



**Compliance of Anti Ragging, Student Grievance, Sexual Harassment and
Gender Sensitization at K.R. Mangalam University**

K.R. Mangalam University prioritizes the safety and well-being of its students, ensuring strict compliance with anti-ragging, sexual harassment, and gender sensitization policies. Through proactive measures and robust enforcement mechanisms, the university fosters a culture of respect, equality, and inclusivity within its campus community. Rigorous anti-ragging protocols are in place to prevent any instances of bullying or harassment, with clear guidelines and disciplinary actions outlined to deter such behaviour. Additionally, the university is committed to creating a safe and supportive environment free from any form of sexual harassment, with comprehensive awareness programs and confidential reporting mechanisms available to all students and staff. Moreover, gender sensitization initiatives are integrated into various aspects of university life, promoting understanding, empathy, and mutual respect among individuals of diverse gender identities. In tandem with these efforts, K.R. Mangalam University maintains a dedicated grievance redressal system, allowing students to voice their concerns and seek resolution in a fair and transparent manner. Whether addressing grievances related to misconduct, discrimination, or other issues, the university remains steadfast in its commitment to upholding these essential principles, ensuring a conducive learning environment where every member feels valued, respected, and empowered to thrive.

I. Anti-Ragging

Ragging is a grave offence that is strictly prohibited at K. R. Mangalam University, aligning with the UGC policy of zero tolerance towards ragging. As per the directive dated September 2009 and the order of the Honorable Supreme Court of India [vide ref. no.: In SLP No. 24295 of 2006], ragging is punishable by law, potentially resulting in imprisonment and/or heavy penalties. Ragging encompasses any action that causes physical and/or mental trauma to an individual, including physical abuse, manhandling, the use of abusive language or gestures, or coercion to perform acts that may cause physical or mental harm. It is not just a violation of rules but also a social, cultural, and psychological menace. Students are strongly urged to uphold the esteemed tradition of K. R. Mangalam University and refrain from engaging in any activities, whether within or outside the campus, that could be construed as ragging. Any


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student found involved in such activities, whether directly or indirectly, will face expulsion from the institution, and the matter will be reported to the police or legal authorities for further necessary action. This stern stance underscores our unwavering commitment to maintaining a safe and respectful learning environment for all members of our university community.

At K. R. Mangalam University, comprehensive efforts are made to ensure that every student is acutely aware of the university's staunch stance against ragging. During the Orientation and Induction programs for Freshers, dedicated sessions are conducted to enlighten them about the institution's policies on ragging, emphasizing the gravity of the offence and the severe repercussions it entails. Similarly, senior batches of students are regularly reminded of their pivotal role in upholding a ragging-free environment on campus through informative sessions and interactive workshops. Furthermore, to reinforce this message, banners displaying the university's zero-tolerance policy towards ragging are prominently affixed on walls across the campus, serving as constant reminders of the consequences of such misconduct.

To facilitate the implementation and enforcement of these policies, an Anti-Ragging Committee comprising faculty members, administrative staff, and student representatives is constituted. These committee members are tasked with overseeing the implementation of anti-ragging measures, conducting periodic inspections, and promptly addressing any reported incidents. Additionally, the committee members are readily accessible to students, ensuring that they feel empowered to report any instances of ragging without fear of reprisal.

As part of the admission formalities, both fresh students and their parents are required to submit anti-ragging forms, affirming their understanding and adherence to the university's anti-ragging policies. Moreover, these forms serve as a solemn pledge to uphold the values of respect, dignity, and inclusivity within the university community. It is reiterated to all students that any involvement in ragging activities, whether directly or indirectly, will result in swift and stringent disciplinary action. The penalties for ragging, as per the directives of the Honourable Supreme Court of India, include expulsion from the institution, criminal charges, and imprisonment. By implementing these measures comprehensively and consistently, K. R. Mangalam University remains steadfast in its commitment to providing a safe, nurturing, and conducive learning environment for all its students.

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K.R. Mangalam University
Sohna Road, Gurugram, (Haryana)



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(a) Anti-Ragging Committee

In compliance with UGC Anti Ragging Regulations on curbing the menace of ragging in higher educational institutions, 2009 and 3rd Amendment of UGC Regulations on "Curbing the menace of Ragging in Higher Educational Institutions, 2016, the Anti-Ragging Committee shall consist of the following members:



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Ref. No.: KRMU/Admin./O.O./2022-23/ 3438

Dated: 01.06.2023

OFFICE ORDER

Subject: Re- Constitution of Anti-Ragging Committee.

This is in reference to KRMU/Admin./O.O./2022-23/3438 dated 29.09.2022 wherein Anti-Ragging Committee was constituted for the term of two years. Since few of the committee members have left the University, it is necessary to replace them with the new members. So, the committee is reconstituted as below.

The Anti-Ragging Committee shall consist of the following members:

S. No.	Name	Designation	Contact No.	Mail Id.
1.	Vice Chancellor (Ex-officio)	Chairperson	8800697001	vc@krmangalam.edu.in
2.	Tehsildar, Sohna	Representative of Civil Administration	---	---
3.	SHO, Sohna	Representative of Police Administration	---	---
4.	Proctor (Ex-officio)	Member	8470046553	proctor@krmangalam.edu.in
5.	Dr. Shweta Bansal	Representative of Faculty members	9354709157	shweta.bansal@krmangalam.edu.in
6.	Mr. Ashwani Kumar	Representative of Faculty members	9971670505	ashwani.kumar@krmangalam.edu.in
7.	Mr. Sunil Kumar	Representative of Faculty members	8512022518	sunil.kumar@krmangalam.edu.in
8.	Dr. Inderpreet Kaur	Representative of Faculty members	8800124632	inderpreet.kaur@krmangalam.edu.in
9.	Ms. Gargi Singh	Representative of Faculty members	9571630881	gargi.singh@krmangalam.edu.in
10.	Registrar (Ex-officio)	Member Secretary	8800697002	registrar@krmangalam.edu.in

[Signature]

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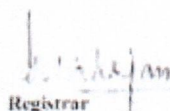
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The Anti-Ragging Committee is to work in continuity to the referred office order for the remaining term from the date of the notification. This supersedes all the notifications/circular/office order issued in this subject so far.

This is issued with the approval of competent authorities.


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Copy to:

- Vice Chancellor: For kind information
- Pro Vice Chancellor
- Dean Academic Affairs
- All Dean's and Coordinator of School
- Controller of Examinations
- Chairperson and Members of Anti-Ragging Committee
- Librarian
- Chief Warden-Hostels
- Accounts Office
- Office Copy
- Notified Board

An aggrieved by said offence, may make a complaint in accordance with the regulations to the Anti-Ragging Committee either in person or through the mail or contact appended below.

Immediately Contact:

KRMU Anti Ragging Helpline: 0124-2867800, Extn. 1017, 8800697002

antiragginghelpline@krmangalam.edu.in

UGC Anti-Ragging helpline: 1800-180-5522 (24x7 Toll Free)

helpline@antiragging.in

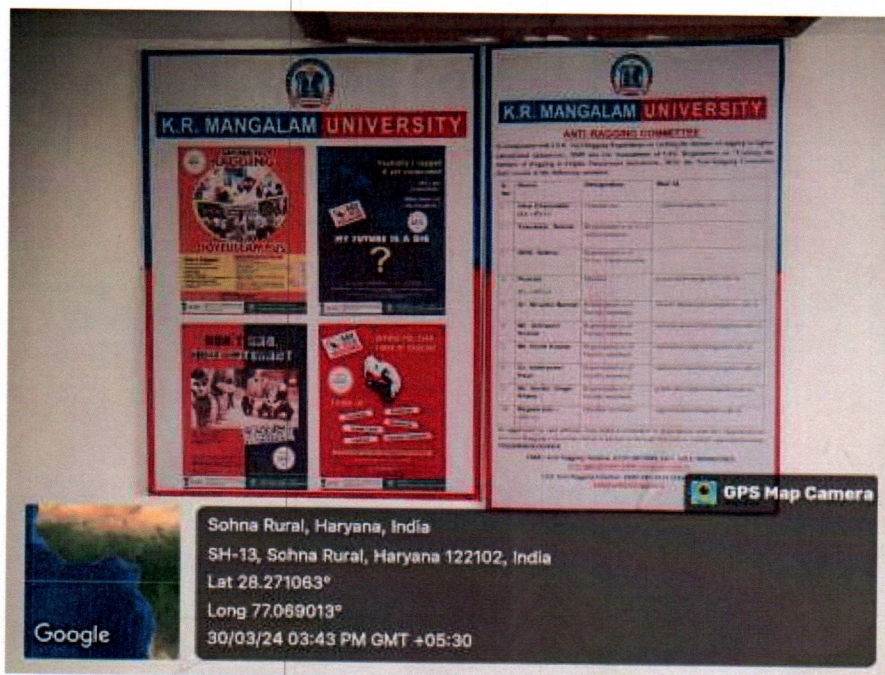


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(b) Awareness Through Posters and Boards



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K.R. MANGALAM UNIVERSITY



SAY NO TO RAGGING

YES TO JOYFUL CAMPUS

What is Ragging?
Any act involving...

MHRD DEPARTMENT OF HIGHER EDUCATION
GOVERNMENT OF INDIA



Foolishly I ragged & got suspended

Will I get prosecuted?
What about my job prospects?

SAY NO TO RAGGING

MY FUTURE IS A BIG ?

Remember RAGGING is for LOSERS

MHRD DEPARTMENT OF HIGHER EDUCATION
GOVERNMENT OF INDIA



DON'T RAG, JUST INTERACT

RAGGING IS INTERACTING FUNSTABLE

MHRD DEPARTMENT OF HIGHER EDUCATION
GOVERNMENT OF INDIA



SAY NO TO RAGGING

BEFORE YOU EVEN THINK OF RAGGING

THINK OF

- Humiliation
- Suspension
- Ruined Career
- Blacklisting
- Expulsion
- Possible Prosecution

MHRD DEPARTMENT OF HIGHER EDUCATION
GOVERNMENT OF INDIA

[Signature]

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Download
**ANTI
RAGGING**
App

SAY NO TO RAGGING

YES TO JOYFUL CAMPUS

What is Ragging?

