strict vigil in the area of their work and to report the incidents of ragging to the Head of the institution or members of the Anti-Ragging Squad or members of the Anti-Ragging Committee or the Wardens, as may be required.

k) All Universities awarding a degree in education at any level, shall be required to ensure that institutions imparting instruction in such courses or conducting training programme for teachers include inputs relating to anti-ragging and the appreciation of the relevant human rights, as well as inputs on topics regarding sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counselling approach.

l) Discreet random surveys shall be conducted amongst the freshers every fortnight during the first three months of the academic year to verify and cross-check whether the institution is indeed free of ragging or not and for the purpose the institution may design its own methodology of conducting such surveys.

m) The institution shall cause to have an entry, apart from those relating to general conduct and behaviour, made in the Migration/Transfer Certificate issued to the student while leaving the institution, as to whether the student has been

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punished for committing or abetting an act of ragging, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others, during his course of study in the institution.

n) Notwithstanding anything contained in these Regulations with regard to obligations and responsibilities pertaining to the authorities or members of bodies prescribed above, it shall be the general collective responsibility of all levels and sections of authorities or functionaries including members of the faculty and employees of the institution, whether regular or temporary, and employees of service providers providing service within the institution, to prevent or to act promptly against the occurrence of ragging or any incident of ragging which comes to their notice.

o) The Heads of institutions affiliated to a University or a constituent of the University, as the case may be, shall, during the first three months of an academic year, submit a weekly report on the status of compliance with Anti-Ragging measures under these Regulations, and a monthly report on such status thereafter, to the Vice-Chancellor of the University to which the institution is affiliated to or recognized by.

p) The Vice Chancellor of each University, shall submit fortnightly reports of the University, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the State Level Monitoring Cell.

**7. Action to be taken by the Head of the institution.-** On receipt of the recommendation of the Anti Ragging Squad or on receipt of any information concerning any reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Ragging Committee authorised by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely;

- i. Abetment to ragging;
- ii. Criminal conspiracy to rag;
- iii. Unlawful assembly and rioting while ragging;

- iv. Public nuisance created during ragging;
- v. Violation of decency and morals through ragging;
- vi. Injury to body, causing hurt or grievous hurt;
- vii. Wrongful restraint;
- viii. Wrongful confinement;
- ix. Use of criminal force;
- x. Assault as well as sexual offences or unnatural offences;
- xi. Extortion;
- xii. Criminal trespass;
- xiii. Offences against property;
- xiv. Criminal intimidation;
- xv. Attempts to commit any or all of the above mentioned offences against the victim(s);
- xvi. Threat to commit any or all of the above mentioned offences against the victim(s);
- xvii. Physical or psychological humiliation;
- xviii. All other offences following from the definition of "Ragging".

Provided that the Head of the institution shall forthwith report the occurrence of the incident of ragging to the District Level Anti-Ragging Committee and the Nodal officer of the affiliating University, if the institution is an affiliated institution.

Provided further that the institution shall also continue with its own enquiry initiated under clause 9 of these Regulations and other measures without waiting for action on the part of the police/local authorities and such remedial action shall be initiated and completed immediately and in no case later than a period of seven days of the reported occurrence of the incident of ragging.


**8. Duties and Responsibilities of the Commission and the Councils.-**

8.1 The Commission shall, with regard to providing facilitating communication of information regarding incidents of ragging in any institution, take the following steps, namely;

- a) The Commission shall establish, fund and operate, a toll-free Anti-Ragging Helpline, operational round the clock, which could be accessed by students in distress owing to ragging related incidents.
- b) Any distress message received at the Anti-Ragging Helpline shall be simultaneously relayed to the Head of the Institution, the Warden of the Hostels, the Nodal Officer of the affiliating University, if the incident reported has taken place in an institution affiliated to a University, the concerned District authorities and if so required, the District Magistrate, and the Superintendent of Police, and shall also be web enabled so as to be in the public domain simultaneously for the media and citizens to access it.
- c) The Head of the institution shall be obliged to act immediately in response to the information received from the Anti-Ragging Helpline as at sub-clause (b) of this clause.
- d) The telephone numbers of the Anti-Ragging Helpline and all the important functionaries in every institution, Heads of institutions, faculty members, members of the anti-ragging committees and anti ragging squads, district and sub-divisional authorities and state authorities, Wardens of hostels, and other functionaries or authorities where relevant, shall be widely disseminated for access or to seek help in emergencies.
- e) The Commission shall maintain an appropriate data base to be created out of affidavits, affirmed by each student and his/her parents/guardians and stored electronically by the institution, either on its or through an agency to be designated by it; and such database shall also function as a record of ragging complaints received, and the status of the action taken thereon.
- f) The Commission shall make available the database to a non-governmental agency to be nominated by the Central Government, to build confidence in the public and also to provide information of non compliance with these Regulations to the Councils and to such bodies as may be authorised by the Commission or by the Central Government.

