



A Unit of Baldwin Methodist Educational Society

Baldwin Methodist College

(Affiliated to Bengaluru City University - Recognised by Govt. of Karnataka, India)

5.1.4QnM: The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

- 1. Implementation of guidelines of statutory/regulatory bodies**
- 2. Organisation wide awareness and undertakings on policies with zero tolerance**
- 3. Mechanisms for submission of online/offline students' grievances**
- 4. Timely redressal of the grievances through appropriate committees**

Student Support

Index

Sl no	Particulars	Page no
1.	Implementation of guidelines of statutory/regulatory bodies	2-15
2.	Organisation wide awareness and undertakings on policies with zero Tolerance	16-28
3.	Mechanisms for submission of online/offline students' grievances	29-30
4.	Timely redressal of the grievances through appropriate committees	31-33



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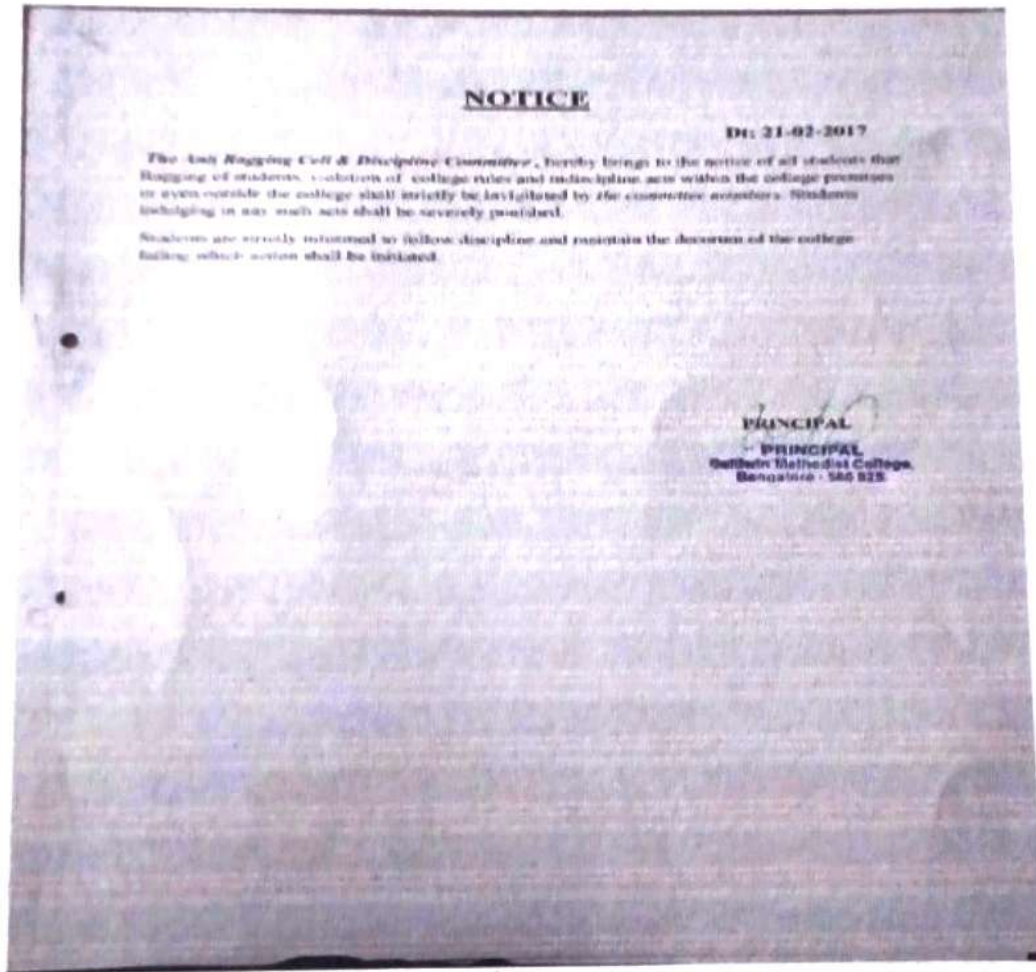


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1. Implementation of guidelines of statutory/regulatory bodies




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CIRCULAR

DD: 09-01-2017

It is to bring to the notice that, all the members of the 'Anti Ragging Cell & Discipline Committee' are hereby informed to assemble for a short meeting in the library at 03:30pm, for a quick review of the Committee's 'Rules and Regulations'

Anti Ragging Cell & Discipline Committee- Members list:-

NAMES OF MEMBERS & DESIGNATIONS	SIGNATURE
Dr. Justice Kumar: Principal	
Mr. Prasad M.A. HOD, Dpt. of Language	
Mrs. Rajeshwar: B. HOD, Dpt. of Computer	
Mr. Manjunath: HOD, Dpt. of Management	
Mr. Mallaraj: HOD, Dpt. of Computer Science	

All the members shall affix signatures to represent their presence to attend the meeting.

