K.S. INSTITUTE OF TECHNOLOGY, BANGALORE - 560109



ANTI-SEXUAL HARASSMENT COMMITTEE

ANNUAL GENDER SENSITIZATION ACTION PLAN

ASH committee propose to organize an event in every semester for both Faculty and students to create a Gender sensitization action plan. The action plans are as follows:

1) Odd semester event planned on November 2023 and

2) Even semester event planned on June 2024

Dr. Jalaja.P ASH Coordinator

Principal

K.S. INSTITUTE OF TECHNOLOGY BENGALURU - 560 109. K.S. INSTITUTE OF TECHNOLOGY, BANGALORE – 560109







Breast Cancer Awareness

Date of Conduction: 15th October 2022

Venue: Conference Hall

Time: 10.30 am to 12.30 pm

Duration: 3 hours

Sponsoring Bodies / Associating Organization: NSS and Anti Sexual Harassment (ASH) committee

Expert Details- Name: Dr. Mathangi J

Designation: Radiation Oncologist

Organization: BGS Gleneagles, Global Hospitals, Bangalore.



Dr. Mathangi J is a Radiation Oncologist and Radiologist in Kengeri, Bangalore and has an experience of 24 years in these fields. Dr. Mathangi J practices at BGS Gleneagles Global Hospital in Kengeri. She is a member of the European Society for Radiotherapy & Oncology (ESTRO), the American Society for Therapeutic Oncology (ASTRO), the Association of Radiation Oncologists of India (AROI) and the European Society of Medical Oncology (ESMO). Some of the services provided by the doctor are Prostate Cancer, Treatment of Brain tumors, 3D Conformal Radiation Therapy, Adaptive radiotherapy and 4DCT, etc.Bangalore.

Breast cancer changes you, and the change can be beautiful.

"It's about focusing on the fight and not the fright."

Description of the Event: In a talk, Dr. Mathangi J covered topics such as how to lead a healthy lifestyle, Breast cancer details, procedure to self-check the breast for safety, medical image modalities for the detection of breast cancer, how frequently medical checking is required and also detailed about cervical cancer and procedure to detect cervical cancer. Dr. Mathangi J explained about main causes of cancer. In a humorous talk, the doctor suggested healthy food habits, exercises, the benefits of daily exposure to sunlight, stress management and medical imaging modalities that help in the detection of various types of cancer. Tips given by the doctor for a Healthy Life Style are

- Track water Intake
- Homemade food and fruits
- No to chemical mixed food and drinks
- To Increase Immunity
- Set your routine
 - Exercise
 - Yoga
 - Stay Connected with People
 - Daily exposure to sunlight
- Handling Emotions
- Mindfulness
- Self-motivation

In the talk doctor mentioned that Medical routines for regular checkups for breast cancer detection are

- Optional mammograms beginning at age 40
- Annual mammograms for women ages 45 to 54
- Mammograms every two years for women 55 and older, unless they choose to stick with yearly screenings
- MRIs and mammograms for some women at high risk of breast cancer

The session ended at 12.30 pm followed by Procession, Zumba, and lunch.

Objectives of the event are

- To create awareness about Breast cancer and also cervical cancer
- To detail about healthy lifestyle
- To self-checking of breasts frequently
- To provide knowledge on medical imaging modalities for breast cancer detection and to create

Participant details - No. of Participants: 200 girls

Students (internal/external):Internal girls students from the departments of Computer Science and Engineering, Electronics and Communication Engineering, Mechanical Engineering, Artificial Intelligence and Machine Learning and Computer Science and Design.

Faculty: All ladies teaching and non-teaching staff



Outcomes / Benefits:

- Students and staff gained a knowledge on
- Breast cancer and cervical cancer
- How do the self-check of breast
- Medical routines for breast cancer and cervical cancer detection
- Way to healthy lifestyle

CO/PO&PSO mapping

CO/PO&PSO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO 1	PSO 2
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Principal PRINCIPAL K.S. INSTITUTE OF TECHNOLOGY BENGALURU - 560 109.



