



## Dr. S. R. Chandrasekhar Institute of Speech and Hearing

A Unit of Bangalore Speech and Hearing Trust

(A Project of Lions Club of Bangalore East)

(Affiliated to Bengaluru North University,

Recognized by Rehabilitation Council of India, New Delhi and NAAC Accredited)

Lingarajapuram, Hennur Main Road, Bangalore- 560084

Tel: 080-25460405/25470037/25468470

e-mail: [dr.srcish@gmail.com](mailto:dr.srcish@gmail.com) Web: [www.speechear.org](http://www.speechear.org)



### Following are the programs conducted by the Institute for Gender Equity Sensitization

1. Over 100 women at the Dr.SRCISH stepped away from their work desks and classrooms to commemorate and celebrate **International Women's day** on 8-03-2018. On this day we celebrated the spirit of womanhood- everyone was encouraged to pause, re-evaluate and remember the way women inspire us, and how they deserve to be honorary, loved and admired not only on Women's day but throughout the year. On this occasion, the Women Empowerment Committee took charge of the event. The day was kick started with a video that brought in a different perspective and raised questions as to "Celebrate or Uncelebrate" the event. The highlight of the event, was a survey that was conducted around the institute where the majority agreed that the need for celebration was unarguable. Fun games such as "tie those scarves right", "what's in that bag" and "a scavenger hunt" and musical competitions that included the men as well were thoroughly enjoyed by the audience which included staff and students. Prizes were distributed for the same. A musical challenge was thrown in for each class to express their way of celebrating girl power which was judged by the staff. The hour long event ended with the audience inspired to beat the patriarchy and preconceived notions and dogmas prevalent in a male-dominated society. (Banner, Photos enclosed)
2. Women's Empowerment committee conducted an hour-long stress-breaking session titled "**This too shall pass**" on account of International Women's Day (March, 2019) for a total of 30 teachers and clinical faculty. This session was lead by Mrs. Priya Veeraraghavan. Her session helped us understand why humans experience stress and the factors that contribute towards it. An interactive session helped listeners identify the type of stress they are going through. The staff thoroughly enjoyed the session, confident that they can find moments of laughter in stressful situations. Living in the present and going with the flow were highlighted as a key factors in the de-stressing. (Banner, Photos enclosed)
3. On 24th September 2019, Mr. Alwyan Sebastian from Bay (an organization that works closely with schools in Bangalore to address issues of sexual abuse) delivered a lecture on "**Child Sexual Abuse**" and shared information on legislation regarding the same with staff and students of the institute. (Circular, Photo enclosed)



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4. On the account of **Women's Day**, the women's Empowerment Committee-one of the subcommittees of IQAC organized a one hour talk via Google Meet on 9th March 2021. The talk was given by **Dr. Akkai Padmashali**, a renowned transgender social activist and motivational speaker. The talk was titled "**Roses and Thorns; Journey and Dreams**". Dr. Akkai spoke of the difficulties she faced and how she overcame them. The staff and students of Dr.S.R.Chandrasekar Institute actively participated and enjoyed the talk. (Circular, Photos enclosed)
5. **Happiness and Emotional well-being in Students:** Building resilient, confident, and compassionate individuals: The novel coronavirus and its corresponding disease have dramatically impacted mental health and behaviour of individuals of all genders. College students are among the most strongly affected by COVID-19 because of uncertainty regarding academic success, future careers, and social life during college, amongst other concerns. Even before the pandemic, students experienced increasing levels of anxiety, depressive moods, lack of self-esteem, psychosomatic problems, substance abuse, and suicidal ideas. To combat this, a happiness and emotional well-being program was organized by Ms. Alphonsa Joseph for undergraduate students of the institute. This is aimed at building resilience (an ability to bounce back from everyday difficult situations or problems) and at creatively redefining a sense of confidence and self-compassion among the boys and girls. Final year M.Sc students attending the counselling paper were trained on the implementation of the 4-week program The program was implemented for all UG students of the college. The UG students were divided into groups and mentored by the trained PG students. The Oxford Happiness Questionnaire was administered pre and post-implementation and qualitative feedback was collected at the end of the 4th week to understand the efficacy of the program. Overall, the program has benefitted the student's well-being and happiness during the pandemic, as evidenced by the scores. (Report, Photo enclosed)
6. **Women's Day 2022:** To celebrate International Women's Day 2022, the **Women Empowerment Committee**, a subcommittee of IQAC (Internal Quality assurance cell) organized an event in association with IQAC on 08/03/2022. The event was in line with this year's theme: *Gender equality today for a sustainable tomorrow* with the tagline **#breakthebias**. All staff was dressed in this year's theme colors– purple, white, and green. Purple signifies justice and dignity; green symbolizes shape and white represents purity. The theme aims to recognize women who are working to build a more sustainable future. **At K S Latha Kumari**, IAS, Director, Department of Women & Child Development Empowerment of Differently Abled and Senior Citizens was the chief guest and the event was presided by Dr. Rashmi J Bhat, Principal, and Deputy