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CIRCULAR

DN: 05-01-2017

This is to bring to the notice that, all the members of the 'Anti Ragging Cell & Discipline Committee' are hereby informed to assemble for a short meeting in the library at 12:00pm, for a quick revision of the Committee's 'Rules and Regulations' for the fresh semester 2017 and for report-submission of cases (if any), during the period of Jan-Dec 2016.

Anti Ragging Cell & Discipline Committee- Members list:

NAMES OF MEMBERS & DESIGNATIONS	SIGNATURE
Dr. Jashbir Samral, Principal	
Mr. Ponnuraj M A Degree Incharge	
Mrs. Rameshwari B, HOD, Dpt. of Commerce	
Mr. Mithunot Ahmad, HOD, Dpt. of Management	
Mr. Mallurambhaya, HOD, Dpt. of Computer Science	

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NOTICE

Dt: 18/7/2018

The Anti-Sexual Harassment Cell would like to bring to your notice of the students and staff that anyone being harassed within the college premises can address their grievances to the Committee Members.

For further grievances outside the college premises call:

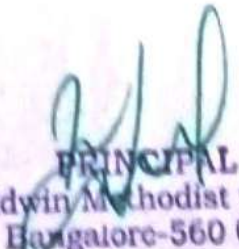
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5


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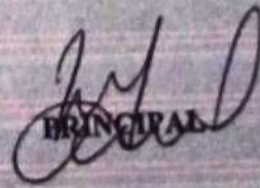
DI: 11/12/2018

This is to bring to your notice that all the members of the 'Anti Sexual Harassment cell' are hereby informed to assemble for a short -meeting in the office at 12:15 for giving rules and regulations for the upcoming year 2018:

Anti Sexual Harassment Cell Members List:

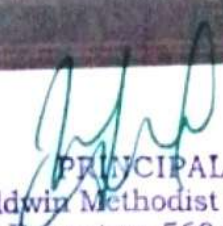
NAME OF THE MEMBERS AND DESIGNATIONS	SIGNATURE
Dr. Joshua Samuel, Principal	
Ms. A Shuba Lecturer, Department of Commerce	
Mrs. Supriya Department of Business Administration	
Mrs. Arokia Mary Department of Commerce	

All the members shall affix signatures to represent their presence to attend the meeting.


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6




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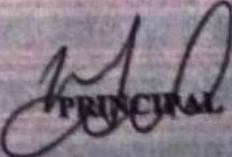
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NOTICE

Dt: 12/2/2019


The Anti-Sexual Harrassment Cell brings to the notice of the students and staff that harassing of students and staff violation of college rules and indiscipline acts within the college premises or even outside the college shall strictly be invigilated by the Committee Members. Severe action shall be taken against any such students found guilty of any such acts as mentioned in the ' Rules and Regulations' List.

Students are strictly informed to follow discipline and maintain the decorum of college, failing which action shall be initiated.


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7


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CIRCULAR

Dt: 06/02/2019

This is to bring to your notice that all the members of the 'Anti Sexual Harassment cell' are hereby informed to assemble for a short -meeting in the office at 12:15 for giving rules and regulations for the upcoming year 2018:

Anti Sexual Harassment Cell Members List:

NAME OF THE MEMBERS AND DESIGNATIONS	SIGNATURE
Dr. Joshua Samuel, Principal	
Ms. A. Shaba Lecturer, Department of Commerce	
Mrs. Supriya Department of Business Administration	
Mrs. Anika Mary Department of Commerce	

All the members shall affix signatures to represent their presence to attend the meeting.

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8

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ANTI SEXUAL HARASSMENT CELL

As per the Supreme Court, UGC and NAAC guidelines an Anti Sexual Harassment Cell has been established by Baldwin Methodist College, to provide a healthy working atmosphere to the staff and students of the college.

- The college treats Sexual Harassment as a misconduct and initiates action for such misconduct.
- The college reviews the functioning of the cell periodically.
- Different methods are used to make sure that students are aware of redressed system, Eg: circulars on notice board, complain box.

The Chairperson and Members of Anti Sexual Harassment Cell are as follows:

CHAIRPERSON:

Faculty/Administration Committee:

Dr. JOSHUA SAMUEL, Principal
Ms. A. SHUBA, Department of Commerce, Lecturer.
Mrs. SUPRIYA, Lecturer, Department of Business Administration
Mrs. ARCHANA MARY J, Lecturer, Department of Commerce.




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Defining Sexual harassment:

It includes following unwelcome acts of behavior:

- Any unwelcome Physical, Verbal or non-Verbal conduct of sexual nature.
- Demand or request for sexual favours
- Physical contact and advances.

Functions and Responsibilities:

- i) To promote gender equality, removal of gender discrimination sexual harassment and other gender based violence
- ii) To inform students about recourse available if they are victims.
- iii) To create environment free of sexual harassment
- iv) To receive and redress complaints received.
- v) To conduct enquiry and take decisions upon each complaints and recommend appropriate action to be taken.
- vi) To ensure all the information, proceedings and findings are kept confidential.

Procedures:

- i) Victims can collect the complain form the cell.
- ii) Committee meets when the complaint form is received.
- iii) Details and evidences are asked to be produced by both the parties.