8.2 The Commission shall take the following regulatory steps, namely;



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- a) The Commission shall make it mandatory for the institutions to incorporate in their prospectus, the directions of the Central Government or the State Level Monitoring Committee with regard to prohibition and consequences of ragging, and that non-compliance with these Regulations and directions so provided, shall be considered as lowering of academic standards by the institution, therefore making it liable for appropriate action.
- b) The Commission shall verify that the institutions strictly comply with the requirement of getting the affidavits from the students and their parents/guardians as envisaged under these Regulations.
- c) The Commission shall include a specific condition in the Utilization Certificate, in respect of any financial assistance or grants-in-aid to any institution under any of the general or special schemes of the Commission, that the institution has complied with the anti-ragging measures.
- d) Any incident of ragging in an institution shall adversely affect its accreditation, ranking or grading by NAAC or by any other authorised accreditation agencies while assessing the institution for accreditation, ranking or grading purposes.
- e) The Commission may accord priority in financial grants-in-aid to those institutions, otherwise eligible to receive grants under section 12B of the Act, which report a blemishless record in terms of there being no reported incident of ragging.
- f) The Commission shall constitute an Inter-Council Committee, consisting of representatives of the various Councils, the Non-Governmental agency responsible for monitoring the database maintained by the Commission under clause (g) of Regulation 8.1 and such other bodies in higher education, to coordinate and monitor the anti-ragging measures in institutions across the country and to make recommendations from time to time; and shall meet at least once in six months each year.
- g) The Commission shall institute an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State Level Monitoring Cell and University level Committees for effective implementation of anti-ragging measures, and the Cell shall also coordinate with the Non-Governmental agency

(2)

responsible for monitoring the database maintained by the Commission appointed under clause (g) of Regulation 8.1.

**9. Administrative action in the event of ragging.-**

9.1 The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed hereinunder:

a) 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 established in the recommendations of the Anti-Ragging Squad.

b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of the following punishments, namely;

- i. Suspension from attending classes and academic privileges.
- ii. Withholding/ withdrawing scholarship/ fellowship and other benefits.
- iii. Debarring from appearing in any test/ examination or other evaluation process.
- iv. Withholding results.
- v. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- vi. Suspension/ expulsion from the hostel.
- vii. Cancellation of admission.
- viii. Rustication from the institution for period ranging from one to four semesters.
- ix. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

c) An appeal against the order of punishment by the Anti-Ragging Committee shall lie,

- i. in case of an order of an institution, affiliated to or constituent part, of a University, to the Vice-Chancellor of the University;

- (2)
- ii. in case of an order of a University, to its Chancellor.
  - iii. in case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the institution, as the case may be.

9.2 Where an institution, being constituent of, affiliated to or recognized by a University, fails to comply with any of the provisions of these Regulations or fails to curb ragging effectively, such University may take any one or more of the following actions, namely;

- i. Withdrawal of affiliation/recognition or other privileges conferred.
- ii. Prohibiting such institution from presenting any student or students then undergoing any programme of study therein for the award of any degree/diploma of the University.

Provided that where an institution is prohibited from presenting its student or students, the Commission shall make suitable arrangements for the other students so as to ensure that such students are able to pursue their academic studies.

- iii. Withholding grants allocated to it by the university, if any
- iv. Withholding any grants channelised through the university to the institution.
- v. Any other appropriate penalty within the powers of the university.

9.3 Where in the opinion of the appointing authority, a lapse is attributable to any member of the faculty or staff of the institution, in the matter of reporting or taking prompt action to prevent an incident of ragging or who display an apathetic or insensitive attitude towards complaints of ragging, or who fail to take timely steps, whether required under these Regulations or otherwise, to prevent an incident or incidents of ragging, then such authority shall initiate departmental disciplinary action, in accordance with the prescribed procedure of the institution, against such member of the faculty or staff.

Provided that where such lapse is attributable to the Head of the institution, the authority designated to appoint such Head shall take such departmental disciplinary

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action; and such action shall be without prejudice to any action that may be taken under the penal laws for abetment of ragging for failure to take timely steps in the prevention of ragging or punishing any student found guilty of ragging.

9.5 The Commission shall, in respect of any institution that fails to take adequate steps to prevent ragging or fails to act in accordance with these Regulations or fails to punish perpetrators or incidents of ragging suitably, take one or more of the following measures, namely;

- i. Withdrawal of declaration of fitness to receive grants under section 12B of the Act.
- ii. Withholding any grant allocated.
- iii. Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission.
- iv. Informing the general public, including potential candidates for admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum academic standards.
- v. Taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the Act for such duration of time as the institution complies with the provisions of these Regulations.

Provided that the action taken under this clause by the Commission against any institution shall be shared with all Councils.

