



REGIONAL COLLEGE OF MANAGEMENT

(Recognised by Govt. of Karnataka, Approved by AICTE & Affiliated to Bangalore University)

ORGANISATION WIDE AWARENESS

Regional College Of Management Bangalore, Survey No. 34/4 34/5, Mudugurki, Devanahalli, Bangalore –
562110, Karnataka. Website: www.rcmb.in



DIRECTOR
REGIONAL COLLEGE OF MANAGEMENT BANGALORE
Devanahalli, Bangalore



REGIONAL COLLEGE OF MANAGEMENT

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ANTI RAGGING COMMITTEE

Regional College Of Management Bangalore, Survey No. 34/4 34/5, Mudugurki, Devanahalli, Bangalore –

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ANTI RAGGING COMMITTEE MEMBERS

Date: 05/06/2019

SL No	Name of the member	Designation	Mail id
1	Prof Kamal Bhowmik	Assoc Professor	Kamal.bhowmik@rcmb.in
2	Prof Veeresh G P	Asst.Professor	Veeresharadhya68@gmail.com
3	Prof Ashwath Reddy	Asst.Professor	ashwath.reddy@rcmb.in

PRINCIPAL

Regional College Of Management Bangalore, Survey No. 34/4 34/5, Mudugurki, Devanahalli, Bangalore –
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Date:18/06/2019

CIRCULAR

To: All Students

Subject: Constitution of the Anti-Ragging Committee

Dear Students,

In compliance with the regulations laid down by the University Grants Commission (UGC) and in our commitment to creating a safe and welcoming environment for all students, we are pleased to announce the constitution of the Anti-Ragging Committee.

The committee will meet regularly to review and discuss any reported cases of ragging. Immediate and appropriate action will be taken against individuals found guilty of ragging. Awareness programs, seminars, and workshops will be conducted periodically to educate students about the detrimental effects of ragging. Students are encouraged to report any instances of ragging to the committee.

Complaints can be made in person or through the anti-ragging email: **Email:**

grievance.cell@rcmb.in

Copy to:

Office

Staff members

All students

Notice Board

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LETTER OF SEEKING PERMISSION

Date:08/06/2019

From

The coordinator
Anti Ragging committee
Regional college of management

To

The Principal
Regional college of management
Bangalore

Subject: Request for Permission to Conduct Anti-Ragging Awareness Program.

Dear sir,

I hope this letter finds you well. I am writing to seek your permission to conduct an Anti-Ragging Awareness Program in our institution.

The primary objectives of this program are:

1. To educate students about the negative impact of ragging and its legal consequences.
2. To foster a safe and inclusive environment on campus.
3. To inform students about the support mechanisms available for victims of ragging.

We believe that this program will significantly contribute to creating a more secure and supportive campus atmosphere. We kindly request your approval to proceed with the necessary arrangements and to use the institution's facilities for the events.

We are confident that, with your support, this initiative will be highly beneficial to our student community. We look forward to your positive response.

Thank you for considering our request.

Yours sincerely,

The coordinator
Anti Ragging committee
Regional college of management

Bangalore

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LETTER OF GRANTING PERMISSION

Date:10/6/2019

FROM

The principal
Regional college of management
Bangalore

To

The coordinator
Anti Ragging committee
Regional college of management

Subject: Approval to Conduct Anti-Ragging Awareness Program

Respected members,

I am pleased to inform you that your request to conduct an Anti-Ragging Awareness Program has been approved. The administration recognizes the importance of such initiatives in fostering a safe and inclusive environment for all student.

The institution will provide the following support:

- **Venue:** Access to the auditorium and necessary audio-visual equipment.
- **Materials:** Printing of informative materials such as pamphlets and brochures.
- **Guest Speaker:** Assistance in inviting a guest speaker (if required).

We commend your initiative and dedication to addressing this critical issue. We are confident that this program will contribute significantly to maintaining a ragging-free campus and promoting a culture of respect and empathy among students.

Please proceed with the necessary arrangements and keep the administration informed of your progress. Should you need any further assistance, feel free to reach out to my office.

Principal

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Circular

Date 15/6/2019

Dear Students,

we are pleased to announce the schedule of the Anti-Ragging Awareness Program. This program aims to educate students about the harmful effects of ragging, the legal consequences, and the support systems available for victims.

Program Details

- **Date:** 22/6/2019
- **Time:** 11.00am
- **Venue:** Auditorium.
- **Target Audience:** All students, with a special focus on first-year students.

Copy to:

Office

Staff members

All students

Notice Board

Principal

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REPORT

Date:29/6/2019

Report on Anti-Ragging Awareness Program

The Anti-Ragging Awareness Program was successfully conducted at RCM on 22/6/19. The event aimed to educate students about the negative impacts of ragging, its legal consequences, and the support systems available to victims. The program saw enthusiastic participation from students, faculty, and staff.