10


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iv) Further proceeding shall take place in the presence of both the parties.

v) Committee sits along with the principal and decides about the actions to be taken.

Decisions and Actions:

The Disciplinary action could be initiated in the form of:

- i) Warning
- ii) Written apology
- iii) Bond of Good behavior
- iv) Suspension
- v) Dismissal
- vi) Denial of Readdmission
- vii) Demotion and Stopping of Increments.

Record Keeping:

The Secretary of the committee shall maintain all the minutes and other relevant documents related to the functioning of the committee and shall make these available to any authorized officer/ Authority for inspection.





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NOTICE

DATE: 20-07-2019

The Anti-Harassment Cell, Announces, a meeting within the college premises on **22nd Aug 2019** between **11.00 am** and **1.00 pm**, hence informs the degree block students to be present for the meeting.

The committee meets every month to discuss the welfare schemes to be implemented for the students. The committee also meets as and when a grievance is addressed to it. Efforts are underway to make it more proactive in the system.


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12


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NOTICE


DATE: 07-10-2019

The Anti-Harassment Cell, Announces, a meeting within the college premises on 05TH OCT 2019 between 11.00 am and 1.00 pm, hence informs the degree block students to be present for the meeting -

The committee meets every month to discuss the welfare schemes to be implemented for the students. The committee also meets as and when a grievance is addressed to it. Efforts are underway to make it more proactive in the system.


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CIRCULAR

DATE:10-11-2019

This is to bring the notice, all the members of the 'Anti-Harassment Cell', are hereby informed to go on rounds within the college premises and to visit each class-room for 'case-study' purpose and collect report on indiscipline acts (if any)P

Anti-Harassment Cell – Member List:

NAME OF THE MEMBERS & DESIGNATIONS	SIGNATURE
Dr. Joshua Samuel, Principal	
Ms. Shuba	
Mr. Hamsaraj B.K	
Ms. Sindhu	
Ms. Yeshaswini	

All the members shall affix signature to represent their presences to go on rounds.

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14

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CIRCULAR

DATE: 24-07-2019

This is to bring the notice, all the members of the 'Anti-Harassment Cell', are hereby informed to go on rounds within the college premises and to visit each class-room for 'case-study' purpose and collect report on indiscipline acts (if any)P

Anti-Harassment Cell - Member List:

NAME OF THE MEMBERS & DESIGNATIONS	SIGNATURE
Dr. Joshua Samuel, Principal	
Ms. Shuba	
Mr. Hamsaraj B.K	
Ms. Sindhu	
Ms. Yeshaswini	

All the members shall affix signature to represent their presences to go on rounds.

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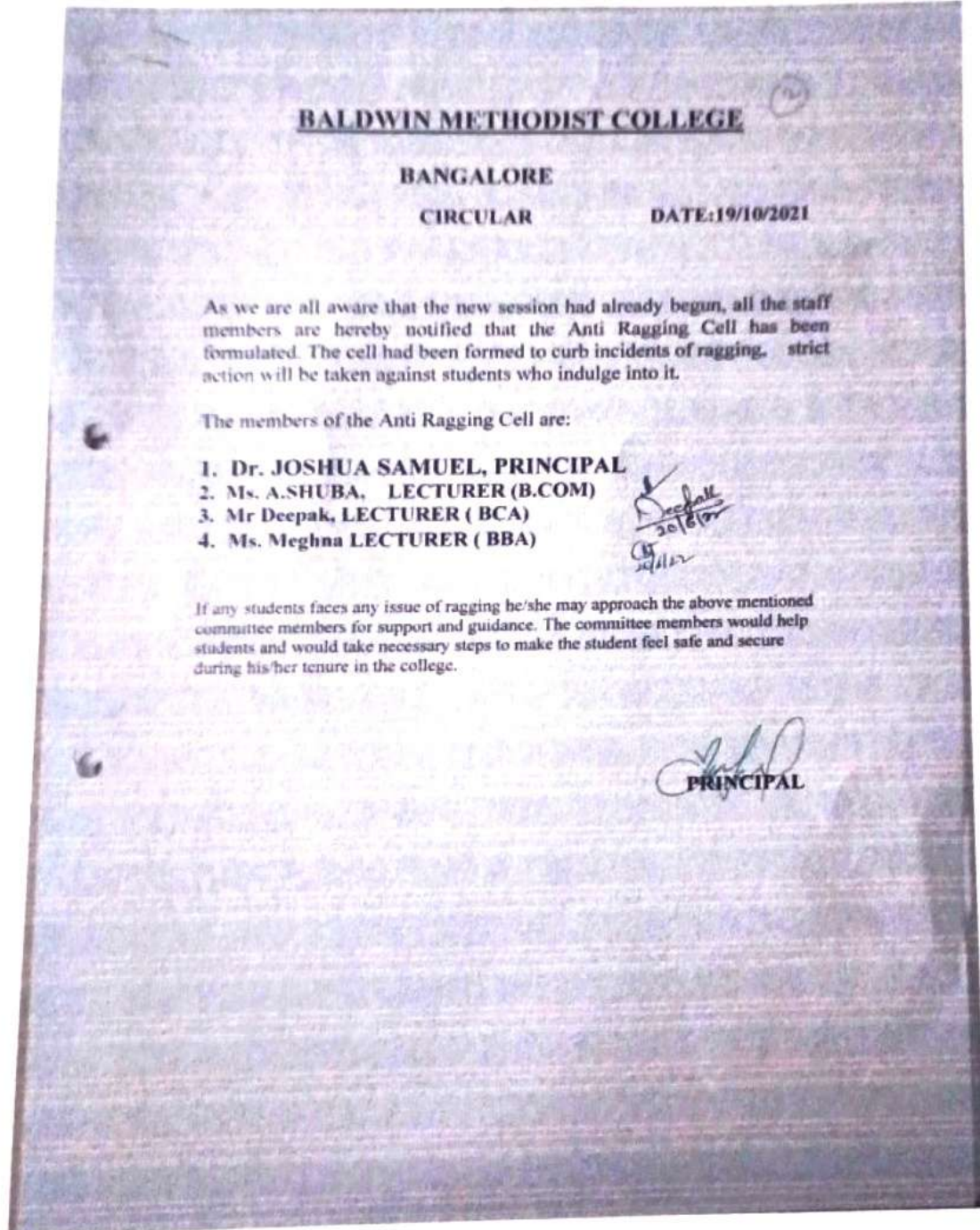