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K.S.INSTITUTE OF TECHNOLOGY

STUDENTS ATTENDANCE



Date: 15.10.2022

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K.S.INSTITUTE OF TECHNOLOGY

STUDENTS ATTENDANCE TALK ON "BREAST CANCER AWARENES "



Date: 15.10.2022

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K.S.INSTITUTE OF TECHNOLOGY



STUDENTS ATTENDANCE

TALK ON "BREAST CANCER AWARENESS "



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K.S.INSTITUTE OF TECHNOLOGY



STUDENTS ATTENDANCE

TALK ON "BREAST CANCER AWARENESS "

	Date: 15.10.2022		1
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K.S.INSTITUTE OF TECHNOLOGY

STUDENTS ATTENDANCE



TALK ON "BREAST CANCER AWARENESS "

Date: 15.10.2022

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WICCI

"Elimination of Violence Against Women"

Date of Conduction: 25th November 2022

Venue: Mechanical Seminar Hall

Time: 10.30 am to 11.30 pm

Duration: 1 hours

Sponsoring Bodies / Associating Organization: KSIT-Anti Sexual Harassment (ASH) committee and KSIT-IEEE- Women in Engineering (WIE) and Women's Indian Chamber of Commerce & Industry, (WICCI)

Expert Details -Name: Ms. Hamsa V

Designation: CEO and founder C-Ins Consulting Certified Soft skill trainer, POSH and POCSO trainer

Organization: C-Ins Consulting





HAMSA V MEMBER KARNATAKA ANTI SEXUAL HARASSMENT COUNCIL

WOMEN'S INDIAN CHAMBER OF COMMERCE AND INDUSTRY (WICCI)

INDIA'S NATIONAL BUSINESS CHAMBER FOR WOMEN

WWW.WICCLIN

Powered by Passion

Ms. Hamsa V completed her Master's in HR. She has International Business-France holding corporate experience in both IT and Non IT industries across India, APAC and MENA regions. Ms. Hamsa V is a people person ALWAYS, Coaching and Training is her professional, aided effectively by International & NABET

Forms of violence

Rape, domestic violence, sexual harassment, acid throwing, reproductive coercion, female infanticide prenatal sex selection, obstetric violence, online gender-based violence and mob violence, as well as harmful customary or traditional practices such as honor killings, dowry violence, female genital mutilation, marriage by abduction and forced marriage.

"Three R's" to stop violence

"Three R's" to stop the violence of workplace violence:

Recognized

Commonly recognized warning signs include:

- Obsessing (preoccupation or constant worry about a single issue)
- Disturbing writings or drawings
- Talk of hurting others or themselves
- References to weapons and/or violence
- Reporting concerns : Reporting methods should be communicated to employees in numerous ways. These include posters in break-rooms, email reminders, and intranet home page links to a reporting tool. Small banks in particular, where "everybody knows everyone," might want to offer an external contact number for reporting.
- **Responding :** Preparing women and gilrs and training them to fight back against the violence.



- To create awareness about violence against the women
- To detail about violence, its forms and main causes
- 3 R's to stop violence

Participant details - No. of Participants: 200 girls **tudents (internal/external):** Internal girls students from the departments of Computer Science and Engineering, Electronics and Communication Engineering, Mechanical Engineering, Artificial Intelligence and Machine Learning and Computer Science and Design.

Faculty: All ladies teaching and non-teaching staff



Outcomes / Benefits:

- Students and staff gained a knowledge on violence
- How to train women and girls to protect themselves from violence

CO/PO&PSO mapping

CO/PO&PSO						1								
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Coordinator Sign Head of the Department of Science and Humanities S. Institute of Technology Bengaluru - 560 109

Principal PRINCIPAL K.S. INSTITUTE OF TECHNOLOGY BENGALURU - 560 109.