Objectives

1. To raise awareness about the harmful effects of ragging.
2. To inform students about the legal consequences of ragging.
3. To provide information on support mechanisms available for victims.
4. To foster a safe and inclusive campus environment.

The feedback from students was overwhelmingly positive. Many appreciated the interactive session and found the guest lecture very informative.

Faculty members commended the initiative and expressed support for more such programs in the future.

The Anti-Ragging Awareness Program was a significant step towards creating a safer and more inclusive campus environment. The active participation and positive feedback from students and faculty indicate the success of the event. We recommend conducting similar programs periodically to reinforce the message and ensure ongoing awareness and vigilance against ragging.

Recommendations

1. **Regular Awareness Programs:** Conduct similar programs at the beginning of each academic year.
2. **Ongoing Support:** Establish a permanent support system for victims of ragging.
3. **Feedback Mechanism:** Implement a regular feedback mechanism to continuously improve the effectiveness of such programs.

The coordinator

Principal

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Resource person: Ujjawaini Banerjee

Batch :2021



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INTERNAL COMPLAINTS COMMITTEE

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Internal complaint committee members

Date:06/09/2021

Sl no	Name	Designation	Mail id
1	Prof.Smitha S	Asst.Professor	Smitha.s@rcmb.in
2	Prof Veeresh	Asst.Professor	Veeresharadhya68@gmail.com
3	Prof Kamal Bhowmik	Assoc Professor	Kamal.bhowmik@rcmb.in

Coordinator

Principal

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CIRCULAR

Date:16/9/2021

Dear Students and Staff,

In our continued commitment to ensuring a safe, respectful, and inclusive environment for all members of our institution, we are pleased to announce the constitution of the Internal Complaint Committee (ICC) for the academic year . The ICC is established in accordance with the Sexual Harassment of Women at Workplace. Students and staff can report incidents of sexual harassment to:

- Any member of the ICC.
- The ICC office.
- Via complaint box

Via email: grievance.cell@rcmb.in

Copy to:

Office

All staff members

All students

Members of ICC

Notice Board

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LETTER OF SEEKING PERMISSION

Date: 13/9/2021

From

The coordinator
Internal complaints committee (ICC)
Regional college of management

To

The Principal
Regional college of management

Subject: Request for Permission to Constitute and Announce the Internal Complaint Committee (ICC)

Dear sir,

I am writing to seek your permission to establish and announce the constitution of the Internal Complaint Committee (ICC) in our institution for the academic year and to conduct an awareness program on the significance of the constitution of internal complaints committee to all staff members and students of the college.

Thank you for considering our request. We look forward to your positive response.

Yours sincerely,

The coordinator
Internal complaints committee (ICC)
Regional college of management

Regional College Of Management Bangalore, Survey No. 34/4 34/5, Mudugurki, Devanahalli, Bangalore –

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LETTER OF GRANTING PERMISSION

Date:14/9/2021

FROM

The principal
Regional college of management
Bangalore

To

The coordinator
Internal complaints committee (ICC)
Regional college of management

Subject: Approval to Constitute and Announce the Internal Complaint Committee (ICC)

Dear sir,

I am pleased to inform you that your request to establish and announce the constitution of the Internal Complaint Committee (ICC) for the academic year [Year] has been approved. The administration recognizes the importance of this initiative in promoting a safe, respectful, and inclusive environment for all members of our institution.

Principal

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CIRCULAR

Date:20/9/2021

Dear Students and Staff,

We are committed to providing a safe and respectful environment for everyone at RCM. In line with this commitment and in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, we have established an Internal Complaints Committee (ICC) to address and redress complaints of sexual harassment on 22/6/2021

Copy to:

Office

All staff members

All students

Members of ICC

Notice Board

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Date:27/6/2021

REPORT

Introduction

An awareness program on the Internal Complaints Committee (ICC) was conducted at RCM on 22/6/21. The program aimed to educate students and staff about the ICC's role, the procedures for filing complaints, and the importance of a harassment-free environment.

Objectives

- To inform participants about the existence and purpose of the ICC.
- To educate on the process of filing complaints.

Key Activities

- 1. Introduction to the ICC:**
 - Overview of the ICC's formation, members, and roles.
 - Explanation of the Sexual Harassment of Women at Workplace Act, 2013.
- 2. Procedures for Filing Complaints:**
 - Step-by-step guide on how to file a complaint.
 - Information on maintaining confidentiality and ensuring protection for complainants.
- 3. Interactive Session:**
 - Q&A session where participants could ask questions and clarify doubts.
 - Discussion on real-life scenarios and the importance of reporting harassment.
- 4. Distribution of Informational Materials:**
 - Brochures, posters, and pamphlets were distributed to provide detailed information on the ICC and the complaint process.