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2. Organization wide awareness and undertakings on policies with zero Tolerance



[Signature]
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BALDWIN METHODIST COLLEGE

BANGALORE

ANTI RAGGING CELL

DATE:20/10/2021


The ANTI RAGGING CELL had conducted an anti-ragging session on the 20th of October at Baldwin Methodist College. An awareness of how menacing and heinous act of ragging a toll on the mind of the student was demonstrated by the students, by at the very meaning and synonyms that this deed has, the mental toll it takes on the person being ragged and introspection before indulging into this act.

The measures taken to curb this menace, and the hefty price one has to pay has been highlighted. The student are further assured of their well being and are emphasized on healthy relationship.


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STAFF MEMBERS

1. Ms. A.SHUBA, LECTURER (B.COM)
2. Mr Deepak, LECTURER (BCA)
3. Ms. Meghna LECTURER (BBA)


20/10/21



17

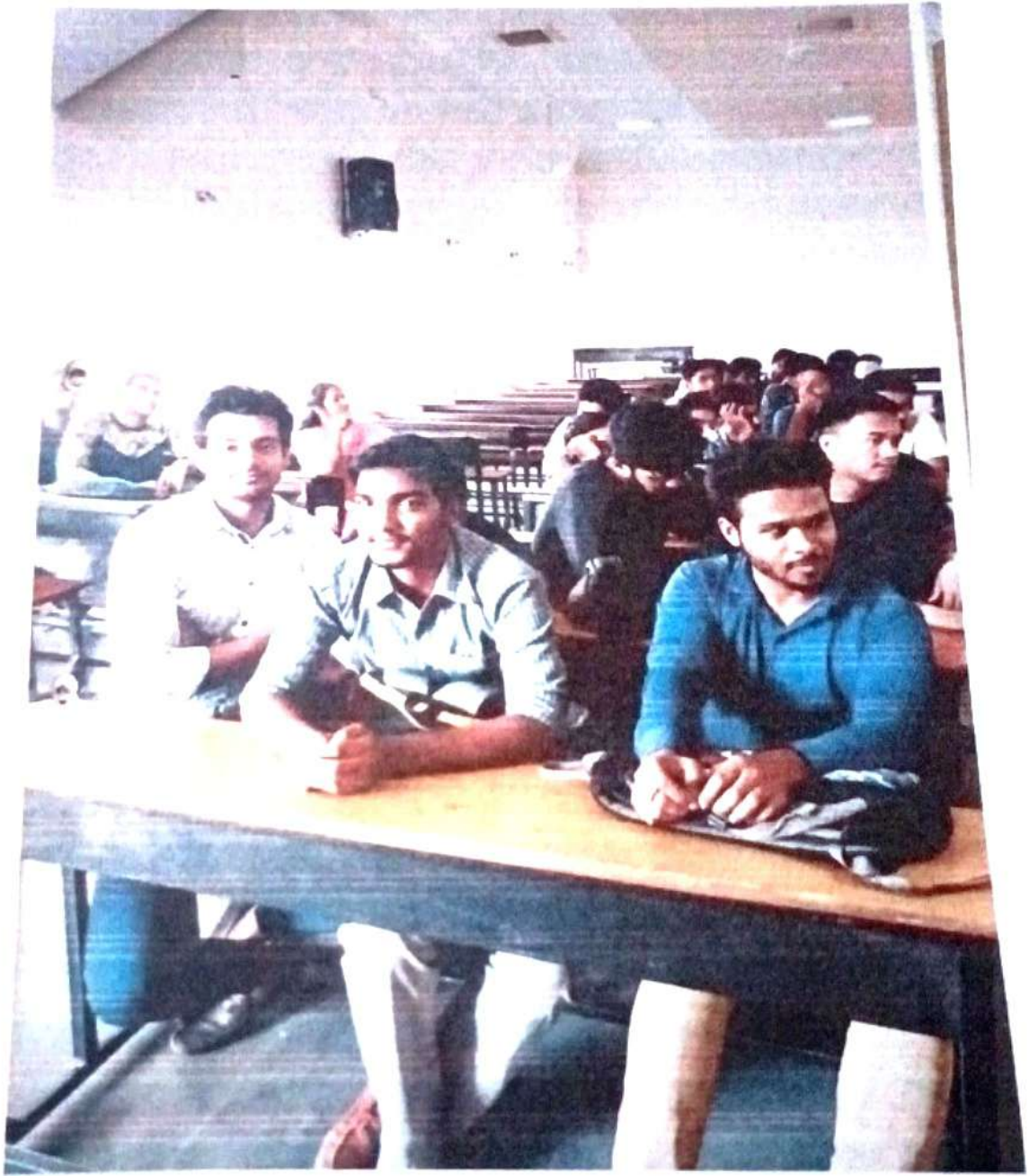

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18


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Policy on Sexual Harassment cell

Preamble: The Baldwin Methodist college has committed itself to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

The Supreme Court of India, in a landmark judgment in August 1997 (Vishaka & others vs the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g). Another Supreme Court Judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) has stated that sexually harassing behaviour "needs to be eliminated as there is no compromise on such violations". The Supreme Court further reiterated that sexual harassment "is a violation of the fundamental right to gender equality and the right to life and liberty".

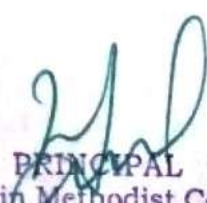
Based on these, the Bangalore University, to which the college is affiliated, made it mandatory for the affiliated and constituent colleges to adhere to the following from the year 2002:

- 1. An anti - sexual harassment cell to be made functional with at least two senior women faculty on the committee*
- 2. An anti - sexual harassment policy to be adopted and publicized*
- 3. An affidavit to be submitted by each college declaring that such a policy is adopted and the anti - sexual harassment cell is operative.*

The Supreme Court judgment of 1997 makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment in the workplace. Educational institutions under the ambit of Bangalore university are bound by the same directive. Following this, the BHS Higher Education Society, being committed to uphold the Constitutional mandate ensuring the above mentioned human rights, adopted the following policy.



20


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Declaration of Policy: Baldwin Methodist College, under the Management of SIRC-MET, shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, ensure the full enforcement of "Fundamental Rights" under articles 14, 15, 19(1) (g) and 21 of the Constitution of India, and uphold the dignity of workers, employees, applicants and enrolment students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.