Any Act Resulting in:

- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Withholding from appearing in any test/examination or other evaluation process.
- Withholding results.
- Debarred from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- 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 potential ragger.

Immediately call:
UGC Anti-Ragging Helpline
1800-180-5522 (24x7 toll free)
or send an e-mail to helpline@antiragging.in

MHRD DEPARTMENT OF HIGHER EDUCATION
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
GOVERNMENT OF INDIA

विश्वविद्यालय अनुदान आयोग
University Grants Commission
quality higher education for all

K.R. MANGALAM UNIVERSITY

THE COMPLETE WORLD OF EDUCATION

STOP RAGGING

RAGGING is a PUNISHABLE OFFENCE as per the guidelines of Honorable SUPREME COURT OF INDIA

What is RAGGING ?

Any act resulting in :

- Physical/Mental/Sexual abuse.
- Verbal abuse.
- Indecent behavior.
- Criminal Intimidation/ Wrongful restraint.
- Undermining human dignity.
- Financial exploitation / extortion.
- Use of Force

A STUDENT indulging in RAGGING can be :

- Expelled from the institution.
- Banned from the hostel.
- His/Her scholarship can be with drawn .
- Debarred from the examinations.
- Denied admissions to any institute.
- Prosecuted for criminal action.
- Institutions have been asked to file the FIR with local police against those who rag/abet ragging.

Are you being Ragged?

Immediately contact:

KRMU Anti-Ragging Helpline +91-8800697023 OR
antiragginghelpline@krmanaglam.edu.in

UGC Anti-Ragging Helpline 1800-180-5522 (24x7 Toll free) OR
helpline@antiragging.in

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(c) Sessions to Aware Students & Parents about Anti-Ragging

K.R. Mangalam University (KRMU) demonstrates a steadfast commitment to fostering a safe and welcoming environment for all students by conducting annual awareness sessions on anti-ragging during its orientation programme every year. Recognizing the importance of promoting a culture of respect and dignity among its student body, these sessions serve as a proactive measure to prevent any instances of ragging on campus. Through informative presentations, discussions, and interactive activities, incoming students are sensitized about the detrimental effects of ragging and the zero-tolerance policy enforced by the university. By instilling a strong sense of awareness and accountability from the outset, KRMU aims to empower students to uphold the values of mutual respect and inclusivity, ensuring a conducive learning environment where every individual can thrive and succeed without fear of harassment or intimidation. By involving parents in these awareness initiatives, KRMU emphasizes the collective responsibility of the entire campus community to maintain a safe and respectful environment. This inclusive approach ensures that both parents and students are well-informed about the zero-tolerance policy towards ragging, fostering a sense of shared commitment towards creating a campus culture rooted in mutual respect, dignity, and inclusivity.

1. Orientation Programme 2018

KRMU Times, July-Sep 2018



ORIENTATION 2018

K.R. Mangalam University, Gurugram organized its 6th Orientation for the Batch of 2018 on 15 August. It was a day filled with excitement, curiosity and joy for parents and students. The University welcomed the new students and their parents and provided relevant information to the newly admitted members of the family.

The event began with Saraswati Vandana and lighting of lamp by the dignitaries that included Mr. Yash Dev Gupta, Chairman K.R. Mangalam University, Padma Shri awardee Prof. Dinesh Singh, Chancellor, Prof. Aditya Malik, Vice-Chancellor, Renowned Scientist Prof. Krishan Lal, C.V. Raman Chair Professor of Physics, Prof. Anita Sharma, Pro-Vice Chancellor, Prof. Ashish Gupta, Dean Research and Academic Affairs, Mr. Abhishek Gupta and Deans of various schools.

Deputy Registrar, Ms. Manvi Arora facilitated the programme. She highlighted the achievements of the University and gave an overview of its various schools, courses offered, academic system, examination system, various committees like Anti-Ragging, Internal Complaints Committee, Discipline Committee etc. She took the opportunity to announce the launch of *The Institute for Innovations, Innovations and Entrepreneurship (IIEE)*.

Prof. Aditya Malik, Vice-Chancellor, KRMU addressed the gathering and encouraged the students to join the path of change and innovation as envisaged by the University. He acknowledged that the initial years spent at the University are crucial and challenging and students develop long term friendships that mould their personality. He assured that University will help each student to build his/her career and enhance his/her overall personality, keeping in mind the peculiar needs and aspirations of all.

"What begins well ends well," said Prof. Dinesh Singh, Chancellor, KRMU. He emphasized that it is very important to understand our existence as it helps us to lead a contented life. He pointed to the success of Sachin Tendulkar and motivated students to identify their talents. He urged that good listening leads to good deeds. Thus, one should always hear his/her inner voice to become more productive and successful. Vote of thanks was proposed by Prof. Anita Sharma, Pro-Vice Chancellor, KRMU.



Picture 1: Newsletter Page mentioning Students and Parents made Aware regarding ICC, Anti-Ragging during Orientation Programme 2018

Manvi Arora
Registrar



2. Orientation Programme 2019

Welcoming the new students at KRMU Orientation 2019



"Students welfare leads to Nations Welfare" said Prof. Dinesh Singh, Chancellor, KRMU on the 7th Orientation ceremony on 17th August, 2019. The University welcomed the new entrants and parents who were excited and enthusiastic to be part of K.R. Mangalam family in the new

academic session.

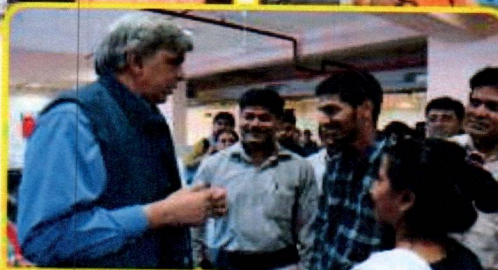
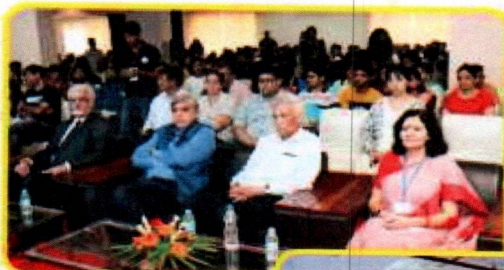
The ceremony began with lamp lighting by the dignitaries including Mr. Rahul Gupta, Chairman K.R. Mangalam University, Padma Shri awardee Prof. Dinesh Singh, Chancellor, Prof. Aditya Malik, Vice Chancellor, Prof. Krishan Lal, C. V. Raman Chair Professor of Physics, Prof. Anita Sharma, Pro-Vice Chancellor, Prof. Ashum Gupta, Dean Research and Academic Affairs, Registrar and Deans of various schools.



Prof. Aditya Malik, Vice Chancellor, KRMU addressed the young minds who had doubts in choosing the right career paths and the merits of selecting this young university that is open to innovation and creativity. He also highlighted the achievements of the University and gave

an overview of its various schools, courses offered, academic system, examination system, various committees. He quoted that how young mind deserves new learning, that will empower them and give them the freedom to design their future.

Prof. Dinesh Singh, Chancellor, KRMU expressed his gratitude to the young aspirants who were going to start their new innings with KRMU and highlighted that the business of education never ends what is important is to gain education for empowerment."



KRMU TIMES

Picture 2: Newsletter Page mentioning Students and Parents made Aware regarding ICC, Anti- Ragging during Orientation Programme 2019

[Signature]

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II. Student Grievance Redressal

At K.R. Mangalam University, student grievance redressal is a paramount concern, reflecting our commitment to fostering a supportive and inclusive academic environment. We understand that addressing student concerns promptly and effectively is essential for maintaining the overall well-being and satisfaction of our student body. To ensure that grievances are handled efficiently, the university has established a dedicated grievance redressal mechanism. Students are encouraged to voice their concerns or complaints through established channels, which may include submitting written grievances or contacting designated faculty or staff members. These grievances are then reviewed and addressed by the appropriate authorities in a timely manner. Our goal is to provide students with a transparent and fair process for resolving issues, thereby promoting a positive learning experience and fostering a culture of trust and mutual respect within the university community. K.R. Mangalam University has created a mechanism for the redressal of grievances of students, faculty and staff by adhering to the principles of natural justice in its proceedings and disposing off all grievances as expeditiously as possible. The University shall furnish, prominently, on its website and in its admission prospectus, all relevant information in respect of the Grievance Redressal Committee.

(a) Grievance Redressal Committee

In compliance with under clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the University Grants Commission (Grievance Redressal) Regulations, 2012, the Grievance Redressal Committee shall consist of the following members:

S. No.	Name	Designation
1	Dr. Inderpreet Kaur	Chairperson
2	Prof. Anjana Singh (Dean Student Welfare)	Member
3	Proctor	Member
4	Dr. Monika Khatkar (Assistant Professor-SOET)	Member

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5	Mr. Deepak Kumar- (Assistant Professor-SOAS)	Member
6	HR Manager	Ex- Officio Member
7	Ms. Manju Rani, Assistant Professor (Psychology)	Member
8	Ms. Yukti (1905170027) UG Student (BBALL.B.)	Member
9	Mr. Nitesh Kumar Minz (2202210019) UG Student (B.Com.)	Member
10	Dr Anshul Saluja (Assistant Dean, Student Welfare)	Member Secretary

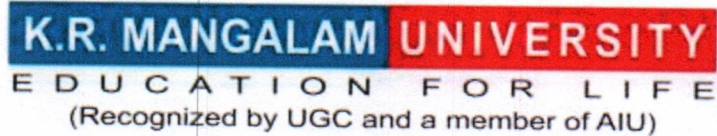
An aggrieved by said offence, may make a complaint in accordance with the regulations to the Grievance Redressal Committee either in person or through the mail or contact appended below.