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Director Academics, Dr. S.R.C.ISH. The event started with a brief inaugural program followed by an enactment of Seetha Kalyana by the children of MTC. (Photos enclosed). Games were conducted which the audience participated and enjoyed. A short video on responses of staff members to polarising questions centered on situations faced by women and men was played. This video was an eye-opener to the audience as it addressed the existing bias and promoted work towards eliminating the same. The audience was asked to pledge and be advocates for breaking the bias. (Invitation, Photos with banner enclosed)

- Autism Awareness Day:** (Photos enclosed) Autism Awareness Day is celebrated on April 2<sup>nd</sup> of every year. This year, Dept. of Speech Language Studies conducted “Talents Day for Children diagnosed with ASD” on 6<sup>th</sup> April 2022. Children who receive therapy services from the Dept. of Speech Language Studies and Dept. of Psychology were invited to attend the event which was conducted in the ISH Auditorium. The event was hosted by Ms. Priyanka V Nair (Speech Language Pathologist, Dept. of SLS) and Ms. Aishwarya Dinesh (Assistant Professor, Dept. of SLS). Keeping gender equity in mind, all the parents have rewarded badges that read “Super mom” and “Super dad” for their constant support and guidance. These were handed over by Dr. Anita Reddy (HOD, Dept. of Speech Language Studies), Dr. Sarika Khurana (Deputy Director Clinical), and Ms. Alphonsa (HOD, Dept. of Psychology). A short appreciation video was played, that included a testimonial of parents sharing their perspectives on their journey with their children. The children participated in group games. A fancy dress show and a talent show were organized for all the children. Prize distribution was held following the events A jam session was arranged for all the participants at the end of the event. All the participants were distributed a token of appreciation by Ms. Sneha Mareen Varghese (CLD unit In-charge and Associate Professor, Dept. of SLS). The event wound up with a small talk by Dr. Sarika Khurana, to call attention to the parent support network program and a vote of thanks delivered by Ms. Nisha (Speech Language Pathologist, Dept. of SLS). (Photos, e-banner, Flyer enclosed)
- Mother’s Day celebration:** (Photos enclosed) Dr.SRCISH organized Mother’s Day celebrations for the mothers of children with special needs on the 10<sup>th</sup> of May, 2022 between 9:00 am and 5: 30 pm. This was organized by the combined effort of the Department of Speech Language Studies, the Department of Hearing studies, and the Department of Psychology. The program was the brainchild of Dr. Sarika Khurana (Deputy Director Clinical) and coordinated and led by Ms. Sneha Mareen Varghese (Associate Professor, Dept. of Speech Language Studies). This event was conducted with aim of giving all mothers a break from routines. Various stations including a Nail Art Corner, a Mehendi Station, a Hobby Lobby (for participants to paint), a Photo



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Booth with a variety of props, and a Chillax Corner with a cosy ambiance for all the mothers to relax were setup. Games like Musical chairs, Nose Dive, 'Minute to win it' games, and Blind Taste tests were played. Mothers were rewarded for their participation. Gifts were sponsored by Ms. Deenapriya (Assistant Professor, Dept. of Hearing Studies). A Zumba session was arranged by Ms. Alphonsa (HOD, Department of Psychology) between 12:00 noon and 1:00 pm for all the mothers. Ms. Diandra, a renowned licensed Zumba instructor, who has represented India at national and continental championships and is a one-time Asian Champion (2017-2018) for Latin ballroom conducted the Zumba session for the participants. All the mothers who attended this event were also provided with gifts of handmade cards and quotes.(Flyer, Photos enclosed)

## **WOMEN EMPOWERMENT (WE) COMMITTEE**

**Chairperson:** Ms Sneha Mareen Varghese

### **Committee Members:**

- Dr Mereen Rose Babu
- Ms Subhashini
- Ms Jayashri
- 1 PG student
- 1 UG student

### **Goal**

To empower women through training and awareness programmes.

### **Objectives of WE committee**

- To reduce gender gaps and promote gender sensitisation
- To conduct workshops and talks that provide knowledge on financial, emotional, and mental aids to empower women.
- To conduct programs that impart knowledge on rights, social security and legalities for women.

### **Standard Operating Protocol**

- The WE committee will indent necessary utilities in the beginning of the year and monitor the received stock monthly.
- The WE committee will submit a budget proposal for events to be conducted at the beginning of the year.
- The WE committee will maintain a dedicated register to log activities conducted, to record minutes of meeting, to monitor stock and budget.
- The WE committee will plan a minimum of 2 activities per year and execute them within the allotted budget.
- The WE committee will make the report of any activity conducted within two days of the event and send to IQAC with supplements such as photographs that are geo stamped and time stamped.
- A record of all activities conducted by WE committee shall be maintained digitally/as well as hard copies.
- The WE committee shall formally host a meeting once in every 6 months.

- The quorum for the meeting will be three members.
- All in attendance at the meeting will sign the minutes of the meeting at the end after adjournment.
- All communications from WE committee will be directed to and from an exclusive e-mail ID assigned to the committee.