OBJECTIVES OF THE POLICY: To fulfill the directive of the Supreme Court and the Bangalore University in respect of implementing a policy against sexual harassment in the institution.

1. To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in the institution.
2. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
3. To provide an environment free of gender-based discrimination.
4. To ensure equal access of all facilities and participation in activities of the college.
5. To create a secure physical and social environment which will deter acts of sexual harassment.
6. To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.

DEFINITION OF SEXUAL HARASSMENT: For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

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





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where any of these acts is committed in circumstances where under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or enrolment in the institution whether she is drawing salary, or honorarium or otherwise, such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work or

studentship including recruiting or promotion or academics when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

JURISDICTION: The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made:

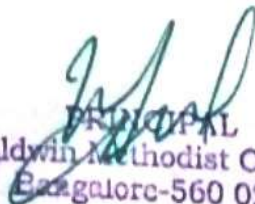
1. By a member of the institution against any other member irrespective of whether the harassment is alleged to have taken place within or outside the campus.
2. By an outsider against a member of the college or by a member of the college against an outsider if the sexual harassment is alleged to have taken place within the campus.
3. By a member of the college against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases the Committee shall recommend that the college authorities initiate action by making a complaint with the appropriate authority. Further, the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

Composition of the Anti - Sexual Harassment Committee:

1. The Committee shall be headed by a senior woman faculty of the college and shall be designated as the "Chairperson"
2. The committee shall have two senior women teaching faculty members, at least one senior male teaching faculty member, at least one woman administrative staff and one woman class - IV staff. The committee shall have three nominated girl student representatives.
3. The committee shall have Principal and one nominated person from the management, the Baldwin Methodist College.



22


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4. The committee shall include, subject to acceptance, the Inspector of Police of the jurisdictional police station, namely the Ashok nagar Police Station
5. The committee shall include a parent of a girl student of the college.

POWERS OF THE COMMITTEE: The Committee shall have the power to summon witnesses and call for documents or any information from any employee/student.