Immediately Contact:

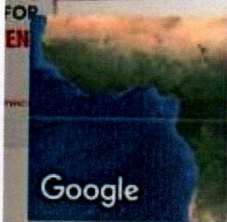
KRMU Grievance Redressal Helpline: 0124-2867800 Extn. 1019, 8800697002

grievance.redressal@krmangalam.edu.in

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(b) Awareness Through Posters and Boards



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K.R. MANGALAM UNIVERSITY
STUDENT'S GRIEVANCE REDRESSAL COMMITTEE

In compliance with clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the University Grants Commission (Grievance Redressal) Regulations, 2012, the Student's Grievance Redressal Committee shall consist of the following members:

S. No.	Name	Designation	Mail Address
1.	Prof. Tanis Gupta	Chairperson (Dean Student Welfare)	dsdw@krmangalam.edu.in
2.	Mrs. Nitya Sethy	Member	nitya.sethy@krmangalam.edu.in
3.	Dr. Richa Nangia	Member	richa.nangia@krmangalam.edu.in
4.	Ar. Pooja Priyadarshini	Member	pooja.priyadarshini@krmangalam.edu.in
5.	Dr. Indrapreet Kaur	Member	indrapreet.kaur@krmangalam.edu.in
6.	Dr. Shalini Gambhir	Member	shalini.gambhir@krmangalam.edu.in
7.	Dr. Mina Kumari	Member	mina.yadav@krmangalam.edu.in
8.	Mr. Tarun Joshi	Member	tarun.joshi@krmangalam.edu.in
9.	Dr. Dipanvita Sehgal	Member	dipanvita.sehgal@krmangalam.edu.in
10.	Dr. Khushboo Singh	Member	khushboo.singh@krmangalam.edu.in
11.	Mr. Vivek Sharma	Member	vivek.sharma@krmangalam.edu.in
12.	Ms. Yukti	UG Student (BBAI.B.)	1905170027@krmu.edu.in
13.	Mr. Kuldip	UG Student (B.Pharm)	1904120013@krmu.edu.in
14.	Ms. Charu Gupta	PG Student (MBA)	2102570010@krmu.edu.in
15.	Mr. Rudra Bhardwaj	PG Student (MBA)	2102570025@krmu.edu.in
16.	Dr. Anshul Saluja	Member Secretary	ansa@krmu.edu.in

Immediately Contact:
KRMU ICC Helpline: 0124-2867800 Extn. 1026, 8800697004
studentgrievance@krmangalam.edu.in

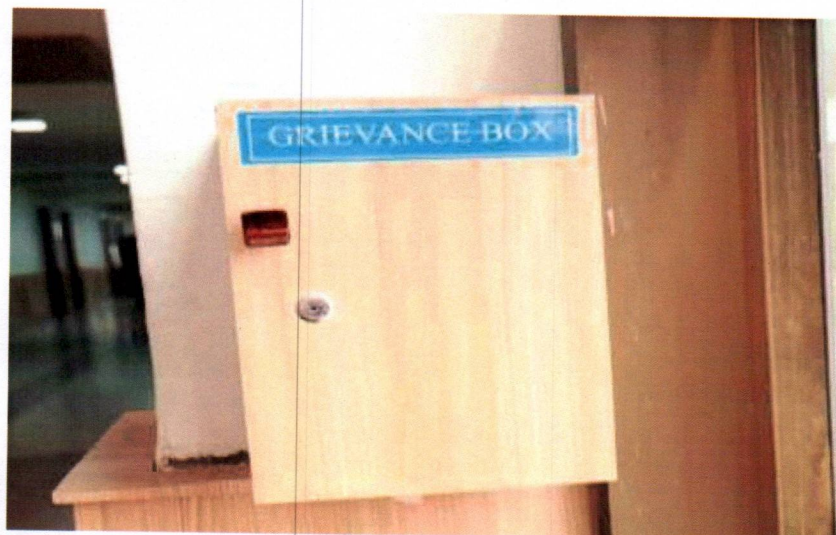
Registrar

GPS Map Camera

Sohna Rural, Haryana, India
SH-13, Sohna Rural, Haryana 122102, India
Lat 28.271063°
Long 77.069013°
30/03/24 03:54 PM GMT +05:30

Google

(b)



[Signature]
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III. Internal Complaint & Sexual Harassment Committee

K. R. Mangalam University is committed to providing a safe and inclusive environment for all members of the campus community in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act"). Robust mechanisms are established to prevent and address instances of sexual harassment, following the framework outlined in the Vishaka Guidelines. An Internal Complaints Committee (ICC) has been constituted to receive and address complaints promptly and confidentially. Empowered to conduct thorough inquiries and provide support to aggrieved individuals, the ICC ensures accountability and redressal in alignment with the POSH Act's provisions. Upholding principles of gender equality and dignity, K. R. Mangalam University strives to foster a workplace culture valuing respect, safety, and fairness for everyone.

(a) Internal Complaints Committee

In compliance with section 4(1) and (2) of Chapter 3 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaint Committee of the University is constituted as under:

S.No	Name of the Member	Designation	Position	Mail Address.
1.	Dr. Varuna Tyagi	Dean-Academics	Chairpers on (ICC, KRMU	dean.acad@krmangalam.edu .in icc@krmangalam.edu.in
2.	Dr. Shobhna Jeet	Associate Professor, SOLS	Co- Chairpers on (ICC,KR MU)	shobhna.jeet@krmangalam.edu. in
3.	Dr. Inderpreet Kaur	Associate Professor, ,SOLS	Member	inderpreet.kaur@krmangalam.e du.in

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4.	Dr. Anjana Singh	Dean- Student Welfare	Member	dsw@krmangalam.edu.in
5	Dr. Shivani Wadhwa	Assistant Professor	Member	shivani.wadhwa@krmangalam.edu.in
6	Dr. Kaushal	Associate Professor	Member	kaushal.kumar@krmangalam.edu.in
	Ms. Manju Rani	Assistant Professor (Psychology)	Member	manju.rani@krmangalam.edu.in
7.	HR Manager	HR Manager	Ex Officio Member	hr@krmangalam.edu.in
8.	Dr. Vageshwari Deshwali	Associate Professor, Delhi University	External Member	dvageshwari@yahoo.com
9.	Mr. Nitesh Kumar Minz	(2202210019) UG Student (B.Com.)	Student	2202210019@krmu.edu.in
10.	Ms. Manshi Sharma	2106800009, B.Sc. (Interior Design)	Student	2106800009@krmu.edu.in
11.	Advocate Munmun Goyal	NGO Member	Advocate	---

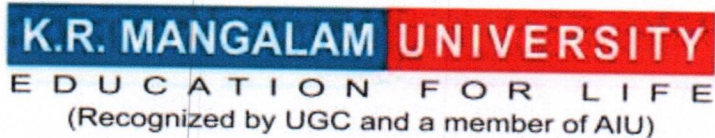
An aggrieved by said offence, may make a complaint in accordance with the regulations to the Internal Complaint Committee either in person or through the mail or contact appended below.

Immediately Contact:


KRMU ICC Helpline: 0124-2867800, Extn. 2310, 8800697002

icc@krmangalam.edu.in

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(b) Awareness Through Posters and Boards


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INTERNAL COMPLAINTS COMMITTEE

In compliance with section 4(1) and (2) of chapter 3 of the sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaint Committee of the University is constituted as under:

S.No	Name of the Member	Designation	Mail Address
1.	Dr. Hemani Singh Professor, SOAS	Chairperson (ICC, KRMU)	hemani.singh@krmangalam.edu.in
2.	Dr. Shobhna Jeet Associate Professor, SOLS	Co-Chairperson (ICC, KRMU)	shobhna.jeet@krmangalam.edu.in
3.	Dr. Inderpreet Kaur Associate Professor, SOLS	Member	inderpreet.kaur@krmangalam.edu.in
4.	Dr. Shivani Wadhwa Assistant Professor, SOHS	Member	shivani.wadhwa@krmangalam.edu.in
5.	Dr. Kaushal Assistant Professor, SOET	Member	kaushal.kumar@krmangalam.edu.in
6.	Ms. Manju Kundu Assistant Professor, SOED	Member	manju.kundu@krmangalam.edu.in
7.	Ms. Suman Rawat HR Manager	Member	hr@krmangalam.edu.in
8.	Dr. Vageshwari Deshwal Associate Professor, Delhi University	External Member	dvageshwari@yahoo.com
9.	Ms. Tanisha Thakur 2009200016, B.A.(JMC)	Student	2009200016@krmu.edu.in
10.	Ms. Manshi Sharma 2106800009, B.Se. (Interior Design)	Student	2106800009@krmu.edu.in
11.	Advocate Mumun Goyal NGO Member	Advocate	---

An aggrieved by said offence, may make a complaint in accordance with the regulations to the Internal Complaint Committee either in person or through the mail or contact appended below.

Immediately Contact:

KRMU ICC Helpline: 0124-2867800, Extn. 2310, 8800697002
icc@krmangalam.edu.in

Registrar

Registrar

K.R. Mangalam University
Sohna Road, Gurugram, (Haryana)



IV Gender Sensitization

In line with its commitment to fostering a safe and inclusive environment, K. R. Mangalam University places a strong emphasis on gender sensitization within its campus community. Recognizing the importance of promoting understanding, empathy, and mutual respect among individuals of diverse gender identities, the university has implemented comprehensive initiatives to integrate gender sensitization into various aspects of university life. Through awareness programs, workshops, and interactive sessions, students and staff are provided with opportunities to engage in meaningful dialogue, challenge stereotypes, and promote inclusivity. By instilling values of equality and respect for all genders, K. R. Mangalam University aims to create an environment where every member feels valued, empowered, and supported in their academic and personal growth journey.

Besides conducting various sessions/events, the University has adopted ZERO TOLERANCE FOR SEXUAL HARASSMENT as a cornerstone of its commitment to creating a safe and respectful campus environment. In furtherance of this commitment, banners have been prominently displayed on the walls of the university to ensure that students are continually reminded and made aware of this crucial policy. These banners serve as visible symbols of our unwavering stance against any form of sexual harassment, reinforcing the message that such behaviour will not be tolerated under any circumstances. By proactively implementing these measures, we strive to cultivate a culture of respect, dignity, and accountability, where every member of our university community feels empowered to speak out against harassment and discrimination.