### **Outcome of WE committee**

Through various activity initiatives the women empowerment committee expects positive outcomes in terms of reducing gender gaps and ensuring autonomy of women in several aspects ( Eg: Finance, self-defence etc).

Summary of meeting held on 22.12.2021

- Grievances were received from hostellers regarding repair work, canteen facilities, and hostel rules. (written grievances)
- ⇒ Grievances were received from III BASU students against a clinical supervisor and internist. (written grievances)

R. A. Haide

Action taken after meeting held on 22.12.2021

→ All grievances were discussed with the principal.  
→ The management committee members were informed regarding hostel facilities. Action was taken to fix geysers and other electrical fittings.

→ The principal deemed it fit for the H.O.D. Speech language studies to speak to the clinical supervisor and intern as both were posted in the Dept. of Speech language studies. H.O.D. SLS spoke to the concerned staff and intern.

D. Athonde  
24.12.22



To,  
The Grievance Redressal Committee  
Dr. SRCISH  
Bangalore

12th July 2018

From,  
Students of II BSLPA  
Dr. SRCISH  
Bangalore

Sub: Request to make certain reference books issuable.

Respected Ma'am,

We the students of II BSLPA are studying the subject "Articulation and Phonological Disorders" this semester; one important reference book for this subject is "Articulation and Phonological Disorders - By Bernthal and Bankson". This book is available in the library, however only the older editions are issuable. Since there are three copies of the newer edition [two 7th edition and one 8th edition] in the reference section, we request you to kindly make some of these issuable, so that we have more access to them.

Yours truly,  
Students of II BSLPA

Ashtu

[The class representative].

Grievance Redressal  
Committee: Ashtu  
12/7/18

23/3/18 - Friday. (12:20 - 1:00 pm)

12/7/18

II  
BASUP.

→ grievance regarding availability of  
available bks in the library

(Bunthal & Bankson - Arhwal & Phos.)

→ Action Taken: Soft copy made available  
to all students

5 / 12 / 18 (12:30 - 1:00)

Students of 11 Msc Audio

→ generator faculty not available on the 3rd floor, so the projector switches off during class and disrupts class.

→ Cases have to be taken during lunch time also in the Dept of hearing studies because of which students sometimes need to go directly to class without lunch.

→ lights in the multipurpose hall not working.

14/12/18

W.I. generate (D) - wifi connection →

It will address - Mr. Jayaram Sy Aden  
will look in to it.

(A) + sorry, as per earlier circular, it  
will be available from — to 11 pm.

This became necessary on obscurer  
that many students sleep in class.

to avoid this, this was enforced.

(paid out if paid or not)

→ a, b, c, d - may be asked to allow for examination  
only.

b, c - refer to Mr. Jayaram

→ photocopy - if own paper is brought, charge  
shd be 50%.

- can be addressed.

→ generator - ref: Mr. Jayaram.

→ Empty Ref to Audiology

→ null, - Jayaram

subject to be discussed 2 HODs 7 clinical experts, 3  
(a, b) faculty

general spec - the word is not understood and  
clear and hence action cannot be  
taken.

do not stand for seeking more freedom  
with

(B) If BSC - respect is not given, it shd be  
raised. You shd raise the respect

If a PG, to be treated like an, if not  
look for your independence. } correct  
them. Discuss to CEO.

→ whether printed / not printed, it shd  
be checked by the Super.  
Submission date & time } checked date &  
time both shd be mentioned.

Whenever the clinical response has  
delayed, it shd be brought to  
notice of Dr. AK or CEO  
(clinical-incharge)

→ ~~to~~ what do you mean by this sentence?  
Are you not able to understand?

If it is language issue, → that will not be resolved  
If subject knowledge is inadequate - needs to  
be proved.

Why do you not want her?

To

The grievance redressal committee

Dr. SRCISH

Bangalore

Subject: a complaint regarding harassment

I, a student of 3<sup>rd</sup> BASLP, hereby complain regarding an experience of harassment by [REDACTED] in the speech therapy unit.

While I was talking to my client's parent after the session, he disrespectfully addressed "hi sweetie, how are you!", in front of the parent. Even in college hours, I find it difficult to bear his looks. And there comes a situation where I have to button up my lab coat.

My classmates have experienced similar situations in college, particularly in therapy sessions. This has led to a situation where female clinicians have to be accompanied by a male clinician for the sessions.

He shows no respect to seniors, back answers and shouts for no reason during therapy.

I am hesitant to reveal my name because of the holds that he has outside the institute.

I, kindly request the authority to take appropriate action on this.

*Thanking you*

letter received in Mar-2020

- regarding sexual harassment.

- The student has not reported to the institute after lockdown due to COVID-19. He did not attend online classes either. His hall ticket has been withheld for attendance purposes and hence this grievance will be redressed when / if he returns to the institute.