1. If the Committee has reason to believe that an employee/student is capable of furnishing relevant documents or information, it may direct such person to produce such documents or information by serving a notice in writing on that person, summoning the person, or calling for such documents or information at such place and within such time as may be specified in the written notice.
2. Where any relevant document or information is recorded or stored by means of a mechanical, electronic or other device, the Committee shall have the power to direct that the same be produced, or that a clear reproduction in writing of the same be produced.
3. Upon production of documents / information called for by it, the Committee shall have the power to (i) make copies of such documents / information or extracts there from; or (ii) retain such documents / information for such period as may be deemed necessary for purposes of the proceedings before it.
4. The Committee shall have the power to issue interim directions to / with regard to any person participating in the proceedings before it.
5. The Committee shall have the power to recommend the action to be taken against any person found guilty of (a) sexually harassing the complainant; (b) retaliating against / victimizing the complainant or any other person before it; and (c) making false charges of sexual harassment against the accused person.

FUNCTIONS OF THE COMMITTEE

1. **PREVENTIVE STEPS :** It will be the endeavour of the committee :
 1. To facilitate a safe environment that is free of sexual harassment;
 2. To promote behaviours that create an atmosphere that ensures gender equality and equal opportunities



23


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REMEDIAL STEPS

To ensure that the mechanism for registering complaints is safe, accessible and sensitive.

1. To take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
2. To advise the competent authority to issue warnings or take the help of the law to stop the harasser, if the complainant consents.
3. To seek medical, police and legal intervention with the consent of the complainant.
4. To make arrangements for appropriate psychological, emotional and physical support (in form of counseling, security and other assistance) to the victim if so desired.

PROCEDURE TO BE FOLLOWED BY THE COMMITTEE

1. The Committee shall meet as and when any complaint is received by it. Complaint may be received by any member of the committee.
2. The Committee may direct the complainant to prepare and submit a detailed statement of incidents if the written complaint lacks exactness and required particulars, within a period of two (2) days from such direction or such other time period that the Committee may decide.
3. The Committee shall direct the accused employee(s) to prepare and submit a written response to the complaint / allegations within a period of four (4) days from such direction or such other time period as the Committee may decide.
4. Each party shall be provided with a copy of the written statement(s) submitted by the other.
5. The Committee shall conduct the proceedings in accordance with the principles of natural justice. It shall allow both parties reasonable opportunity of presenting their case. However, should the accused choose not to participate in the proceedings, the Committee shall continue *ex parte*.
6. The Committee shall allow both parties to produce relevant documents and witnesses to support their case. Documents produced by either party shall be affixed with that party's signature to certify the document as original / true copy.



24


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7. The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
 8. The Committee shall sit on a day-to-day basis to record and consider the evidence produced by both parties.
 9. As far as practicable, all proceedings of the Committee shall take place in the presence of both parties.
 10. Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
 11. The Committee shall make all endeavour to complete its proceedings within a period of fifteen (15) days from the date of receipt of complaint.
 12. The Committee shall record its findings in writing supported with reasons and shall forward the same with its recommendations, to the Principal Management, within a period of five (5) days from completion of the proceedings before it. In case the Committee finds that the facts disclose the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report.
1. If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is made out against the accused employee(s)/student and that there is any chance of the recurrence of any such action or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, disciplinary action could be initiated in the form of:-
1. Warning
 2. Written apology
 3. Bond of good behaviour
 4. Adverse remarks in the confidential report
 5. Debarring from supervisory duties
 6. Denial of membership of statutory bodies
 7. Denial of re-employment/re - admission
 8. Stopping of increments / promotion/denying admission ticket
 9. Reverting, demotion
 10. Suspension
 11. Dismissal
 12. Any other relevant mechanism



25


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Ms. A. Shuba Lecturer, Department of Commerce	
Mrs. Supriya Department of Business Administration	
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26

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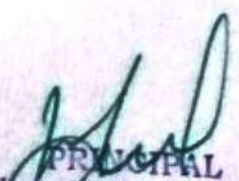
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 11. The Committee shall make all endeavour to complete its proceedings within a period of fifteen (15) days from the date of receipt of complaint.
 12. The Committee shall record its findings in writing supported with reasons and shall forward the same with its recommendations, to the Principal/Management, within a period of five (5) days from completion of the proceedings before it. In case the Committee finds that the facts disclose the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report.
1. If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is made out against the accused employee(s)/student and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, disciplinary action could be initiated in the form of:-
1. Warning
 2. Written apology
 3. Bond of good behaviour
 4. Adverse remarks in the confidential report
 5. Debarring from supervisory duties
 6. Denial of membership of statutory bodies
 7. Denial of re-employment/re - admission
 8. Stopping of increments / promotion/denying admission ticket
 9. Reverting, demotion
 10. Suspension
 11. Dismissal
 12. Any other relevant mechanism




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Bangalore-560 025



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1. If, in the course of the proceedings before it, the Committee is satisfied that any person has retaliated against / victimized the complainant or any person assisting the complainant as a result of the complaint having been made or such assistance having been offered, the Committee shall report the same in writing to the Principal/Management, with reasons and with recommendations of the action to be taken against such person.
2. If, at the culmination of the proceedings before it, the Committee is satisfied that the complainant has knowingly brought false charges of sexual harassment against any person, it shall report the same in writing to the Principal/Management, with reasons and with recommendations of the action to be taken against such person.


