



MANGALORE INSTITUTE OF TECHNOLOGY & ENGINEERING

Accredited by NAAC with A+ Grade, An ISO 9001: 2015 Certified Institution

(A Unit of Rajalaxmi Education Trust®, Mangalore - 575001)

Affiliated to V.T.U., Belagavi, Approved by AICTE, New Delhi.

INTERNAL COMPLAINTS COMMITTEE

ANNUAL REPORT

2021-22

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The Members of the Internal Complaints Committee for the academic year 2021-22:

Role	Name	Designation
Chair person	Dr. Vineetha Telma D'Souza	Associate Professor and Head, Dept. of Chemistry
Members	Dr. Divakara S Shetty	Dean(Academics)
	Dr. C.R. Rajashekar	Vice Principal and Head , Dept. of Mechanical Engineering
	Mrs. Rashmi Praveen	Senior Assistant Professor, Dept. of Mathematics
	Mrs. Suma K	Assistant Professor, Dept. of Computer Science & Engineering
	Mrs. Mallika Shetty	Accounts Head
	Mrs. Shubha, Foreman	Foreman, Dept. of Computer Science & Engineering
Student Members	Ms. Thanvi P Shetty	Dept. of Electronics & Communication Engineering
	Ms. Vaishnavi S Gowda	Dept. of Civil Engineering
	Ms. Shreya Bhat	Dept. of Artificial Intelligence and Machine Learning
NGO Member	Mrs. Rochana Surjit	Customer service relationship executive

The Internal Complaints committee was duly formed in the Institute to look into, and adjudicate matters relating to any kind of sexual harassment meted out to students or female employees of the Institution. To that end the institute has been vigilant about instances of gender discrimination, victimization and abuse, and will act promptly to address/redress any issues that violated the provisions of the 2013 Act. The main objectives are to ensure a harassment-free environment for all and to provide a congenial and conducive atmosphere in which students, faculty, and staff work together in an environment free of exploitation and intimidation.

The following meetings and programs are conducted under Internal Complaints Committee 2021-22.

Date	Activity
28-12-2021	Meeting I
29-09-2022	Meeting II
24-01-2022	National Girl Child Day Celebration
08-03-2022	International Women's day Celebration

Proceedings of the Internal Complaint Committee Meetings

Meeting I

The first meeting of the Internal Complaint Committee for the academic year 2021-22 is held on 28-12-2021 at 10.50 AM in the conference Hall - 2.

Agenda:

1. Formation of the Internal Complaints Committee (ICC) for the academic year 2021-22.
2. Review of the closing report of the academic year 2020-21.
3. Dissemination of information of Internal Complaints Committee to the Stakeholders.
4. Create awareness about gender equality.
5. Plan and carry out the programs for Gender sensitization
6. Any other matter with the permission of the Chair.

Formation of the Internal Complaints Committee (ICC) for the academic year 2021-22:

Internal Complaints Committee (ICC) is reconstituted for the academic year 2021-22. To report any incident/inconveniences faced by female/staff can contact any of the committee members, the complaint drop box in the office premise will also helpful to register any such complaints.

Review of the Closing report of the academic year 2020-21:

The Committee noted that there is no complaint of any type of harassment is received from any stakeholders for the academic year 2020-21. The committee members were happy with the endeavors taken to accomplish the same and chose to keep on to put in more effort to ensure a harassment-free environment for all those who are studying or working in the institute for the following year.

Dissemination of information of Internal Complaint Committee to the students and employees:

It was decided to upload the new committee members list with their contact numbers in the website, all notice boards, hostels and food court, so that all the students can easily access the details of the committee members in case of need. It is emphasized that in order to create awareness and continuous sensitization among the employees, it is essential to place posters defining sexual harassment at prominent places.

Create awareness about gender equality:

It is decided to send a circular to all HoD's and chief wardens asking them to maintain equal representations of male and female in all leadership, curricular and co-curricular activities in their respective departments to uphold gender equality. If there should arise an occurrence of any instances of lewd behavior detailed or noticed, the departments immediately report to the committee member for further action.

Plan and carry out the program for Gender sensitization:

The committee member decided to organize an awareness talk on gender sensitization, what are the women rights and a workshop on self – defense technique. It is decided to celebrate international women's day.