Compose

Inbox

2

Starred

Snoozed

Sent

Drafts

More

Labels

## GRIEVANCE REGARDING CONDUCTING EXAMS FOR PG STUDENTS Inbox

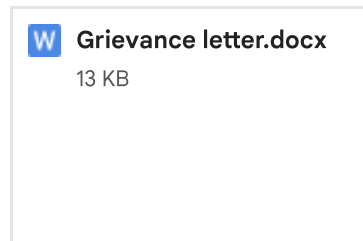


**Msc Aslp, slp and audiology** <mscspeechandhearingish@gmail.com>

to me

Respected Maam,

We the PG students had repeated a notification regarding the examination. Almost of us are not within Bangalore, we would like to request you to conduct the examination in Bangalore. Along with this mail, I have attached a copy of the letter, regarding grievances of the students for the exams.



**Grievance Redressal** <grievanceredressal.srcish@gmail.com>

to Madhuri, rashmi.jbhat, bcc: dessaiteja

Dear Principal,

We are hereby forwarding the grievances received from final year PG students for further action.



**Date: 12/7/18**

**ATTENTION STUDENTS AND STAFF**

**The members of the Grievance Redressal Committee will be available on Thursday, 19<sup>th</sup> July, 2018 in the Seminar Hall from 1.30 pm to 2.30 pm. Staff and students who wish to express their grievances are welcome to do so.**

*J. Athaide*  
12/7/18

*U. J. S.*  
12/7/18

July 19, 2020

• Email received from student regarding exams

This was forwarded to Principal and then to the university by the principal.

(Nov 9, 2020) Exams were conducted in Sept/Oct 2020 (as per VGC guidelines)

J. A. Haide  
9/11/2020

J. A. Haide  
3/9/2020

# **Grievance Redressal Committee of Dr. S.R. Chandrasekhar Institute of Speech and Hearing**

**Chairperson:** Ms. Deborah Athaide

**Committee Members:**

1. Member: Ms. Teja Dessai
2. Member: Dr. Mereen Rose Babu
3. 1 P.G. Student
4. 1 U.G. Student

**Goal:**

The goal of the committee is to ensure maintenance of a harmonious environment for learning.

**Objectives:**

- To ensure that grievances of students, all faculty (technical and non-technical staff) are allowed to be expressed.
- To address grievances in a manner that is ethical, just, fair, and within the frame-work of the rules and regulations of the institute
- To redress grievances promptly.
- To ensure effective, sensitive and confidential communication between all involved

**Standard Operating Procedures:**

- Anyone with a genuine grievance may submit a written grievance to any members of the committee.
- In case an individual is unwilling to submit grievance in-person, grievances may be dropped in writing in the grievance boxes placed in the washrooms on the third floor.
- Grievances may also be submitted via email: [grcnaac@speechear.org](mailto:grcnaac@speechear.org)
- The grievance redressal committee members will meet once a month on a Thursday from 1.30 to 2.30. Members may meet more frequently, if required.
- The grievance box, email inbox, and letters received in-person will be opened during this meeting.
- The Grievance Redressal Committee will address the submitted grievances as early as possible in the following manner.

- The received grievances will be shared either verbally or via email with the Deputy Director – Academics/Principal; clinic-related grievances will be further forwarded to the Deputy Director – Clinical. Grievances will be discussed with other authorities as per the discretion of DDA/DDC, if their action/advice is required.
  - The merit of the received grievances will be judged.
  - The causes of the grievances, resolution progress, action-plans for the same will be discussed.
  - As far as possible, positive, friendly ways to resolve the grievances will be used, rather than punitive steps.
  - The committee and authorities will act impartially and try to resolve matters as amicably as possible.
- 
- The committee will follow documentation of the procedures and of all necessary steps taken to resolve grievances. The committee will maintain a register of grievances, steps taken to address grievances, and meetings conducted by the committee.
  - Reports will be submitted to Internal Quality Assurance Cell along with supporting documents.

**Outcome:** Maintenance of a harmonious environment for student learning.

4<sup>th</sup> May 2017

**CIRCULAR**

A talk on “**THE EFFECTS OF RAGGING**”  
by Ms. Sarah Samuel, Professor in Psychology,  
Jyothi Nivas college for Women, Bangalore  
is organized on 5<sup>th</sup> of May 2017 at the Institute  
Auditorium from 1.30 pm to 2.30 pm.

**All staff and students are requested to attend.**



**Anti Ragging Committee**

*Chairperson*  
**Anti-Ragging Committee**  
Dr S R Chandrasekhar Institute of  
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## TALK ON "THE EFFECTS OF RAGGING"

**Ms. Sarah Samuel,**

Professor In Psychology,

Jyothi Nivas College For Women, Bangalore

5th May 2017

Organised By Anti Ragging Committee







Minutes of - A talk on the "effects of Ragging" on 05/05/2017

A talk on "The effects of Ragging " was organized on Friday 05/05/2017 at the Institute Auditorium. Professor Sarah Samuel (Retd), Vice Principal of Jyothi Nivas College Bangalore , Senior Psychologist and counselor delivered the talk.