STUDENTS ATTENDANCE

TALK ON "ELIMINATION OF VIOLENCE AGAINST WOMEN"

Date: 25.11.2022

	Date: 25.11.2022		
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K.S.INSTITUTE OF TECHNOLOGY



STUDENTS ATTENDANCE

TALK ON "ELIMINATION OF VIOLENCE AGAINST WOMEN "

Date: 25.11.2022

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Date: 25.11.2022

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WICCI



"Sensitization Workshop for Employees to Create Awareness about Sexual Harassment"

Date of Conduction: 25th November 2022

Venue: Mechanical Seminar Hall

Time: 11.30 am to 12.30 pm

Duration: 1 hours

Sponsoring Bodies / Associating Organization: KSIT-Anti Sexual Harassment (ASH) committee and KSIT-IEEE- Women in Engineering (WIE)

Expert Details – Name: Deepa Rafeeque Designation: President, Karnataka Anti Sexual Harassment Council - WICCI, Senior POSH, Corporate Trainer at Vlegal, Bengaluru, Karnataka.

Organization: Vlegal



WOMEN AT WORKPLACE

Deepa Rafeeque is the co-founder of VLegal, a legal consultancy providing solutions and imparting training for corporates on legal areas. Deepa, Corporate Legal Trainer, believes in sharing expertise and knowledge through trainings to achieve excellence and competence. She is having her signature workshops on Train the Trainer-POSH and Train the Trainer-POCSO, with VLegal. She is attached with Karnataka Judicial Academy for trainings on soft skills e.g. Building self-confidence, stress and time management etc. She also advises non-

government organizations that deal with women's issues in India. Deepa graduated Law from Rajasthan University. She has done her advanced studies in IPR, Cyber Law and RTI.

"She was powerful, not because she wasn't scared but because she went on so strongly despite the fear."

Description of the Event:

An awareness and sensitisation workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 was conducted on 25th November 2022 at K S Institute of Technology. Bangalore in association with Anti Sexual Harassment committee, KSIT, Women's Indian Chamber of Commerce & Industry, (WICCI) and IEEE Women in Engineering. Dr. Dilip Kumar K, Director/Principal convened the workshop. Mrs. Sangeetha V, Assistant Professor, Department of Electronics and Communication Engineering given welcome address before the attendees. Ms. Deepa Rafeeque, President, Karnataka Anti Sexual Harassment Council – WICCI, Ms. Premalatha, Senior management consultant, Ms. Aparna, L & D and OD Consultant, Ms. Lakshmi A N Rao, Advocate and Legal consultant and Ms. Hamsa V, Soft skill trainer, Govt empanelled POSH & POSCO Trainer. Dr. Dilip Kumar K while presiding the event also welcomed the resource person Ms. Deepa Rafeeque.

Ms. Deepa Rafeeque., eminent speaker and President, Karnataka Anti Sexual Harassment Council – WICCI, was invited as a resource person, as an expert on issues faced by women at workplace. She enlightened the audience with field-level experiences, made the audience aware of the prevailing issues at the workplace and society in general and underlined the solutions thereof. Ms. Deepa Rafeeque's elaborate experience of working with different verticals in the social development sector resonated with her words of wisdom at the event.

Ms. Deepa Rafeeque has created awareness regarding protection again sexual harassment. And her word she mentioned that to inculcate the spirit of respect and honour equally towards the women in society. Speaker showcased the vibrant messages innovatively before the audience; she depicted how the issue of harassment is still prevalent workplaces, metro stations, educational institutions, other public places and laid down the different ways to prevent sexual abuse and harassment. The speaker urged the audience to take legal action whenever any untoward incidents occur at any point of time.

All ladies employees at KSIT got acquainted with the difficulties faced by women at the workplace and the solutions and provisions given thereof in the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

The ASH cell of the KSIT disseminated the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 across all the social media platforms through a dedicated campaign to widen its reach to the masses. Along with this, informative videos would be circulated on social media platforms to educate the general public regarding prevention of sexual harassment of women at workplace and to prevent any sort of discrimination on the basis of gender.

The event was concluded by vote of thanks and honoring speakers.