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(a) Awareness Through Posters and Boards

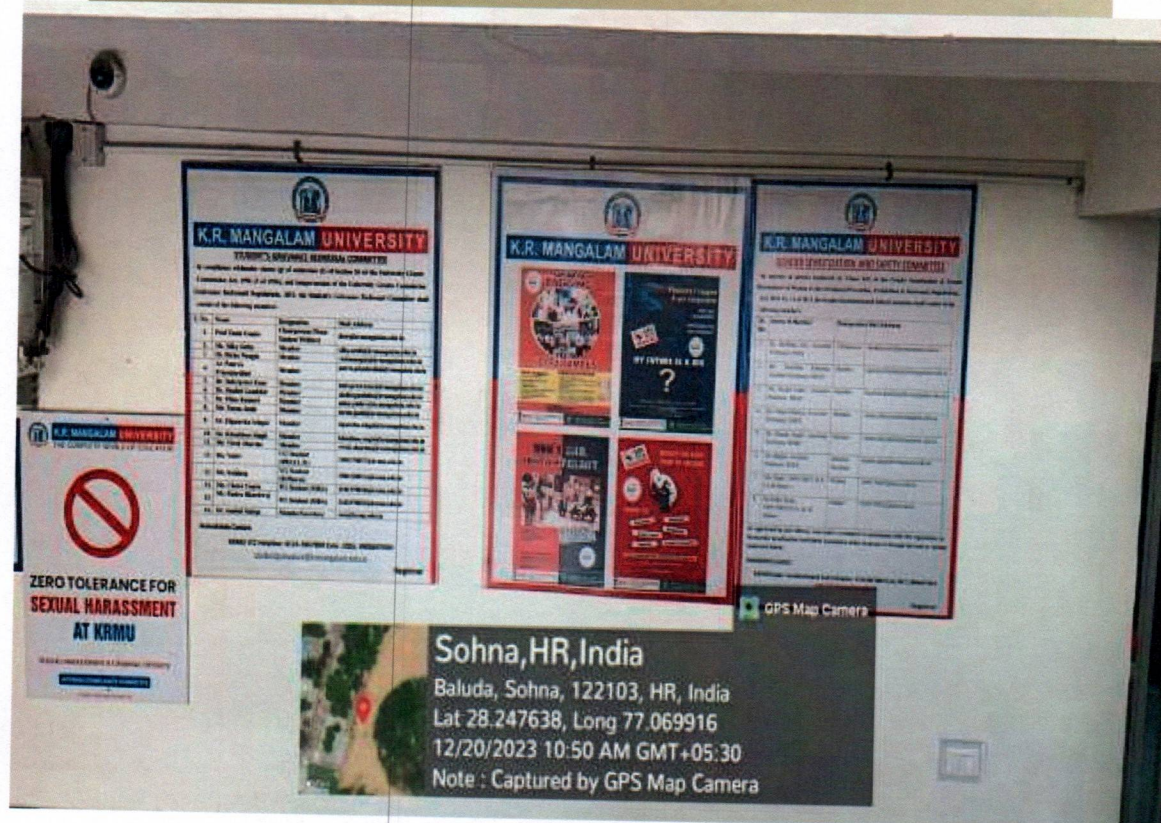


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K.R. MANGALAM UNIVERSITY
GENDER SENSITIZATION AND SAFETY COMMITTEE

In exercise of powers conferred by Clause 4(2) of the Gender Sensitisation & Sexual Harassment of Women at the workplace (Prevention, Prohibition & Redressal) Regulations, Act, 2013 No. 14 of 2013, the Gender Sensitisation and Safety Committee shall consist of the following members:

Sr. No.	Name of Member	Designation	Mail Address
1.	Dr. Shobhna Jeet, Associate Professor, SOLS	Chairperson	shobhna.jeet@krmangalam.edu.in
2.	Ms. Kanchan Khatrija, Assistant Professor, SOED	Member	kanchan.khatrija@krmangalam.edu.in
3.	Ms. Komal Yadav, Assistant Professor, SBAS	Member	kanchan.khatrija@krmangalam.edu.in
4.	Dr. Vineet Dahiya, Associate Professor, SOET	Member	vineet.dahiya@krmangalam.edu.in
5.	Dr. Monika Yadav, Assistant Professor, SOMC	Member	vineet.dahiya@krmangalam.edu.in
6.	Dr. Megha, Assistant Professor, SOLS	Member Secretary	megha.garg@krmangalam.edu.in
7.	Ms. Yukti, 1905170027, B.A. LL.B (Hons.)	Student	1905170027@krmu.edu.in
8.	Ms. Vidhi Tyagi, 1905170022, B.A. LL.B (Hons.)	Student	1905170022@krmu.edu.in

An aggrieved by said offence, may make a complaint in accordance with the regulations to the Gender Sensitisation and Safety Committee either in person or through the mail or contact appended below.

Immediately Contact:

KRM Gender Sensitisation and Safety Helpline: 01242867800 Extn.1017, 8800697002
gscc@krmangalam.edu.in

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(b) Sessions to Aware Students & Parents about Anti-Ragging

In line with sensitizing the students, the following events were conducted:

S.No.	Name of Activity	Date
1.	Seminar on Personal Development, Menstrual Health and Hygiene	May 30, 2023
2.	Session on Gender Equity and Sensitization for Students	March 16, 2023
3.	Seminar on Gender Sensitivity towards sexual harassment at the Workplace: Case study on Recent judgments	October 12, 2022
4.	Session on Gender Sensitivity towards Sexual Harassment at Workplace & Poster Making Competition	September 20, 2022
5.	Competition for Students on Preparing Leaflets of Awareness on Gender sensitization	September 1, 2022
6.	International Women's Day: Happy Girls for Better Tomorrow	March 8, 2022
7.	Workshop on 'Are Our Words in the Chains of Gender in University'	February 16, 2021
8.	Session on 'Crime against Women and Sexual Harassment of Women at Workplace'	February 13, 2021
9.	MUN Summit on Cyber Security 2021	January 29, 2021
10.	Gender Sensitivity at Workplace	October 28, 2020
11.	Workshop on Online Safety	September 17, 2020
12.	Webinar On "Cyber Crime Against Women: Act, Its Enforcement And Public Awareness"	July 27, 2020
13.	Webinar on Cyber Crime: A Menace during Lockdown	July 3, 2020
14.	A Webinar on "Cyber Crime Against Females	May 17, 2020
15.	Guest Lecture on "Women Empowerment"	March 6, 2020

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16.	International Women's Day Celebrations	March 4, 2020
17.	Awareness Programme on Sexual Harassment at Workplace	December 10, 2019
18.	Awareness Programme on Gender Sensitization	October 30, 2019
19.	Nurturing Gender Sensitisation Through Awareness	October 23, 2019
20.	Workshop on Digital Literacy and Online Safety for Women	April 10, 2019
21.	Awareness Session on 'Women's Safety and the Law & Order'	November 22, 2018

Seminar on Personal Development, Menstrual Health and Hygiene
May 30, 2023

Gender Sensitisation Committee
 in collaboration with
P&G
 Organizes

SEMINAR
 ON

**PERSONAL DEVELOPMENT,
 MENSTRUAL HEALTH AND HYGIENE**

Date: 30.05.2023 | Time: 11:00 AM Onwards | Venue: Moot Court A Block

OBJECTIVES:
 The participants will be able to:

1. Develop awareness among 18-24 years of girls about Menstrual Health.
2. Comprehend and build confidence through career grooming about Menstrual Hygiene.

Resource Person
Ms. Tanya Chandwani
 (Marketing Executive at Brand Science)

Resource Person
Ms. Sheetal Bhambru
 (Professional Trainer
 Yoga & Calisthenics)

CONVENOR:
 Dr. Shobhna Jeet (Chair Person Gender Sensitisation Committee)

EVENT COORDINATORS:
 Dr. Monika Yadav (Assistant Professor, SOMC), Dr. Megha Garg (Assistant Professor, SOLS)
 Dr. Kanchari Khatri (Assistant Professor, SOED), Dr. Kamal Yadav (Assistant Professor, Forensic Science)
 Dr. Vineet Dahiya (Associate Professor, SOET)

Registration Link:
<http://bitly.ws/FAno>

University Gurugram Campus: ☎ 011-48884888 / 8800697010-15 📧 8800697012
 🌐 www.krmangalam.edu.in 📧 welcome@krmangalam.edu.in

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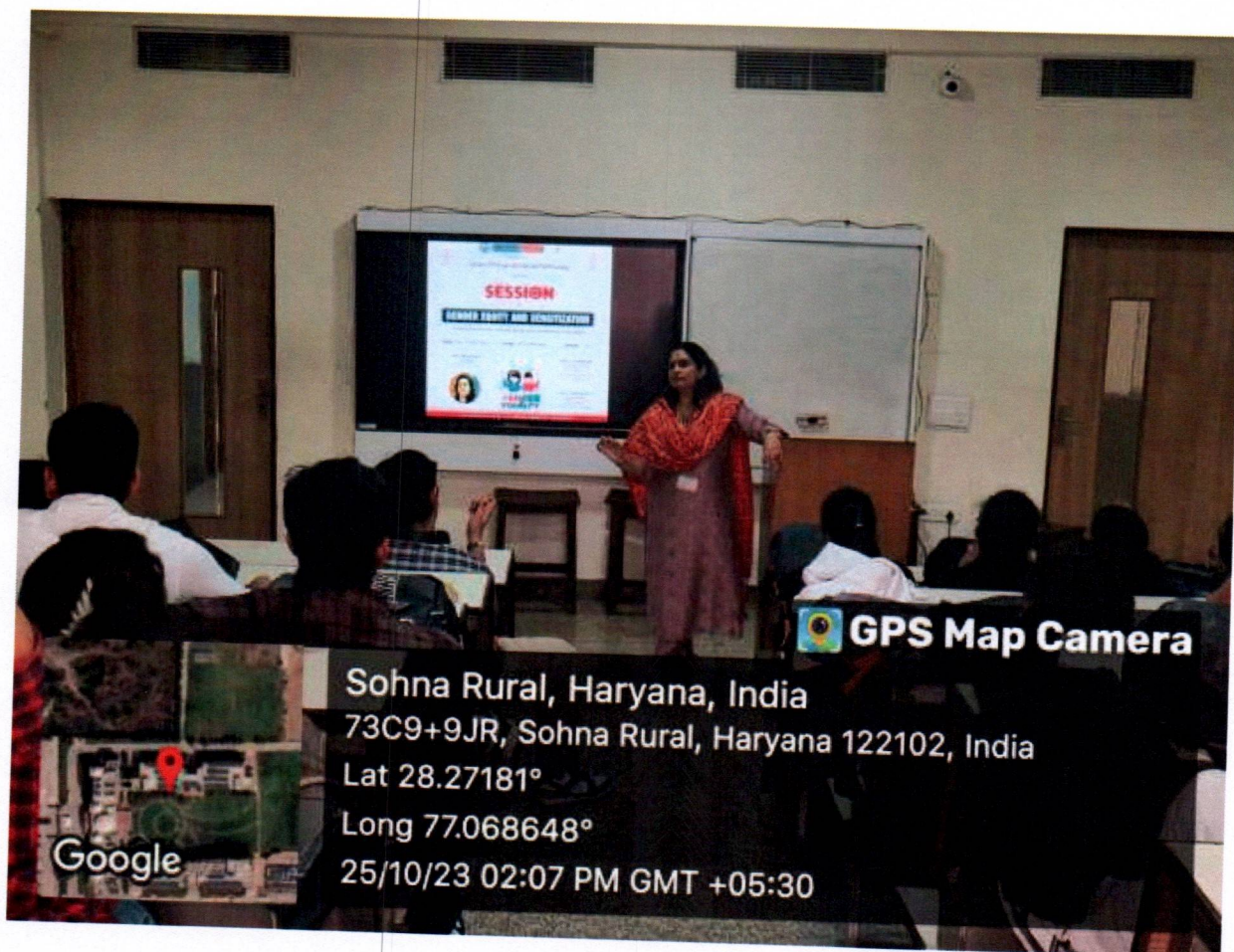
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Session on Gender Equity and Sensitization for Students
March 16, 2023