The programme started with a welcome by Mrs. George the Chairperson of the committee, introduction of Prof. Sarah Samuel by Dr. Mili Mathew and ended with vote of thanks by Kezia.

All our staff and students attended the talk. She oriented the listeners about the meaning of ragging, forms of ragging, consequences of ragging and substantive laws prohibiting ragging and how ragging affects the institution, victim, victims family and the raggers and how ragging spoils the environment of the college and Create gap between seniors and juniors .

She also spoke about ragging and abuse of human rights and role of colleges/institutions in preventing ragging and guidelines of supreme court to deal with the evil.

Overall the talk was very informative for staff and educative for the students.



Mrs. George

Chairperson - Anti ragging committee

**Anti-Ragging Committee**  
**Dr S R Chandrasekhar Institute of**  
**Speech and Hearing**  
**Hennur Road, Bangalore-560084**

## **Objectives of Anti – Ragging Activities:**

1. Creating ragging free atmosphere in and outside of the campus.
2. Seniors are expected to maintain self-imposed discipline and restraint. In particular, they must be careful about:
  1. Creating cordial relations among students for fulfilling organizational mission and objectives.
  2. Creating awareness among students regarding how the self confidence of the individual influences the national interest.
  3. **Mrs Lovely George** conducted several interaction meetings with Anti Ragging Committee members and advised them to create a ragging free environment.
3. Anti-ragging squads comprising of faculty members, non-teaching staffs and senior students have been formed to make surprise visits to very sensitive location within the campus and out side the campus.
4. Number of display boards giving detail descriptions of anti ragging activities, Supreme Court directives and penalty liable to be imposed on those involved in such activities have been displayed at various places within the campus.

## **Mandatory Disclosure of Measures taken for prevention of Ragging.**

### **Mandatory reading material for all students of Dr.S.R.Chandrashekar Institute of Speech and hearing**

The legal definition of ragging is as follows:

“Ragging” means the doing of any act which causes, or is likely to cause any physical, psychological or physiological harm of apprehension or shame or Embarrassment to a student and includes,

1. Teasing or abusing or playing Practical joke on or causing hurt to any student.
2. Asking any student to do any act, or perform any thing, which he/she would not, in the ordinary course, be willing to do or perform.

Ragging is different from other crimes because the motive is solely to get perverse pleasure. Ragging is also different from other crimes as it is actively promoted by certain sections of the society

Following types of abuses and activities will be termed as ragging:

1. **Physical abuse**, for example, forcing to eat, drinks or smoke, forcing to dress or undress.
2. **Verbal abuse**, for example swear words and phrases, direct or indirect derogatory references to the person's appearance, attire, religion, caste, family or chosen field of study
3. **Forced activity**, for example



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DRSRCISH/L/COMMITTEEMEETING/011626/2017

27/04/2017

### **CIRCULAR**

A meeting of Anti Ragging Committee is scheduled on the 1<sup>st</sup> of May 2017 at Seminar hall from 1.30.pm to 2.15 pm. All the members are requested to attend the meeting.

Chairperson- Anti Ragging Committee

*Chairperson*  
**Anti-Ragging Committee**  
**Dr S R Chandrasekhar Institute of**  
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**Hennur Road, Bangalore-560084**

3. 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.

The institutional authorities shall intimate the incidents of ragging occurred in their premises along with actions taken to the Council from time to time.

**Dear Fresher,**

Warm greetings and hearty congratulations on getting admission at Dr.S.R.Chandrashekar institute of speech and hearing. You have decided to study at one of the best academic institutes in this state, We assure you that with the kind of academic and extra-curricular infrastructure we have, you are about to embark on a special voyage that will offer you some of the best moments you have ever lived through and which you will cherish for the rest of your life. The atmosphere on the campus is unique and we are sure you will enjoy it and make the best use of it.

Rest assured that our academic standards are rock solid and are attaining newer heights every day. We are always ranked well among the best speech and hearing institutes in the country and this year is no exception. Every effort is continually made to enhance the student life that you are going to be part of as soon as you arrive. We sincerely hope that you do take part in some of the numerous activities that are routinely on offer during the year. We strongly urge you to blend the studies and play (and cultural activities) with the right balance, and use this opportunity to build a well-rounded personality by the time you graduate as an ISHIAN. We also urge you to take note of the rules and regulations that exist for all of us here – we are referring to both academic guidelines and also the rules for conduct and discipline.

We strongly believe that education teaches us not only how to think but the principles by which to live. You will find us here to be loving and compassionate and at the same time professional, firm in dealing with violators of our code of discipline and conduct. Having fun is human, but please be a responsible citizen. Please be firm to say no to any act of ragging, we can eliminate this menace from our society only if all of us stand firm against it. We have a series of plans to deter such acts of ragging and we are quite sure we will be able to offer you an incident free stay so that you can concentrate on your primary objective of studying and enjoying the student life here in our institute. We have in place a strong mentor programme to help you tide over the early days here and lend you a helping hand when you need it most.