Participant details - No. of Participants: 250 all ladies teaching and non-teaching staff and girls of various Departments.

Ladies faculties and Girl students (internal/external): Internal girls students from the departments of Computer Science and Engineering, Electronics and Communication Engineering, Mechanical Engineering, Artificial Intelligence and Machine Learning and Computer Science and Design.

Ladies faculties: All ladies teaching and non-teaching staff

Photos:





Outcomes / Benefits:

- Students and staff gained a knowledge on how to protect against sexual harassment.
- How to train women and girls to protect themselves from sexual harassment.

CO/PO&PSO mapping

CO/PO&PSO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO 1	PSO 2
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Coordinator Sign Head of the Department Dept. of Science and Humanities K.S. Institute of Technology Bengalury - 560 109

Principal PRINCIPAL K.S. INSTITUTE OF TECHNOLOGY BENGALURU - 560 109.



ATTENDANCE

"SENSITIZATION WORKSHOP FOR EMPLOYEES TO CREATE AWARENESS ABOUT SEXUAL HARASSMENT"

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"Overcome of Harassment Challenges"

Date of Conduction: 17th February 2023

Venue: Mechanical Seminar Hall

Time: 11 am to 12 pm

Duration: 1 hours

Sponsoring Bodies / Associating Organization: KSIT-Anti Sexual Harassment (ASH) committee and Women's Indian Chamber of Commerce & Industry (WICCI)

Expert Details – Name: Ms. Lakshmi A N Rao Designation: Advocate and Legal consultant, Council member WICCI Organization: Tapas Law



Ms. Lakshmi A N Rao is experienced Law Specialist with a demonstrated history of working in the law practice industry. Skilled in Legal Service, Law, Civil Law, Consumer Law, and Research. Strong legal professional with a Master of Laws - LLM focused in Law from Kuvempu University.

"Strength doesn't come from what you can do. It comes from overcoming the things you once thought you couldn't"—Rikki Rogers



Description of the Event:

An awareness talk on "Overcome of Harassment Challenges" was conducted on 17th 2023 by Anti Sexual Harassment committee at K S Institute of Technology, Bangalore in association with Women's Indian Chamber of Commerce & Industry, (WICCI). Ms. Lakshmi A N Rao, Advocate and Legal consultant, member of Karnataka Anti Sexual Harassment Council – WICCI, was invited as a resource person. Dr. Dilip Kumar K, Princlipal/Director, K S Institute of Technology while presiding the event welcomed the resource person Ms. Lakshmi A N Rao. Mrs. Sangeetha V, Assistant Professor, Department of Electronics and Communication Engineering given welcome address before the attendees. Hamsa V, Soft skill trainer, Government empanelled POSH & POSCO Trainer was also a guest for the event.

The session was delivered by our Council Member speaker Lakshmi A N Rao. The focus of the talk was to make every girl aware that she has needs to raise her voice against sexual harassment. Lakshmi A N Rao described the evolution of the girl child right from her birth upto the various phases of her life she would go through and the challenges she would have to face and how she can overcome.

Our speaker also emphasized the various laws protecting women and children be it while they are at work or in schools or colleges. She mentioned that we can all help prevent sexual abuse and keep children and women safe before it happens provided we are aware and know how to safeguard ourselves. The students were asked to speak up and approach the authorities whenever any act of sexual harassment in any form is seen or undergone.

Council member, Hamsa V highly engaged students with an interactive exchange of pictorial representations of good touch and bad touch. The students spoke about each picture with great understanding and took an oath of safeguarding themselves and raise their voices against sexual harassment.

Students shared an overwhelming feedback and are looking forward to more such sessions for other classes soon. We would like to thank the Management, CEO and Principal for giving us the opportunity to address the students.

Participant details - No. of Participants: 150 girls and boys of First semester of various Departments.