Outcomes

- Increased awareness among students and staff about the ICC and its functions.
- Enhanced understanding of the complaint filing process.
- Encouraged a culture of openness and support for victims of harassment.

Conclusion

The awareness program successfully met its objectives, promoting understanding and engagement with the ICC. Future programs will focus on deeper engagement and continuous education to maintain a harassment-free environment at [Institution/Organization Name].

Coordinator

Principal

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Resource person: Prof Thapas Panda/Kamal Bhowmik

Batch:2021



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GRIEVENCE REDRESSAL COMMITTEE

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STAFF AND STUDENTS GRIEVENCE REDRESSAL COMMITTEE MEMBERS

Date: 2/1/2023

SL No	Name of the member	Designation	Email id
1	Prof. Ashwath Reddy	Asst Professor	Ashwath.reddy@rcmb.in
2	Prof. Sumesh	Asst Professor	Vks.sumesh@rcmb.in
3	Prof. Smitha	Asst Professor	Smitha.s@rcmb.in

COORDINATOR

PRINCIPAL

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CIRCULAR

Date: 18/1/2023

Dear Students and Staff,

We are pleased to announce the establishment of the Grievance Redressed Committee at RCM. This committee has been formed to address and resolve grievances and complaints from students and staff in a fair, transparent, and efficient manner.

Copy to:

Office

All staff members

All students

Members of ICC

Notice Board

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LETTER OF SEEKING PERMISSION

Date:4/1/23

From

The coordinator
Staff and students Grievance redressal committee
Regional college of management

To

The Principal
Regional college of management

Subject: Request for Permission to Conduct Awareness Program on Grievance Redressal Committee

Dear Sir,

I am writing to request permission to conduct an awareness program on the Grievance Redressal Committee at our institution. The purpose of this program is to educate students and staff about the role, responsibilities, and procedures of the Grievance Redressal Committee in addressing grievances effectively.

Yours sincerely,

The coordinator
Staff and Students grievance
Redressal committee
RCM Bangalore

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LETTER OF GRANTING PERMISSION

Date:5/1/23

FROM

The principal
Regional college of management
Bangalore

To

The coordinator
Staff and Students grievance redressal committee
Regional college of management

Subject: Permission Granted to Conduct Awareness Program on Grievance Redressal Committee

Respected members,

I am writing to inform you that your request to conduct an awareness program on the Grievance Redressal Committee at RCM has been approved.

Principal

Regional College Of Management Bangalore, Survey No. 34/4 34/5, Mudugurki, Devanahalli, Bangalore –
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CIRCULAR

Date:23/1/23

Dear Students and Staff,

We are pleased to announce an upcoming awareness program on the Grievance Redressal Committee at RCM on 25/1/23. This program is designed to familiarize participants with the role, functions, and procedures of the Grievance Redressal Committee in addressing concerns and grievances within our institution.

Principal

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DIRECTOR
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Devanahalli, Bangalore



Date :30/1/23

REPORT

Report on Grievance Redressal Committee Awareness Program

The Grievance Redressal Committee Awareness Program was conducted at RCM on 25/1/23. The program aimed to educate participants about the role, procedures, and importance of the Grievance Redressal Committee in addressing grievances effectively and fostering a harmonious environment within the institution.

The program commenced with an introduction to the Grievance Redressal Committee, highlighting its objectives and significance in maintaining transparency and fairness.

A detailed presentation was delivered on the procedures for submitting grievances, timelines for resolution, and the role of the committee in facilitating the process.

Real-life case studies and examples of grievances successfully resolved by the committee were presented to illustrate effective grievance handling practices.

An interactive Q&A session allowed participants to seek clarification on grievance procedures, committee roles, and related matters.

Feedback

- Participants appreciated the clarity and depth of information provided about grievance redressal procedures.
- Many attendees expressed increased confidence in utilizing the grievance mechanisms available within the institution.
- Suggestions included organizing similar sessions periodically to reinforce understanding and address emerging issues.

Recommendations

- Conduct regular awareness programs on grievance redressal to educate new students and staff members.
- Implement mechanisms to continuously evaluate and improve the efficiency of the Grievance Redressal Committee based on feedback and case study analysis.

The Grievance Redressal Committee Awareness Program was successful in achieving its objectives of educating participants and promoting a transparent and supportive grievance handling environment at RCM. The insights gained from this program will contribute to maintaining a respectful and constructive atmosphere within our institution.

COORDINATOR

Principal

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Resource Person: Prof Tapas Panda

Batch:2021



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