Any other matter with the permission of the Chair:

Suggestion/complaint drop box must be placed in the office premises. It is decided that Mrs. Suma will be in charge of checking the suggestion/complaint drop box once in a month and report to the committee if any suggestions/complaints found.

Meeting II:

The Second meeting of the Internal Complaint Committee for the Academic year 2021-22 is held on 29-09-2022 at 10.50 AM in the conference Hall - 2.

Agenda:

1. Review of activities conducted
2. Any complaints registered.
3. Any other matter with the permission of the Chair.

Review of activities conducted:

A talk on "Women Empowerment and Gender Equality" was conducted on 24th January 2022 on account of "National Girl Child Day Celebration" by Mrs. Rajina Dinesh, adjunct faculty in English at various colleges in Mangalore.

A talk on "Women Rights" was conducted on 8th March 2022 on account of the "International Women's Day Celebration". The resource person is Smt. Kavitha Muruges, advocate, Mangalore.

Any complaints registered:

There were no cases reported for the academic year 2021-22. The committee members expressed their satisfaction and decided to continue to put in more effort to ensure harassment – free environment for all the stakeholders.

Any other matter with the permission of the Chair:

The committee decided to conduct more events on gender sensitization, women empowerment and self- defense techniques for the next academic year. As per the suggestions from the committee, it is decided to held awareness program and also to introduce the Internal Complaints Committee members to the admitted for the academic year 2022-23.

Activities Conducted in 2021-22:

Date	Activity	Speaker
24-01-2022	National Girl Child Day Celebration	Mrs. Rajina Dinesh, adjunct faculty in English at various colleges in Mangalore.
08-03-2022	International Women's day Celebration	Smt. Kavitha Muruges, advocate, Mangalore.

National Girl Child Day Celebration

“All girls deserve better—the world deserves better” with the theme of national Girl Child Day 2022, we have organized awareness talk on “**Women Empowerment and Gender Equality**”.

Mrs. Rajina Dinesh in her virtual talk emphasized that Women's empowerment equips and allows women to make life-determining decisions through the different problems in society. They may have the opportunity to redefine gender roles or other such roles, which in turn may allow them more freedom to pursue desired goals.

She also explained Gender equality is when people of all genders have equal rights, responsibilities and opportunities. Everyone is affected by gender inequality - women, men, transgender diverse people, children and families.

She also indicated that the world is changing rapidly and this change has opened doors for women to fully participate in social, economic and political life. The talk was attended by both faculty and students.



Principal addressing the gathering



Mrs. Rajina Dinesh sharing her experiences

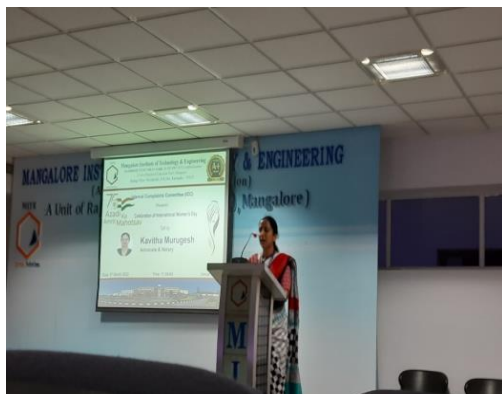
International Women's Day Celebration

“International Women's Day is commemorated in a variety of ways worldwide; The 2022 UN theme for International Women's Day is **"Gender equality today for a sustainable tomorrow"**. We in MITE celebrated International Women's Day in a meaningful way. We have organized a cognizance talk on **“Women Rights”**

Smt. Kavitha Murugesh in her talk stressed about various difficulties faced by women on domestic front and at the work place. She also emphasized the importance of equality given to all persons in the constitution.

Speaker also talked about how women are incredible influences and inspirations to the society. She also spoke about how women balance work life with home life very meticulously and also mentioned that women rights are important as it gives women the opportunity to get an education and earn in life. It makes them independent which is essential for every woman on earth. Thus, we must all make sure women rights are implemented everywhere.

She pointed that it is essential to raise our voices. We must make some noise about the issues that women face on a daily basis. Spark up conversations through your social media or make people aware if they are misinformed.



Welcome address by Dr. Vineetha T D



Smt. Kavitha Murugesh addressing the session