 **GPS Map Camera**

Sohna Rural, Haryana, India
73C9+9JR, Sohna Rural, Haryana 122102, India
Lat 28.27181°
Long 77.068648°
25/10/23 02:07 PM GMT +05:30

Google

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Sohna Road, Gurugram, (Haryana)



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**Seminar on Gender Sensitivity towards sexual harassment at the
Workplace: Case Study on Recent Judgments October 12, 2022**



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SCHOOL OF LEGAL STUDIES

IN COLLABORATION WITH Knowledge Steez

ORGANIZES

**SEMINAR ON GENDER
SENSITIVITY TOWARDS
SEXUAL HARASSMENT AT
WORK PLACE CASE STUDY ON
RECENT JUDGEMENTS**



Resource Person:-
Ms. Mahak Rathee

Faculty Co-ordinator:
Dr. Shobhna Jeet
Dr. Inderpreet Kaur

Student Co-ordinator:
Ms. Disha (3rd Sem)
Ms Dhruvi Shah (vth Sem)

Date: 12-10-2022 | Venue: MOOT COURT

visit: www.krmangalam.edu.in | email: sols.events@krmangalam.edu.in

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**Session on Gender Sensitivity towards Sexual Harassment at Workplace &
Poster Making Competition
September 20, 2022**



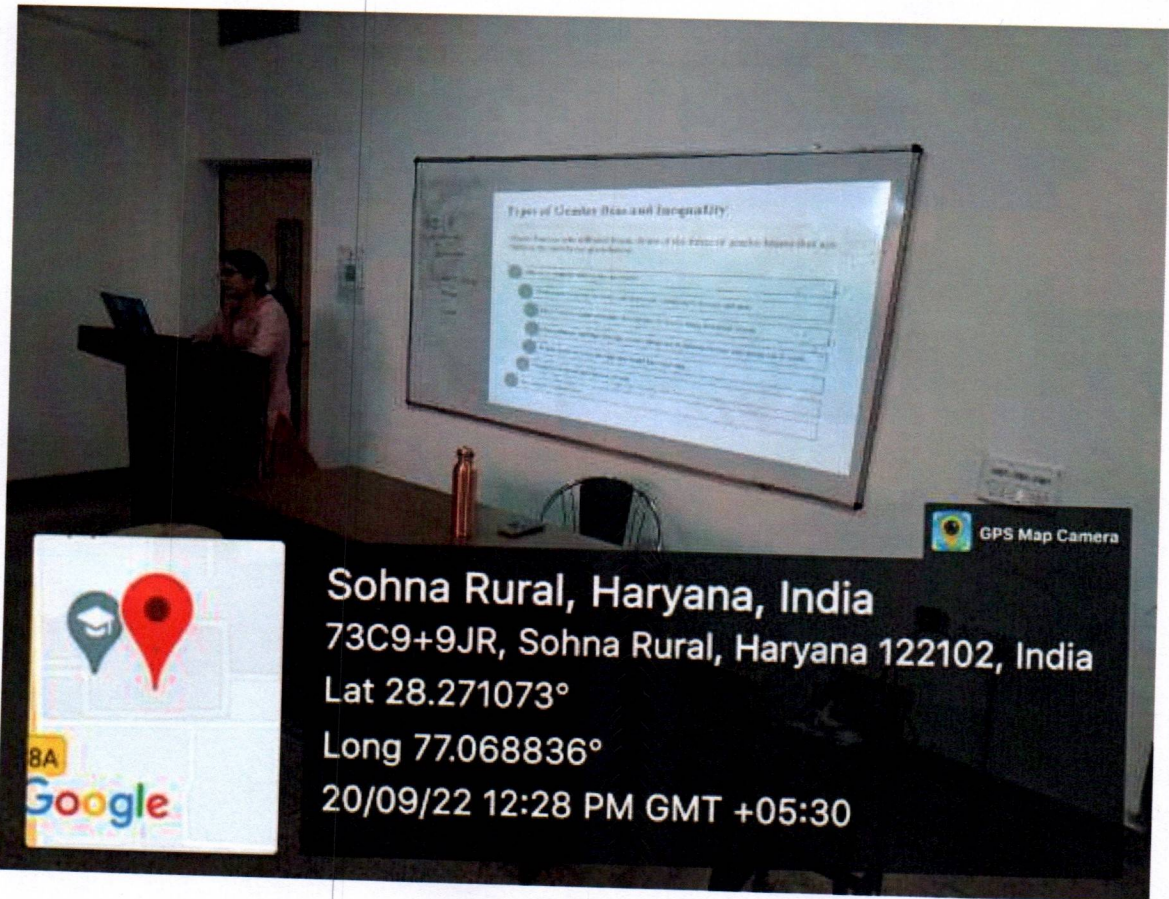
Sohna Rural, Haryana, India
73C9+9JR, Sohna Rural, Haryana 122102, India
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Long 77.068718°
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Competition for Students on Preparing Leaflets of Awareness on Gender Sensitization
September 1, 2022



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Sohna Rural, Haryana, India
73C9+9JR, Sohna Rural, Haryana 122102, India
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Long 77.068718°
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International Women's Day: Happy Girls for Better Tomorrow
March 8, 2022



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PRANAB
MUKHERJEE
FOUNDATION

Her pulse
Her Voice Matters

Internal Complaints Committee & Gender Sensitisation Committee
in collaboration with
Pranab Mukherjee Foundation
celebrates

International Women's Day
Happy Girls for Better Tomorrow

Date: 8th March, 2022

Time: 01:00 PM

Venue: Moot Court

Chief Guest:
Mrs Vandana Singh
Social Worker

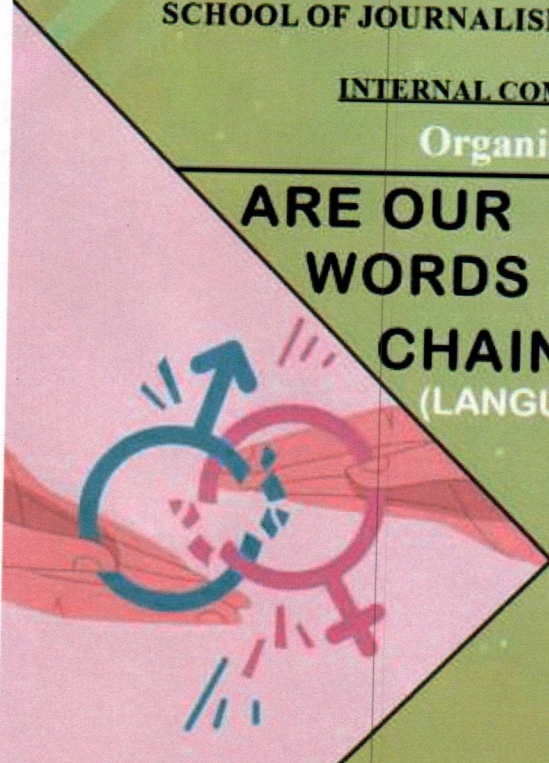
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Workshop on 'Are Our Words in the Chains of Gender in University'
February 16, 2021




 **K.R. MANGALAM UNIVERSITY**
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SCHOOL OF JOURNALISM AND MASS COMMUNICATION
&
INTERNAL COMPLAINT COMMITTEE

Organise Lecture on

ARE OUR WORDS IN THE CHAINS OF GENDER?
(LANGUAGE AND GENDER SENSITIVITY)



by
Ms. Kanika Joshi
Assistant Professor,
School of Humanities, KRMU

February 16, 2021
@ 1:25 pm
on MS Teams

Registrar
K.R. Mangalam University
Sohna Road, Gurugram, (Haryana)



CELEBRATING *the festival of colours & new beginnings*

On 26th March 2021, the School of Journalism and Mass Communication celebrated the festival of Colors. Though the standard guidelines of COVID were in place and followed, the event was organized to acknowledge and as a part of the long-standing cultural tradition of "Holi-Milan."

The event started with an introduction and welcome of teachers, peculiarly, followed by poetry recitation. Then, antakshri was played, which ended in a tie, as both the teams sang songs from all the periods. There were fantastic dance performances by not just students, but also teachers.

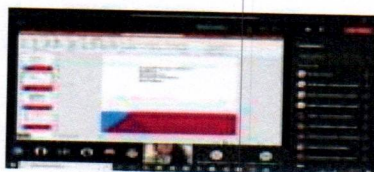
There was a dance-off between boys and girls, which culminated by the show-stopping performances by teachers. In the end, there were dumb charades. Students and teachers participated with utmost enthusiasm and zeal, and there was an overall feeling of warmth and love- a true essence of holi.



Guest Lecture On

'ARE OUR WORDS IN THE CHAINS OF GENDER'

School of Journalism and Mass Communication, organized a guest lecture on 'Are Our Words in the Chains of Gender' by Ms Kanika Joshi, Assistant Professor from School of Humanities at K.R. Mangalam University for BA(J&MC) & MA (J&MC) students.