  
(Dr. R.K. Chauhan)  
Secretary

To,  
**The Assistant Controller,  
Publication Division, Govt. of India,  
Ministry of Urban Development and Poverty Alleviation,  
Civil Lines Delhi -110 054**





**ANNEXURE II**  
**AFFIDAVIT BY PARENT/GUARDIAN**

I, Mr./Mrs./Ms. \_\_\_\_\_ (full name of parent/guardian) father/mother/guardian of \_\_\_\_\_ (full name of student with admission/registration/enrolment number) \_\_\_\_\_, having been admitted to \_\_\_\_\_ (name of the institution) \_\_\_\_\_, have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations"), carefully read and fully understood the provisions contained in the said Regulations.

2) I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.

3) I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against my ward in case he/she is found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

4) I hereby solemnly aver and undertake that  
a) My ward will not indulge in any behaviour or act that may be constituted as ragging under clause 3 of the Regulations.  
b) My ward will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

5) I hereby affirm that, if found guilty of ragging, my ward is liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against my ward under any penal law or any law for the time being in force.

6) I hereby declare that my ward has not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, the admission of my ward is liable to be cancelled.

Declared this \_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year.

\_\_\_\_\_  
Signature of deponent  
Name:

**VERIFICATION**

Verified that the contents of this affidavit are true to the best of my knowledge and no part of the affidavit is false and nothing has been concealed or misstated therein.

Verified at (place) on this the (day) of (month), (year).

\_\_\_\_\_  
Signature of deponent

Solemnly affirmed and signed in my presence on this the (day) of (month), (year) after reading the contents of this affidavit.

OATH COMMISSIONER

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**KUVEMPU**



**UNIVERSITY**

No: KU/ DV-1/CELL/2009-10- 5619

Vishwavidyanilaya Karyalaya,  
Jnana Sahyadri,  
Shankaraghatta-577 451,  
Date:23-12-2009

**NOTIFICATION**

Sub: Permanent cell to combat instance of violence against women and sexual harassment in the University Campus.

- Ref: 1. letter No.F.7-1/98(WFE-II) dated 11-08-2004 from Under Secretary, University Grants Commission, New Delhi.
2. Approval of the Vice Chancellor dated:12-12-2009
- \*\*\*\*\*

A permanent cell to combat instance of violence against women and sexual harassment in the University Campus is reconstituted with following members.

- |  |          |
|--|----------|
| 1. Dr. Sarvamangala<br>Lecturer, P.G. Dept. of<br>History, Kuvempu University,<br>Shankaraghatta.                                      | Chairman |
| 2. <b>Representative of Women</b><br>Dr. Heena Kousar<br>Lecturer, Dept.of Environmental Science<br>Kuvempu University, Shankaraghatta | Member   |
| 3. <b>Three Female Faculty Members</b>   | Member   |
| a) Dr. N. Rajeshwari<br>Lecturer<br>Sahyadri Science College, Shimoga  |          |
| b) Dr. Geetha. C.<br>Co-ordinator,<br>P.G. Dept. of M.Ed.,<br>Kuvempu University,  |          |
| c) Dr. Vagdevi<br>Lecturer,<br>Sahyadri Science College, Shimoga   |          |
| 4. <b>Student Representative</b><br>Ms. Sarala,<br>Dept.of Applied Botany,<br>Kuvempu University,<br>Shankaraghatta.                   | Member   |

5. **Teacher Representative**  
Prof. Javeed,  
Director of Student Welfare,  
Kuvempu University, Shankaraghatta. Member
6. **Non-teaching Women Representative**  
Mrs. Sumarao  
Senior Assistant,  
Exam Section, Kuvempu University,  
Shankaraghatta. Member
7. **SC/ST Representative**  
Mrs. Ambuja  
Assistant Registrar,  
Education Department,  
Kuvempu University, Shankaraghatta. Member
8. **One External N.G.O. Member**  
-Nil- Member

Draft approved by  
the Registrar

By Order,

*[Signature]*  
Deputy Registrar (Development)  
REGISTRAR  
Kuvempu University  
Jana Sahyadri,  
Shankaraghatta-577 48L,  
Shimoga (Dist)

To:

The above

Copy to:

- 1) The Finance Officer, Kuvempu University, Shankaraghatta -  
for information
- 2) The Registrar (Evaluation), Kuvempu University,  
Shankaraghatta -for information
- 3) The Librarian, Kuvempu University, Shankaraghatta.
- 4) The Executive Engineer, Kuvempu University, Shankaraghatta.
- 5) The Chairman of all Post-Graduate Departments, Kuvempu  
University, Shankaraghatta - for information.
- 6) The Warden, University Hostel for Men/Women/Working Women's  
Hostel, Kuvempu University, Shankaraghatta.
- 7) P.S. to the Vice-Chancellor/P.A. to the Registrar, Kuvempu  
University, Shankaraghatta.
- 8) The N.S.S. Co-ordinator, University College Campus, Kuvempu  
University, Shankaraghatta.