Annual

The Chairperson of the Committee will prepare an Annual Report at the end of each academic year, giving a full account of the activities of the Committee during the year gone by. A copy of the report may be sent to the Secretary, BMC; Registrar, Bangalore University; and the Joint Director, Directorate of Collegiate Education.

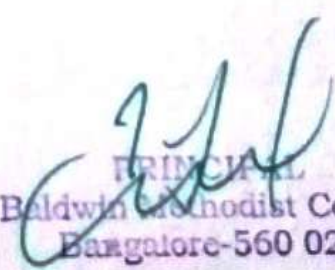
Report

Members of the Committee :

Sl. No.	Name of the member	Official designation and Department	Phone number	Designation in the committee
1	Dr. Joshua Samuel	Principal	9845346395	Chairman
2	Mr. Paniraj MA	Lecturer	9980176418	Member
3	Mrs. Rajeswari B	Lecturer	9591375722	Member
4	Mrs. Jayasudha V	Lecturer	9036134004	Member
5	Mrs. Ruman S K	Lecturer	9611844403	Member
6	Mr. Bhasker	Office Supdt.	9844329436	Member


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3. Mechanisms for submission of online/offline students' grievances

BALDWIN METHODIST COLLEGE
BANGALORE-25
Anti-Sexual Harassment Committee:

COMPLIANT FORM

Name : _____
Class : _____
Victim : _____
Contact Number : _____
Mail ID : _____
Accuser : _____
Class (of accuser) : _____
Compliant : _____
Time : _____
Date : _____
Signature : _____



29


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4. Timely redressal of the grievances through appropriate committees

From: Hrishabh Kumar S
 (17092411093)
 Baldwin Methodist College
 10th Cross Road, Whitefield
 Bangalore - 560025

Date: 12th Aug 2022

To:
 The Principal
 Baldwin Methodist College
 10th Cross Road, Whitefield
 Bangalore - 560025

Subject: Regarding notice card.

Respected Sir,

I Hrishabh Kumar S being a regular member
 of Baldwin Methodist College did not receive 10,000 rupees of 4th sem
 advance notice accordingly not with some other regular registration
 including management accordingly and become late - 11

So I kindly request your goodness to help me in obtaining
 the above said notice cards.
 Kindly do the needfull.

Thanking you
 yours faithfully
 (Hrishabh Kumar S)
 17092411093

[Signature]
 PRINCIPAL
 Baldwin Methodist College
 Bangalore-560 025



[Signature]
 PRINCIPAL
 Baldwin Methodist College
 Bangalore-560 025



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KARNATAKA

**ANTI-HARASSMENT
CELL HELPLINE NOS**

080-25251929

080-25473922

9448046252



30

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4456583 / 1993048 BANGALORE UNIVERSITY

Degree: BACHELOR OF COMMERCE (CBCS)
 Course: CBCS
 Sem: 5
 Date of Exam: 2018
 Name: PUNEETH KUMAR Z

STATEMENT OF MARKS

Sl. No.	SUBJECT	THEORY				PRACTICAL				TOTAL	GRADE	REMARKS
		MCQ	SA	SA	SA	MCQ	SA	SA	SA			
1	BACC 5.1 BUSINESS REGULATIONS											

GRAND TOTAL: 0 0 0 0 0 0 0 0 0 0 0

RE-APPEAR: 0 0 0 0 0 0 0 0 0 0 0

Principal Signature: [Signature]

4534920 / 1993048 BANGALORE UNIVERSITY

Degree: BACHELOR OF COMMERCE (CBCS)
 Course: CBCS
 Sem: 5
 Date of Exam: 2018
 Name: PUNEETH KUMAR Z

STATEMENT OF MARKS

Sl. No.	SUBJECT	THEORY				PRACTICAL				TOTAL	GRADE	REMARKS
		MCQ	SA	SA	SA	MCQ	SA	SA	SA			
1	BACC 5.1 BUSINESS REGULATIONS	70	25	25	20	20	200	40	20	0	0	0
2	BACC 5.2 PRINCIPLES AND PRACTICE OF ASSISTING	70	25	5	20	20	200	40	20	0	0	0
3	BACC 5.2 INCOME TAX - II	70	25	11	20	20	200	40	20	0	0	0
4	BACC 5.4 MANAGEMENT ACCOUNTING	70	25	9	20	20	200	40	20	4.5	3	12.5
5	BE 5.1 RISK MANAGEMENT	70	25	20	20	20	200	40	40	4.5	3	12.5
6	BE 5.4 MARKETING OF INSURANCE PRODUCTS	70	25	20	20	20	200	40	40	4.5	3	12.5
7	BACC 5.3 VALUE EDUCATION	70	25	20	20	20	200	40	50	5.5	2	10
GRAND TOTAL		700	250	250	200	200	2000	400	400	24.5	30	24.0