The session commenced through Microsoft Teams with a generic discussion over the understanding of the aforementioned topic amongst the participants. The discussion was followed by an interactive and informative presentation wherein several day to day examples were put forth for better understanding of the participants.

Ms. Joshi emphasized on learning in order to inculcate gender Sensitivity by selecting gender neutral language. The session culminated with a short activity conducted by her. The session witnessed active interest and participation by the participants. Around 35 students from School of Journalism and Mass Communication attended the lecture.

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Session on 'Crime against Women and Sexual Harassment of Women at
Workplace'
February 13, 2021



Legal Awareness Programme

on

**"Cyber Crime Against Women And Sexual
Harassment of Women at Workplace"**

Sponsored by National Commission for Women
(NCW)



Organized by NSS Unit,

K.R. Mangalam University, Gurugram -122103

13th February 2021

VENUE: MOOT COURT, 4th FLOOR, A-BLOCK


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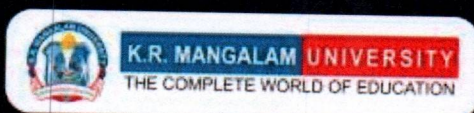



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MUN Summit on Cyber Security 2021
January 29, 2021



MODEL UNITED NATIONS (MUN) CLUB

Is Organising

SUMMIT ON CYBER SECURITY 2021

 **January 29th, 2021** |  **11:00AM onwards**

 **A-213, K.R. Mangalam University Campus**

Faculty Coordinators
Ms. Shrutika Lakshmi
(Assistant Professor, SOHS)

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Gender Sensitivity at Workplace
October 28, 2020

 **K.R. MANGALAM UNIVERSITY**
THE COMPLETE WORLD OF EDUCATION

School of HUMANITIES
IN ASSOCIATION WITH
INTERNAL COMPLAINTS COMMITTEE (ICC)
ORGANIZES
INDUSTRY CONNECT PROGRAMME ON
GENDER SENSITIVITY
AT
Workplace

DATE: OCTOBER 28, 2020
TIME: 2:30 PM

Speaker:
Dr. Preeti Deswal Jakhar
HR at DawnBit Technologies

www.krmangalam.edu.in

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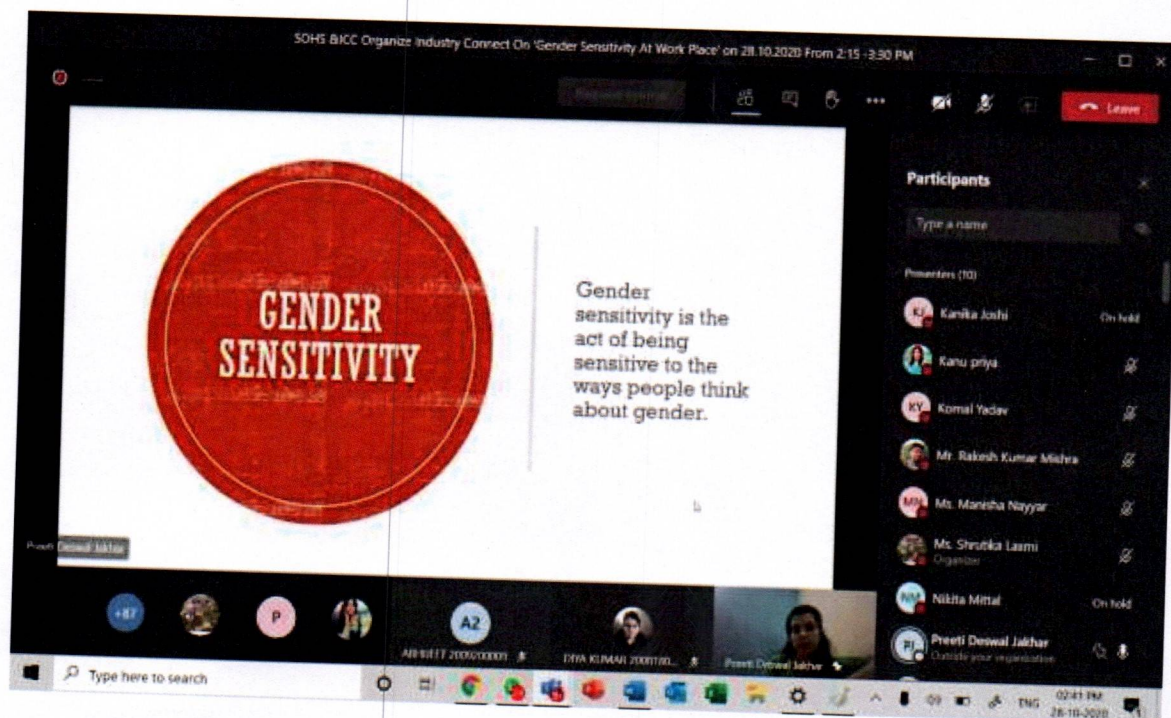
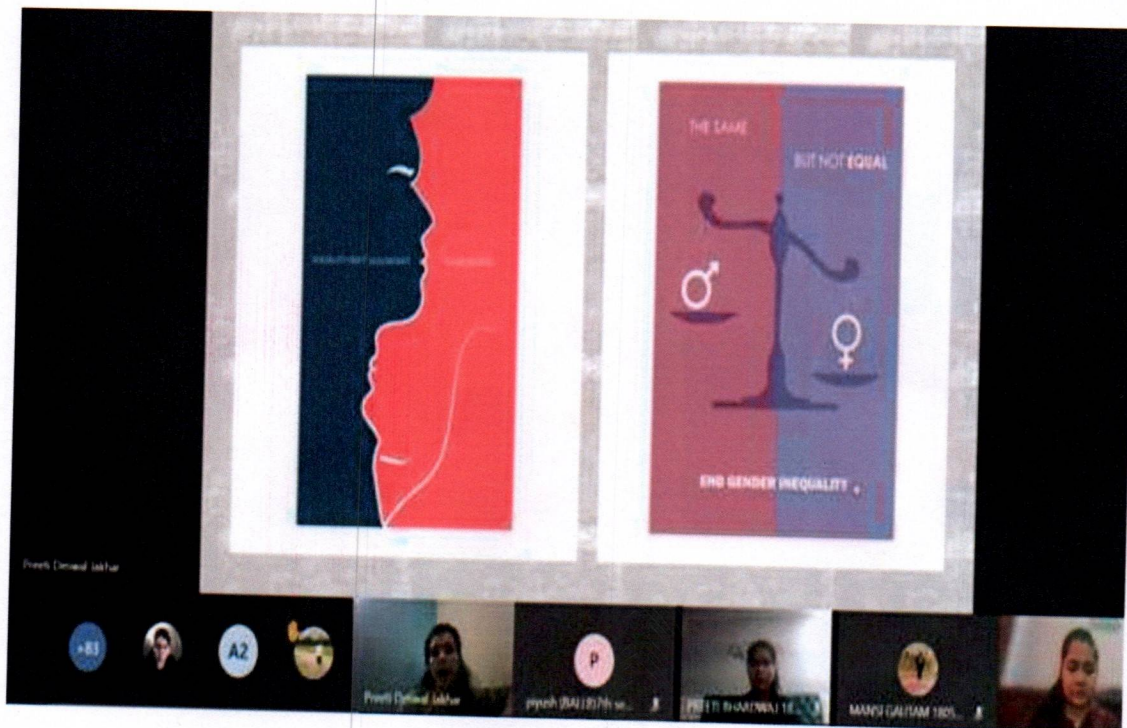
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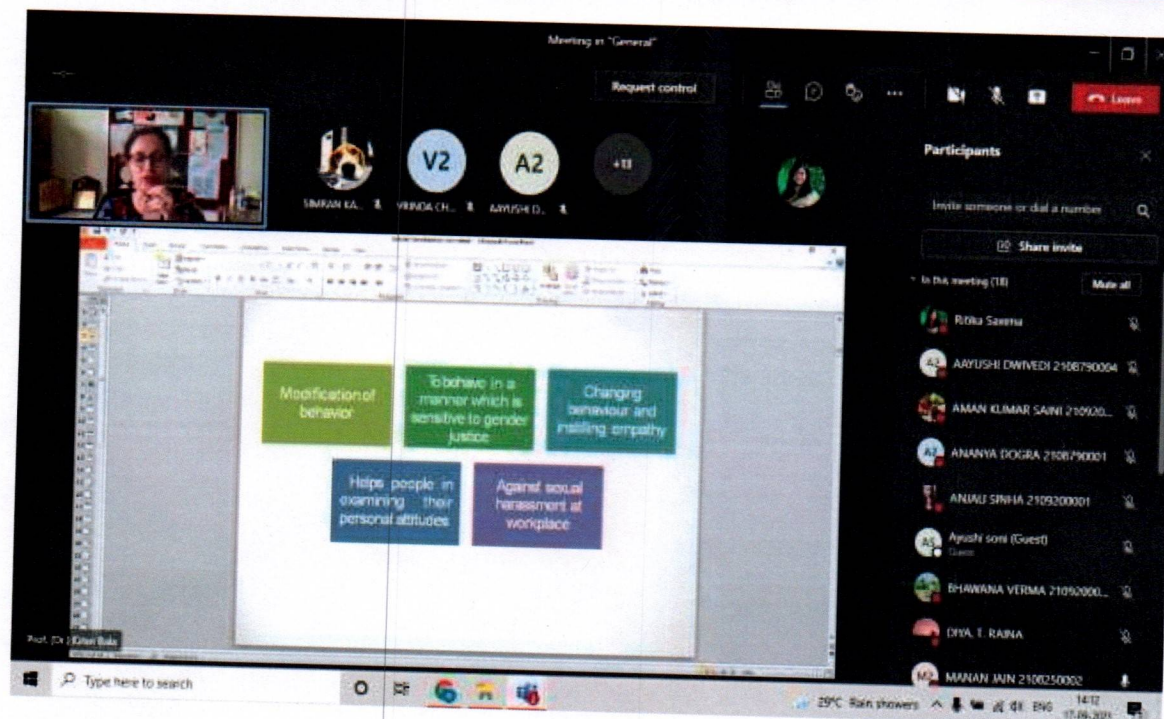
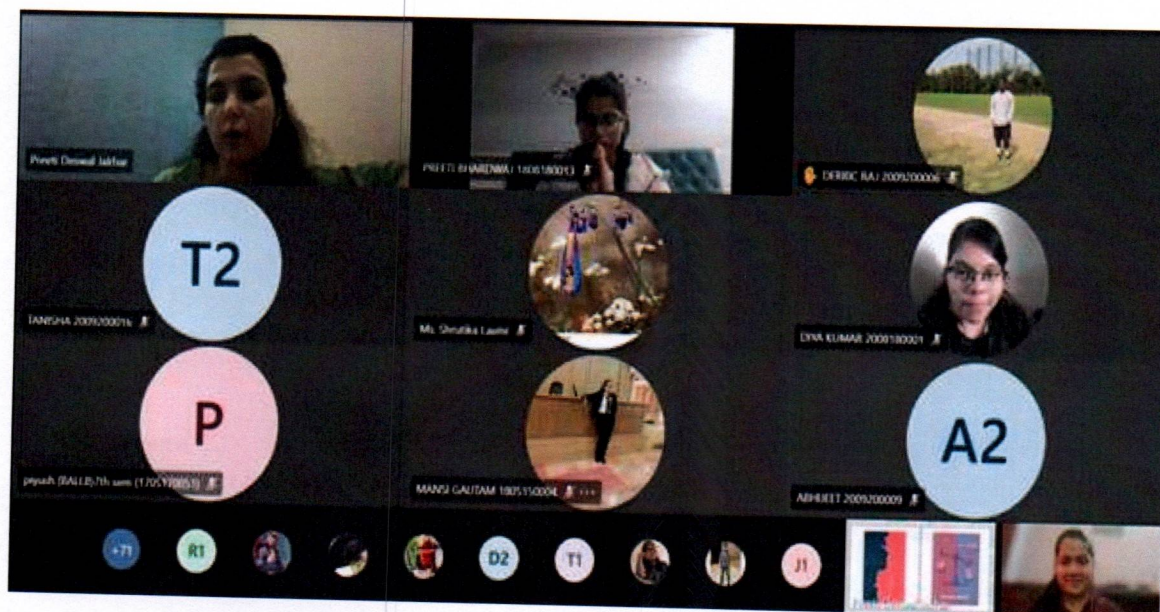
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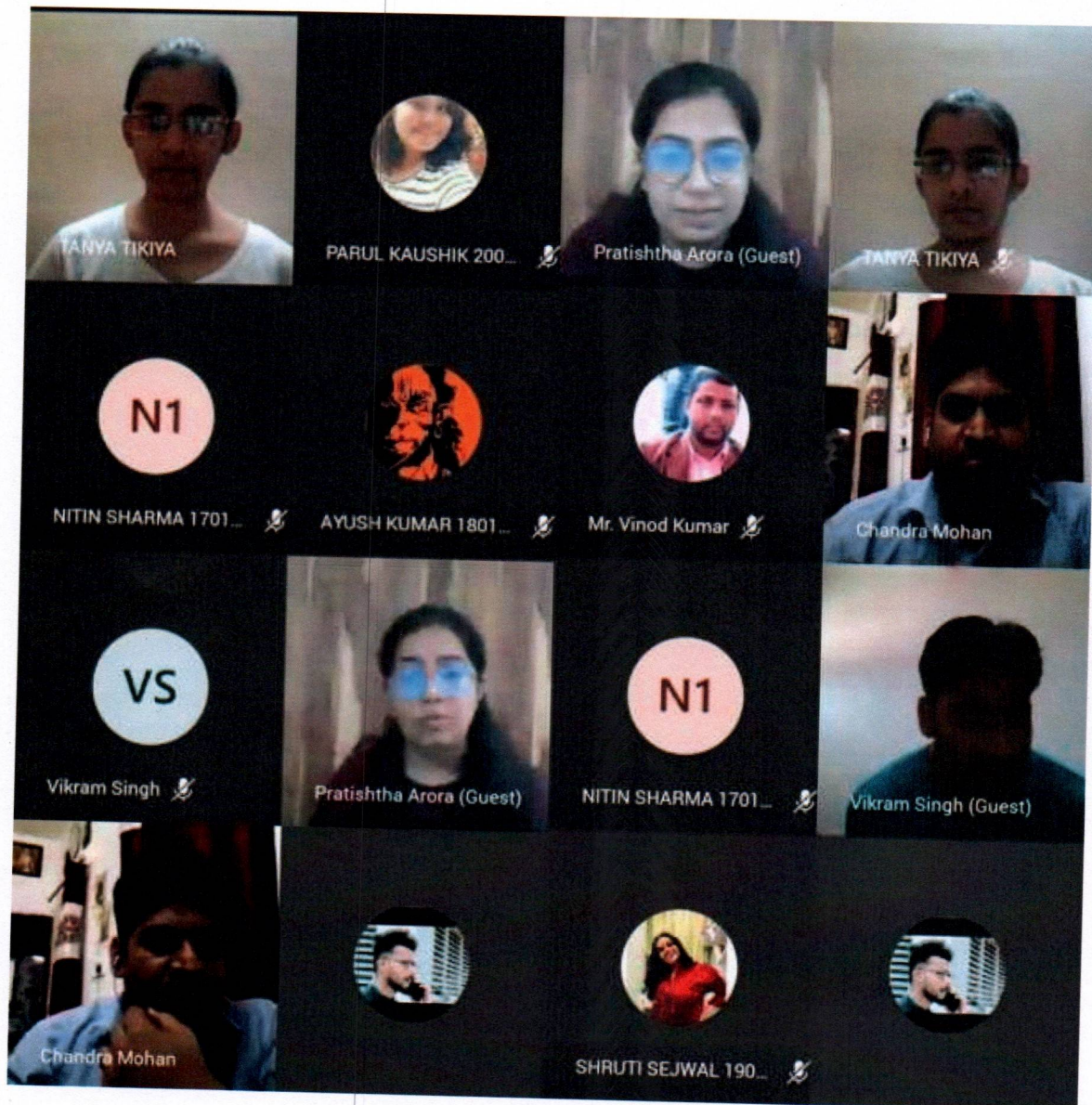
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Workshop on Online Safety
September 17, 2020