Photos:



Outcomes / Benefits:

- Students gained a knowledge on how to overcome from harassment. .
- How to train women and girls to protect themselves from harassment. ۰

CO/PO&PSO mapping

CO/PO&PSO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO 1	PSO 2
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Coordinator Sign

Head of the Department Dept. of Science and Humanitie-K.S. Institute of Technology Bengaluru - 560 109

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Principal PRINCIPAL K.S. INSTITUTE OF TECHNOLOGY BENGALURU - 560 109.

K.S.INSTITUTE OF TECHNOLOGY



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Date: 17.02.2023

STUDENTS ATTENDANCE

TALK ON "OVERCOME OF HARASSMENT CHALLENGES "

	Date: 17.02.2023		
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K.S.INSTITUTE OF TECHNOLOGY



STUDENTS ATTENDANCE

TALK ON "OVERCOME OF HARASSMENT CHALLENGES "

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K.S.INSTITUTE OF TECHNOLOGY

STUDENTS ATTENDANCE

TALK ON "OVERCOME OF HARASSMENT CHALLENGES Date: 17.02.2023

	Date: 17.02.2023	TALK ON "OVERCOME OF HARASSMENT CH	ALLENGES "
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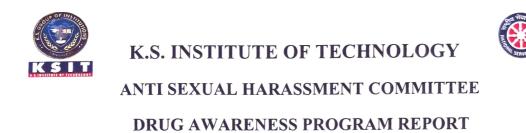
K.S.INSTITUTE OF TECHNOLOGY

STUDENTS ATTENDANCE

TALK ON "OVERCOME OF HARASSMENT CHALLENGES "

Date:	17	02	2023	

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Date of Conduction: 26th June 2023

Venue: Conference Hall

Time: 12 pm to 1 pm

Resource Person: Sri. Siddaraju, Inspector , Department of Police, Thalaghattapura



The Anti-Drug awareness programme was organised under ASH committee in association with Police Department and NSS to create awareness about the deadly impacts of drugs on human body. Sri.Siddaraju completed his B.Sc. in Bengaluru University. He started his Police career in 1993.He has 30 years of service in Police department. He also worked in Hassan, Davanagere, Tumkur, Bengaluru city. He received Best Chief Minister award during 2011 and President award during 2022.

An awareness talk on "Drug Awareness program" was conducted on 26th June 2023 by Anti Sexual harassment Committee at KSIT in association with NSS.The program addressed for the 6th semester ECE and AIML students .Around 120 students participated this awareness program. Ms. V.Sangeetha ,Asst.Prof., Department of ECE,ASH coordinator anchored this event.



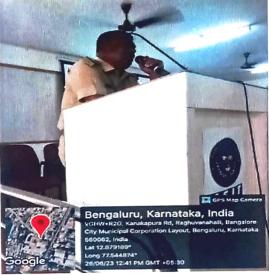
The Program was inaugurated by Dr. Dilip Kumar K, Principal, KS Institute of Technology and welcomed the Chief guest of the program.







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Resource person of the program , Sri.Sidda Raju,Police Inspector, Thalgathpura Police Station, addressed the students about deadly impacts of drugs on human body, how college students were trapped and exploited by drug peddlers, consequences of drug addiction and punishments for drug peddling. He emphasized personal responsibility and harmful effects of drug abuse. He encouraged the students to prevent alcohol and drug related incidents. He stressed the importance of awareness campaigns and drug abuse among students. motivated the youth in different groups to stay away from drugs.



The staff members of Police Station were and students present on the occasion.



Principal felicitated with the momentum to chief Guest and the program ended with vote of thanks.

Outcomes/Benefits:

- Students understood the deadly addiction and bad impact about drug.
- Drug awareness created among students and gained knowledge on how to protect them from the deadly impact.

CO/PO &PSO mapping:

Event	PO	РО	PO	Po	PO	PO	РО	PO	РО	PO1	PO1	PO1	PSO	PSO
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K.S.INSTITUTE OF TECHNOLOGY

STUDENTS ATTENDANCE



TALK ON "DRUG AWARENESS PROGRAM "

Date: 23.6.2023

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K. S. INSTITUTE OF TECHNOLOGY

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGG.

Drug Awareness Programme

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