RE-APPEAR: 0 0 0 0 0 0 0 0 0 0 0

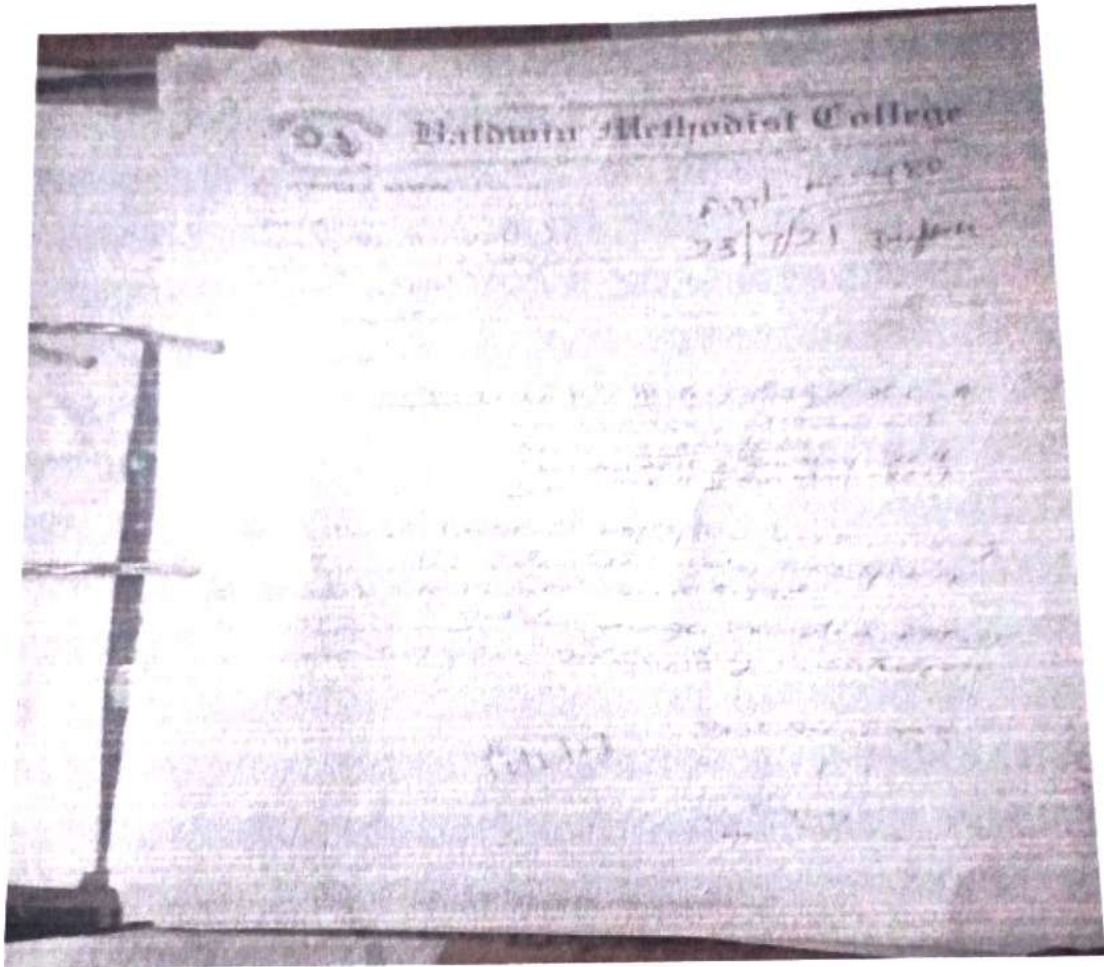
Principal Signature: [Signature]



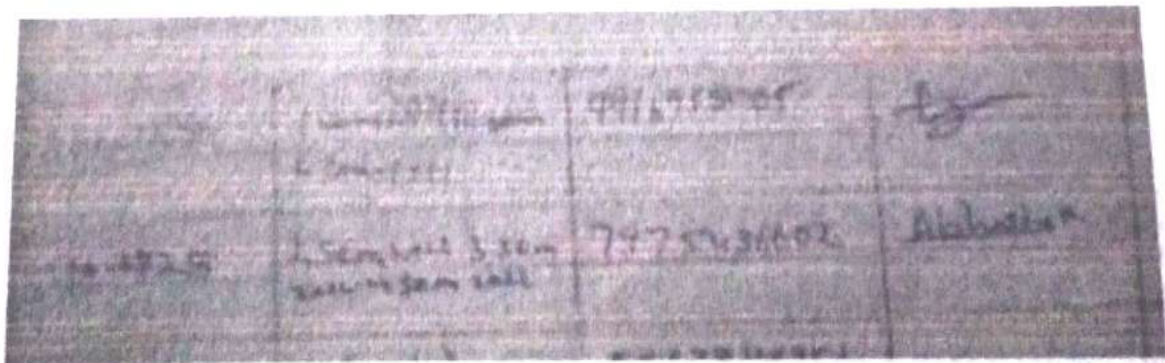
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Signature done by student after receiving Markscard.



[Handwritten Signature]
PRINCIPAL
Baldwin Methodist College
Bangalore-560 025