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Webinar On "Cyber Crime Against Women: Act, Its Enforcement and Public Awareness"
July 27, 2020

Webinar on Legal Awareness माध्यम: हिंदी
"महिलाओं के खिलाफ बढ़ते साइबर अपराध"
27th July, 2020. 11.00 a.m.
 Jointly organised by
 DELHI STATE LEGAL SERVICES AUTHORITY
 HARYANA STATE LEGAL SERVICES AUTHORITY
 BHAGIDARI JAN SAHYOG SAMITI (REGD.)
K.R. Mangalam University
Gautam Buddha University

Guest Speakers


Rekha Sharma
 Chairperson
 NCW Govt. of India


Sh. Ajay Kashyap IPS
 Former DGP
 Delhi Prisons & Home Guards


Prof. Aditya Malik
 Vice Chancellor
 K.R. Mangalam University


Dr. Rashmi Singh IAS
 Addl. Commissioner
 NDMC Delhi


Dr. Kavita Kamboj
 Chief Judicial Magistrate cum
 Secy. Kurukshetra DLSA


Sh. Chanderjit Singh
 Metropolitan Magistrate cum
 Secy. New Delhi DLSA


Sh. Neeraj Arora
 Cyber Law Expert
 Advocate Supreme Court

Prog. Co-ordinators


Vijay Gaur
 Secy. General
 Bhagidari JSS


Dr. Chandra Mohan
 NSS Coordinator
 K.R. Mangalam University

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 A161


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 University of Delhi


 Drishyam Media


 Jamia Hamdard University


 J.C. BOSE University of Science and Technology, YMCA, Faridabad


 Dr. Bhimrao Ambedkar University, Agra


 GGS Indraprastha University


 GGS Indraprastha University

National level certificate will be issued only to registered participants in the link provided <https://bit.ly/2WHmYQK>

<https://www.facebook.com/Drishyamdmmp>

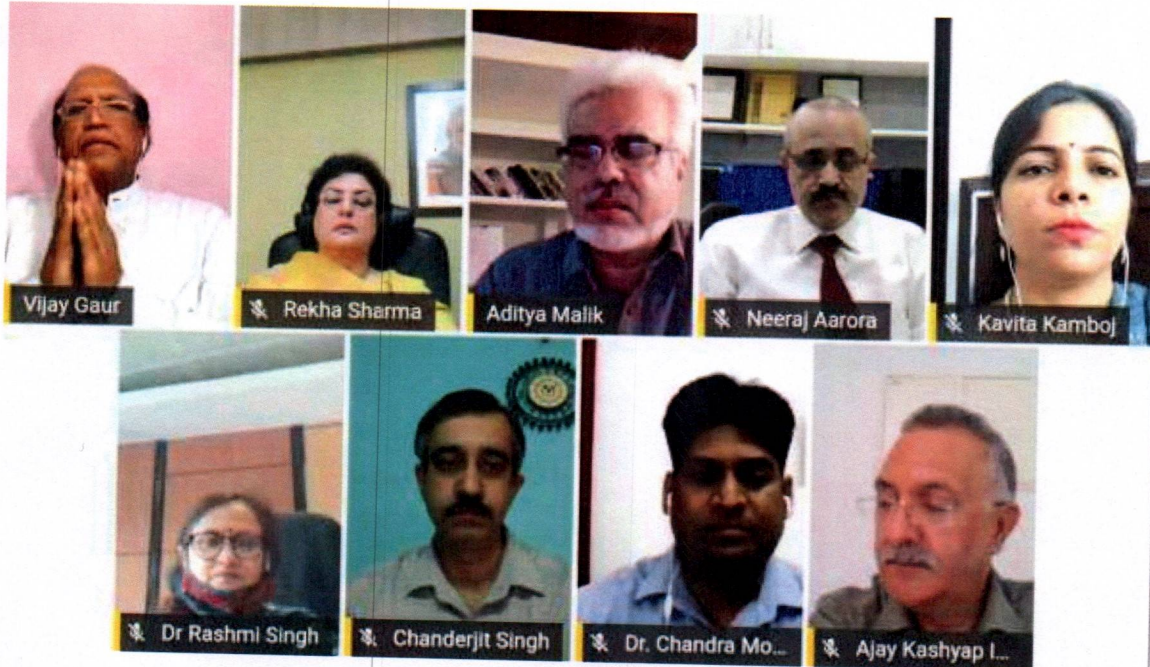
<https://www.youtube.com/channel/UCs59u8PYVHRix-BzIwcznbw>