Our Anti Ragging Committee members, Anti Ragging Squad and Mentoring cell at the College will extend that critical support if you have a need for it. If you find the experience here at any time a little overwhelming (and there is nothing unusual about it), please do not hesitate to contact us. We would love to hear from you, even if you have no problem as such. Just drop a line over email to say hello.

### **Our Directives to the seniors:**

1. Any interaction between freshers' and seniors where the seniors are friendly, welcoming and non-aggressive is encouraged.
2. Seniors may solicit participation in clubs and other activities by announcing promotional events at well designated times and places. However, no fresher should be forced to attend. Participation by fresher's can only be voluntary.
3. Seniors are expected to maintain self-imposed discipline and restraint. In particular, they must be careful about:
  1. Any "interaction" outside public areas.
  2. Visiting fresher's rooms during the interaction period, or inviting fresher's to their rooms.
  3. Forcing fresher's to sing dance or perform in any way under the guise of "talent search" or "interaction".
  4. Being over-enthusiastic about making fresher's participating in student activities - cultural or sports.

### **Punishment for Ragging**

Depending upon the nature and gravity of the offence as established the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following :-

1. Cancellation of admission
2. Suspension from attending classes
3. Withholding/withdrawing scholarship/fellowship and other benefits
4. Debarring from appearing in any test/examination or other evaluation process
5. Withholding results
6. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
7. Suspension/expulsion from the hostel
8. Rustication from the institution for period ranging from 1 to 4 semesters
9. Expulsion from the institution and consequent debarring from admission to any other institution.
10. Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential raggers.

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

1. In case of an order of an institution, affiliated to or constituent part, of the University, to the Vice-Chancellor of the University;
2. In case of an order of a University, to its Chancellor.

Institute & College							
Sl. No	ID No	Name	Sign	Sl. No	ID No	Name	Sign
1		Prof. Rangasayee	<i>[Signature]</i>	48	51	Pattu	
2	44	Akthar Begum	<i>[Signature]</i>	49	42	Prakash S	<i>[Signature]</i>
3	282	Aleena Joseph		50	285	Prashasthi	<i>[Signature]</i>
4	10	Alphonsa Joseph	<i>[Signature]</i>	51	903	Prathap Anil	<i>[Signature]</i>
5	142	Ammu Velu	<i>[Signature]</i>	52	15	Prema Kumari	
6	35	Ananth S	<i>[Signature]</i>	53	901	Prema Lohia	
7	5	Anitha Reddy	<i>[Signature]</i>	54	21	Ramamurthy K	<i>[Signature]</i>
8	117	Ayesha Ibrahim	<i>[Signature]</i>	55	38	Ramesh Bahadur	
9	99	Bishna Bahadur		56	115	Ratna B Shetty	
10	273	Deborah	<i>[Signature]</i>	57	249	Reeta Jaya Philip	<i>[Signature]</i>
11	281	Deena priya	<i>[Signature]</i>	58	277	Rency	<i>[Signature]</i>
12	23	Devaraj R	<i>[Signature]</i>	59	251	Rinnu Joseph	<i>[Signature]</i>
13	2	Dr. Madhuri Gore	<i>[Signature]</i>	60	214	Robert	<i>[Signature]</i>
14	118	Dr. Premalatha B S	<i>[Signature]</i>	61	41	Sarala U	
15	4	Dr. Rashmi Bhat	<i>[Signature]</i>	62	271	Sashirekha	<i>[Signature]</i>
16	290	Dr. S Srinivas S	<i>[Signature]</i>	63	30	Shanmugham	<i>[Signature]</i>
17	26	Jalajakshi	<i>[Signature]</i>	64	292	Shanthamma	<i>[Signature]</i>
18	283	Jasmine	<i>[Signature]</i>	65	27	Shiva Kumar	<i>[Signature]</i>
19	100	Jayaram C S	<i>[Signature]</i>	66	258	Shobin James	<i>[Signature]</i>
20	288	Jayasheeli	<i>[Signature]</i>	67	245	Shyamala	<i>[Signature]</i>
21	272	Jinsi Elsa Itty		68	260	Sneha M Varghese	<i>[Signature]</i>
22	46	Kalpana D	<i>[Signature]</i>	69	216	Sreemathi	<i>[Signature]</i>
23	70	Kalpana Hegde	<i>[Signature]</i>	70	144	Stella	<i>[Signature]</i>
24	170	Kashyap H S	<i>[Signature]</i>	71	223	Sujay Das Gupta	<i>[Signature]</i>
25	261	Kuppuraj	<i>[Signature]</i>	72	274	Suman	<i>[Signature]</i>
26	39	Loknatha P S	<i>[Signature]</i>	73	910	Suneel Babu	<i>[Signature]</i>
27	180	Mageetha	<i>[Signature]</i>	74	211	Sushma	<i>[Signature]</i>
28	297	Maria Goretti J	<i>[Signature]</i>	75	28	Sybile Joy Francis	
29	37	Manivasu P	<i>[Signature]</i>	76	31	Usha N	
30	165	Manjula R (MTC)		77	293	Usha Nanthini	
31	291	Manju (ISH, Class 4)	<i>[Signature]</i>	78	265	Vaishnavi	
32	141	Manu GC	<i>[Signature]</i>	79	47	Yesuadiyan	<i>[Signature]</i>
33	210	Maria L	<i>[Signature]</i>	80	913	Lakshmi	<i>[Signature]</i>
34	40	Mary J	<i>[Signature]</i>	81	914	Mary I	<i>[Signature]</i>
35	195	Mary Prema D	<i>[Signature]</i>	82	294	Sreegi Vijay	
36	160	Megha Sasidharan	<i>[Signature]</i>	83	296	Winfred	<i>[Signature]</i>
37	266	Mereen Rose Babu	<i>[Signature]</i>	84	298	Roopa. M	<i>[Signature]</i>
38	278	Mili	<i>[Signature]</i>	85	301	Jayashree	
39	25	Mohan Kumar	<i>[Signature]</i>	86	302	Roxanne Briggs	<i>[Signature]</i>
40	29	Mrs. George		87	303	Navomi Mery	<i>[Signature]</i>
41	95	Muniraju		88	304	Kaushalya	<i>[Signature]</i>
42	45	N Kumar	<i>[Signature]</i>	89	305	Megha R	<i>[Signature]</i>
43	284	Nandini	<i>[Signature]</i>	90	306	Jinumole Daniel	<i>[Signature]</i>
44	289	Nithin D	<i>[Signature]</i>	91	307	Tessy Henry Gomez	<i>[Signature]</i>
45	224	Nitish R Patel	<i>[Signature]</i>	92	916	Sharadamma	<i>[Signature]</i>
46	11	Padmaprabha	<i>[Signature]</i>	93	917	Suguna R	<i>[Signature]</i>
47	194	Ibrahim	<i>[Signature]</i>	94			

