

UNIVERSITY COLLEGE, MANGALORE

SPARSH

(Sensitisation, Prevention and Redressal of Sexual Harassment)

The college has implemented specific regulations—such as mandatory reporting procedures and the formation of an Internal Complaints Committee (ICC)—to address and prevent sexual harassment in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The institution's initiatives for sensitisation, prevention, and redressal aim to create a safe, secure, and gender-equitable campus environment that respects the dignity and rights of every student and staff member, as required by the UGC. These measures are legally mandated under the POSH Act, 2013, and the UGC Regulations, 2015.

Prevention Activities

Prevention focuses on taking proactive steps to stop incidents of sexual harassment before they occur. The institution ensures a safe and respectful campus by enforcing clear anti-harassment policies, maintaining secure infrastructure with gender-sensitive security, providing counselling and protection for those affected, and establishing accountability mechanisms that ensure timely action on ICC recommendations.

Redressal activities

Redressal mechanisms ensure that when incidents of harassment occur, complaints are addressed promptly, fairly, and sensitively to uphold justice for survivors. The college administers that an ICC (or equivalent) with internal, student, and external members to handle complaints. Reporting should be confidential and easily accessible, and the ICC must complete inquiries within 90 days, with the institution acting on recommendations within 30 days.. The ICC can recommend disciplinary actions based on the severity of the offense, while providing immediate interim relief to the complainant, such as leave, department changes, or restrictions on the respondent, during the inquiry process. The role of sensitisation, prevention, and redressal goes beyond mere compliance; it reflects a continuous commitment to fostering this campus where every individual can thrive in a safe and harassment-free environment-which may be observed clearly in the vision statement of the college.

SPARSH COMMITTEE 2024-25

UNIVERSITY COLLEGE MANGALORE

ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಲೇಜು ಮಂಗಳೂರು

A Constituent College of Mangalore University

(Reaccredited by NAAC with 'A' Grade and College with Potential for Excellence)

Office of the Principal,
U.P. Malya Road, Hampanakatta
Mangalore 575 001



ಪ್ರಾಚಾರ್ಯ ಕಛೇರಿ,
ಯು.ಪಿ. ಮಾಲ್ಯಾ ರಸ್ತೆ, ಹಂಪನಾಕಟ್ಟೆ
ಮಂಗಳೂರು 575 001

Email: ucmangalore1@gmail.com

Phone No: 0824 2424760

website: <https://universitycollegemangalore.com>

NO:UCM/ SPARSH/2024-25/

Date: 05.09.2024

NOTIFICATION

Sub: Sensitization, Prevention and Redressal of Sexual Harassment Committee (SPARSH)

In pursuance of University Grant Commission, Sensitization Prevention and Redressal of Sexual Harassment Committee (SPARSH) of Women Employees and Students in Higher Education Institutions SPARSH Committee is reconstituted to deal with complaints of Sexual Harassment of Women at workplace.

1	Prof. Subhashini Srivatsa Professor	Convener	9449333919
2	Sri. Krishna Moolya NGO Member, Jana Shikshana Trust	Member	9449642137
3	Smt. Prathima Advocate	Member	9535771451
4	Prof. Shobha, Professor	Member	7022959610
5	Smt. Aruna Kumari Associate Professor	Member	9480158240
6	Dr. Veerabhadrappe Associate Professor	Member	9449258192
7	Dr. Gayathri N. Assistant Professor	Member	9945990963
8	Smt. Bhagyalaxmi Superintendent	Member	9449143457
9	Ms. Ramya P Research scholar	Member	9481139119
10	Ananya III BA C Joint Secretary Fine art association	Student Representative	9847783284

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SPARSH POLICY

UNIVERSITY COLLEGE MANGALORE

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IQAC COORDINATOR


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SPARSH POLICY TO THE NOTICE BOARD

NOTICE BOARD
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RESPONSIBILITIES OF SENSITIZATION, PREVENTION, AND REDRESSAL OF SEXUAL HARASSMENT COMMITTEE (SPARSH)

1. To create awareness about sexual harassment.
2. Awareness regarding the existence of SPARSH Committee is created by displaying pamphlets on the notice board of the Departments, College Office, Library and other central facilities.
3. To create and ensure a safe environment that is free from sexual harassment.
4. To create awareness about issues of gender and sexuality and working towards an enabling environment of gender justice where all can work together with a sense of personal security and dignity.
5. Conducting programs like seminars, workshops, and orientation programmes to create awareness about sexual harassment among students, teaching and non teaching staff members of the college.
6. To provide a safe mechanism for registering complaints.



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SPARSH HELPLINE COMMITTEE

NOTICE BOARD

UNIVERSITY COLLEGE MANGALORE

Notice

This is to bring to the notice of all students studying in this college that

- > In case of a female student being harassed/ragged/exploited/made fun of anyone in the college, the concerned student can lodge a complaint with any of the member of Sexual Harassment Cell or put the complaint in the Complaint box kept near the college office
- > Instances of teasing/sending unwanted messages through mobile/unnecessary calls/writing of anonymous letters harmful to the dignity of a person by any male student/staff will be considered as a crime/punishable under the law. Strict action will be taken against all male students/staff indulging in such crimes as per Government rules
- > In case any girl student prefers to approach Principal, she can do so by directly calling her/him

Sl. No	Name and Designation	Contact Details
1	Prof. Subhashini Srivatsa Professor	9449333919
4	Prof. Shobha, Professor	
5	Smt. Aruna Kumari Associate Professor	7022959610
6	Dr. Veerabhadrapa Associate Professor	9480158240 9449258192
7	Dr. Gayathri N. Assistant Professor	9945990963
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9	Ms. Ranya P Research scholar	9481139119
10	Ananya III BA C, Joint Secretary Fine art association	9847783284


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SPARSH AWARENESS ABOUT WHOM TO CONTACT

NOTICE BOARD

MANGALORE UNIVERSITY UNIVERSITY COLLEGE MANGALORE SPARSH

Sensitization, Prevention and Redressal of Sexual Harassment in the College

"A SAFE WORK PLACE IS EVERY WOMENS RIGHT"

SEXUAL HARASSMENT includes the following:

1. Physical contact or advances.
 2. Demand or request for sexual favours.
 3. Making sexually coloured remarks.
 4. Showing pornography.
 5. Any other unwelcome physical, verbal or non verbal conduct of a sexual nature.
- If any staff member or student of the College is a victim, lodge a complaint to the committee or drop the complaint in the suggestion box kept near the College office.
 - The committee includes the coordinator, members from different faculties, a local advisor/legal advisor, student welfare officer.

WHOM TO CONTACT?
Coordinator, SPARSH
Phone Number: 9449333919
Office: 0824 2424760


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