[Signature]

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Webinar on Cyber Crime: A Menace during Lockdown
July 3, 2020



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**Internal Complaints Committee, KRMU
&
School of Legal Studies**

Webinar

on

**Cyber Crimes: A menace
during lockdown**



by Mr. Aditya Gautam,
ACP Cyber Cell,
Delhi

Date: 3rd July 2020

Time: 12:30 PM

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A Webinar on "Cyber Crime Against Females"
May 17, 2020




MS. NAMRITA AGGARWAL
Additional District Judge, New Delhi

She is the Additional District & Session Judge,
Presently posted as Additional Secretary,
Delhi State Legal Services Authority (DSLISA)

Sunday
17TH May 2020
1:00 PM

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**Guest Lecture on "Women Empowerment"
March 6, 2020**



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Sonna Road, Gurugram, (Haryana)



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**Poster Making Competition on the theme: “Life of a Woman” celebrating
International Women’s Day Celebrations
March 4, 2020**



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Dr. J. K. Singh

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Awareness Programme on Sexual Harassment at Workplace
December 10, 2019



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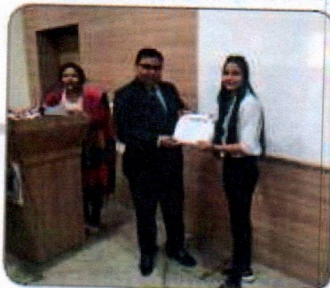


Gender Sensitization Awareness Programme: ICC



Internal Complaints Committee in association with School of Legal Studies and School of Management & Commerce organized a Gender Sensitization Programme at KRMU on 30th October, 2019 to create awareness amongst students.

Dr. Kaveri Sharma, Member of the



Internal Complaints Committee (ICC), KRMU delivered a lecture covering issues related to Sexual Harassment viz. the definition, composition of the Committee, their powers, procedure to be followed and the action that can be taken against the wrongdoers. She shared precautions one should take to avoid such situations by quoting matters that have been reported in the past. The students were also asked to visit the official website of KRMU which has all the relevant information regarding the Committee.

Awareness Programme on Sexual Harassment at workplace

'Violence against women negatively impacts society, hampers gender equality and constricts the social and economic development of the country'. In view of this Internal Complaint Committee of K.R. Mangalam University organized an awareness programme on Sexual Harassment at workplace for all the members of housekeeping staffs, bus drivers, conductors and security guards on 10th December, 2019.

Prof. (Dr.) Kiran Bala, Chairperson, ICC KRMU greeted the entire staff and stated about the requirement of conducting such sensitization programme among all. She mentioned the procedures of ICC and its functioning after following the proper stratagems and the fatal consequences which resulted if someone is ignoring the instruction directed by ICC in the due process of inquiry.

Dr. Kaveri Sharma, Member, ICC stated about the programme and its operation in a nutshell. She mentioned about the legal rights of men and women, their duties and responsibilities towards society. The Sexual harassment constitutes a gross violation of women's right to equality and dignity. It has its roots in patriarchy and its attendant perception that men are superior to women and that some forms of violence against women are acceptable. She also said to stay cautious while using mobile phone and any other electronic devices.



Nurturing Gender Sensitization through Awareness



"Educational Institutes can play an important role in inculcating gender sensitivity in etiquettes and manners of the students. It is necessary to create a gender responsive set-up in the society for the academic, social and physical growth of students", said Prof Kiran Bala, Presiding Officer, Internal Complaints Committee, while conducting a workshop on Gender Sensitisation in K R Mangalam University on 23 October, 2019. The workshop was conducted for the students of School of Journalism and Mass Communication, School of Fashion, School of Education and School of Humanities.

The objective of the workshop was to create awareness amongst the students about gender roles, their rights and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. More than 100 students attended the workshop.

Women and men are often restricted to particular roles in our society depending on the gender. It is high time that one should create awareness among students, especially boys, about gender sensitisation to tackle beliefs which pertain to gender bias. The session was coordinated by Dr Sheelpa Sweety, Assistant Professor, SOHS and Ms. Shikha Sharma, Assistant Professor, SJMC.



Registrar

K.R. Mangalam University
Sohna Road, Gurugram, (Haryana)



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Awareness Programme on Gender Sensitization
October 30, 2019

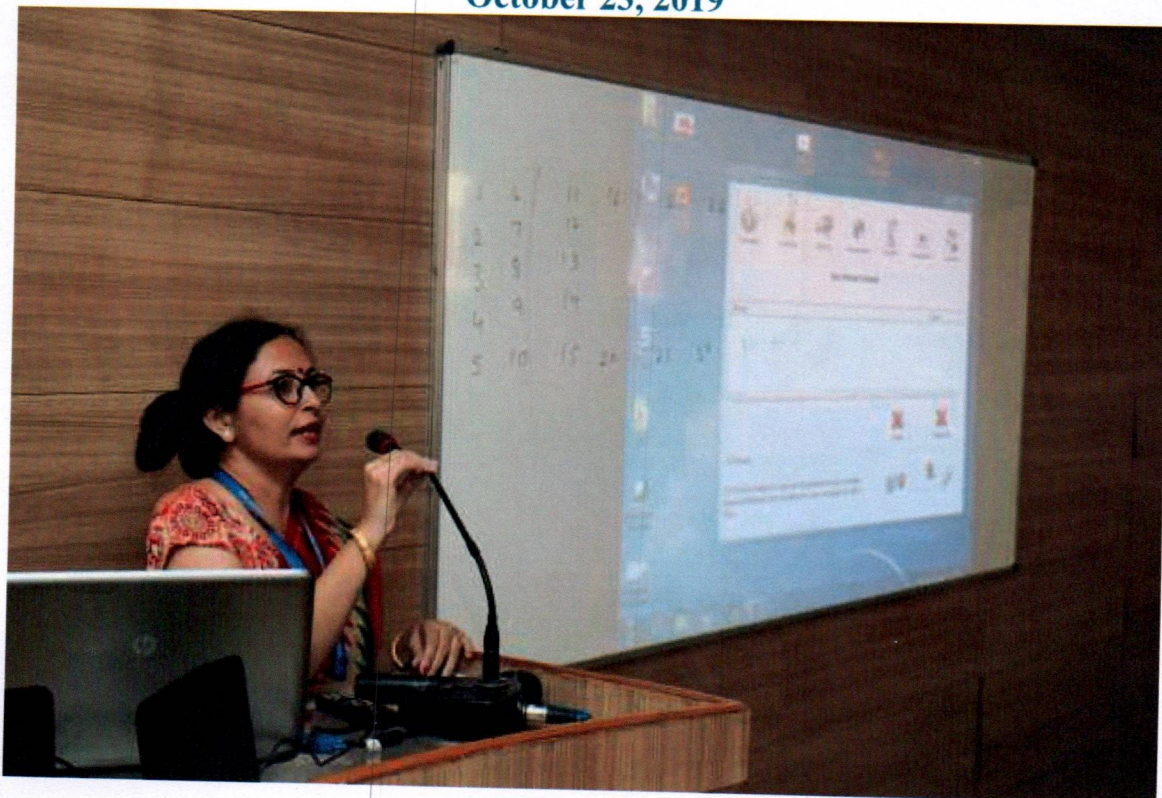


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Nurturing Gender Sensitisation Through Awareness
October 23, 2019



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Workshop on Digital Literacy and Online Safety for Women
April 10, 2019

**WORKSHOP ON DIGITAL LITERACY AND ONLINE SAFETY
FOR WOMEN**

School of Education organized an interactive workshop on "Digital Literacy and Online Safety" Programme for Women on 10 April 2019. This was conducted by Ms. Janice Verghese, the trainer at Cyber Peace Foundation. It was a three-hour long interactive activity with girls and women, focusing on the following among

various other aspects of cyberspace and related issues such as Understanding Digital Literacy, Know - How About Technology, Safety and Privacy Tools, Responsible Online Behaviour, Protection Measures.

Ms. Janice confidently talked about many important and unavoidable issues which we all experience on daily basis. She highlighted the role of Digital Literacy, Cyber-Crimes and its consequences, Online Harassment and its



repercussions, Skimming, Correct use of Social Networking Sites, Smart Phones, Net Banking, ATM cards and more specifically IT Acts which every person should know if they are dealing with technology.

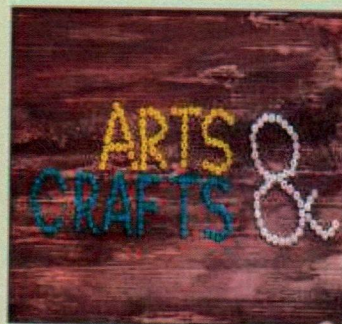
Students of School of Education asked many questions to Ms. Janice about Cyber safety. They

learned many safety tips from her. Ms. Janice made this workshop very interactive by sharing real-life incidents and all the participants got to know a lot about the right use of technology through this workshop. Ms. Manju Kundu and Ms. Kanchan Khatreja accompanied the girl students in this workshop. In the end, she was presented with a token of appreciation by Prof. (Dr.) Arti Koul Kachroo, Dean, School of Education.

WORKSHOP ON TEACHING THROUGH ART & CRAFT

The art and craft workshop was conducted on 29 April 2019 for the students of SOED. There were a total of 50 students who participated. The workshop started with the introduction of Art and Craft and focused on "TEACHING THROUGH ART & CRAFT". There were three activities guided by expert Mr Kunal Kalra, who is a trained artist. He had participated and organized many workshops and nominated for national award also.

The main purpose of this workshop was how teaching could be made more effective through Art & Craft. The activity was to showcase imagination by drawing a painting with help of any sort of objects (bring by students). And then to make a painting by using all different objects and colors together. A beautiful art piece was



made with the help of Colors. Student excitedly performed all the activities with full enthusiasm and learned many new things. The session concluded with a vote of thanks by Dr. Arti Koul Kachroo, Dean, SOED.

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