03.05.2017


To

The Chairman  
Dr. SRCISH  
Bangalore

Dear Sir,

A talk is organized for the students and staff about "The Effects of Ragging" on 5<sup>th</sup> of May 2017 at 1.30 pm at the Institute Auditorium. Ms. Sarah Samuel, Professor in Psychology, Jyothi Nivas College for Women will address.

Kindly sanction an amount of Rs. 1600/- towards the expenditure for the same.

  
Chairperson 03/05/2017

Anti-Ragging Committee

**Chairperson**  
**Anti-Ragging Committee**  
**Dr S R Chandrasekhar Institute of**  
**Speech and Hearing**  
**Hennur Road, Bangalore-560084**

D.D.T  
This is necessary.  
Mype



**DR. S. R. CHANDRASEKHAR  
INSTITUTE OF  
SPEECH AND HEARING**



**MAKE NO MISTAKE WE ARE  
FIRM ABOUT THIS!**

We at DR. S. R. C. ISH have pledged to be sensitive and supportive to the needs of all our students. Bullying and ragging in any form is not encouraged and is punishable as per the mandate of the Honourable Supreme Court of India.

All our students are encouraged to report any such instances to the  
**ANTI-RAGGING COMMITTEE**

(Mrs. Lovely George, Mrs. Alphonsa Joseph & Dr. Mili Mathew)

Dr. SRCISH, Lingarajapuram

01/13/2023 12:06 pm

13.014337°, 77.626621°



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DR. S. R. CHANDRASEKHAR  
INSTITUTE OF  
SPEECH AND HEARING



**MAKE NO MISTAKE WE ARE  
FIRM ABOUT THIS!**

We at DR. S. R. C. I. BH have pledged to be sensitive & supportive to the needs of all our students. Bullying, in any form is not encouraged and is punishable by the mandate of the Honourable Supreme Court of India. Our students are encouraged to report any such instances to the ANTI-BULLYING COMMITTEE.

Dr. SRCISH, Lingarajapuram

01/13/2023 12:06 pm

13.014323°, 77.626615°



**DR. S. R. CHANDRASEKHAR  
INSTITUTE OF  
SPEECH AND HEARING**



**MAKE NO MISTAKE WE ARE  
FIRM ABOUT THIS!**

We at DR. S. R. C. ISH have pledged to be sensitive and supportive to the needs of all our students. Bullying and ragging in any form is not encouraged and is punishable as per the mandate of the Honourable Supreme Court of India.

All our students are encouraged to report any such instances to the  
**ANTI-RAGGING COMMITTEE**

(Mrs. Lovely George, Mrs. Alphonsa Joseph & Dr. Milli Mathew)

Dr. SRCISH, Lingarajapuram

01/13/2023 12:07 pm

13.014328°, 77.626614°

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SPEECH AND HEARING




**BULLYING**



**TDP'S VIEW**

**MAKE NO MISTAKE WE ARE  
FIRM ABOUT THIS**

We at DR. S. R. C. IH have pledged to be sensitive and supportive to the needs of all our students. Bullying or ragging in any form is not encouraged and is prohibited & the violation of the Honorable Supreme Court of India.

All our students are encouraged to report any such instances to the  
ANTI-RAGGING COMMITTEE  
(Mrs. Lovely George, Mrs. Apollonia Joseph & Dr. S.R. Mathan)

Dr. SRCISH, Lingarajapuram

01/13/2023 12:07 pm

13.014328°, 77.626614°





## **Sexual Harassment means**

Unwelcome sexually determined behaviour  
(whether directly or by implication) as:

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

### **Sexual harassment includes many things....**

- Actual or attempt rape or sexual assault.
- Unwanted pressure for sexual favours.
- Unwanted deliberate touching, leaning over, cornering or pinching.
- Unwanted sexual looks or gestures.
- Unwanted letters, telephone calls or materials of a sexual nature
- Sexual Comments.

### **Punishment :**

Section 354: Whoever assaults or uses criminal force on any woman, intending to outrage her modesty or knowing it likely that he will thereby outrage her modesty, shall be punished with imprisonment for a term which may be extended to two years, or with fine, or with both  
civil case : A civil suit can be filed to damage under tort laws. That is the basis for filing the case would be mental anguish physical harassment, loss of income and employment caused by the sexual harassment.

### **CONTACT US:**

**Mobile: 88617 87315**

**Email: [dr.srcish@gmail.com](mailto:dr.srcish@gmail.com)**

Dr. SRCISH, Lingarajapuram

01/13/2023 12:05 pm

13.014334°, 77.626624°

**Dr. S. R. Chandrasekhar**  
Institute of Speech & Hearing  
Bengaluru



# WARNING

## RAGGING IS A CRIME

Prohibition of Ragging in Educational Institutions  
Karnataka Police Act Sec. 92 - Q

Ragging within or outside any Educational Institution is **PROHIBITED**.  
Ragging means doing an act which causes or likely to cause **INSULT**  
or **ANNOYANCE** or **FEAR** or **APPREHENSION** or **THREAT** or  
**INTIMIDATION** or **OUTRAGE** of **MODESTY** or **INJURY** to a student.



Teasing embracing and humiliating

 6 months



Assulting or using criminal force  
or criminal intimidation

 1 year



Wrongfully restraining or confining  
or causing hurt

 2 years



Causing grievous hurt, kidnapping  
or committing unnatural offence

 5 years



Causing death or abetting suicide

 10 years

**CONTACT US:** Mobile: 88617 87315  
Email: [dr.srcish@gmail.com](mailto:dr.srcish@gmail.com)

Dr. SRCISH, Lingarajapuram

01/13/2023 12:05 pm

13.014339°, 77.626621°



## Sexual Harassment Elimination Committee

### Committee members

- Chairperson: Dr. B.S. Premalatha

### Members:

- Mr. Suresh T
- Ms. Sreelakshmi
- Ms. Sybil Francis
- 2 UG students
- 2 PG students

### Goal

Goal of SHE committee to provide healthy and favorable atmosphere for staff and students in the college.

### Objectives:

1. To develop and implement guidelines and norms for a policy against sexual harassment
2. To conduct awareness activities on gender sensitization and acts for sexual harassment elimination.
3. To promote awareness about sexual harassment through educational activities.
4. To deal with cases of discrimination and sexual harassment against women and aiming at ensuring support to the victimized and eliminates sexual harassment.
5. To recommend appropriate punitive action against the guilty party.
6. To provide information regarding counseling and supportive programmes available in college.
7. To provide a neutral, confidential and supportive environment for members of the campus who may have been sexually harassed.

### Operating procedure

The committee deals with issues related to sexual harassment and gender discrimination. It is applicable to all the staff and students. Complaints will be accepted via mail or written letters and will be addressed to the committee members. The following is considered to be sexual harassment according to Supreme Court guidelines.

Sexual harassment can be defined as “unwelcome “sexually determined behavior as:

- ❖ Physical contacts or advances
- ❖ demand or request for sexual favors
- ❖ Sexually colored remarks

- ❖ Showing pornography and
- ❖ Other unwelcome physical, verbal, or nonverbal conduct of a sexual nature.  
(Vishaka judgment by Supreme Court, 2013).

As per Sec 6 (2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act, 2013 an Internal Complaints Committee was duly formed in the college to look into, and resolve matters relating to any kind of sexual harassment against students or female employees in the institution.

**Punitive Action:** An employee guilty of sexual harassment shall be liable for punitive actions as per college rules/ as per management decisions.

**Frequency of meetings:** Meeting will be conducted as per need or in once in 3 months. All records of complaints, including contents of meetings, results of investigations and other relevant material will be kept confidential by the committee except where disclosure is required under disciplinary processes.

Reports will be sent to IQAC along with supporting documents such as photographs that are geo tagged and time stamped and circulars/flyers of the events.

**Outcome:** The outcome committee will be ensuring that no staff or students bring forward harassment concern in any form.