

6 June 2016

From
Chairperson
Anti Sexual Harassment Cell(ASHC)
GRIET

To
The Dean Discipline
GRIET

**REPORT ON INCIDENT OF
ALLEGED MISBEHAVIOUR OF NON TEACHING STAFF IN ECE DEPT**

Ref: Lr No:GRIET/Discipline/IR/2015-16dated 16 May 2016

Dear Sir,

1.With reference to your letter cited above, the ASHC constituted a committee to enquire the said issue with the following members:

1. Dr. V.N. Rama Devi(Associate Professor- BS Dept)
2. Dr.T.Padma(Professor-BME)
3. Dr. K. V. Pavani(Associate Professor-BT)
- 4.Ms. E.V.S. Padmavathi(Non -Teaching Faculty-ECE Dept)
5. Ms.Reddygari Keerthana(Student member)

2.Acomplaint is received on 16 May 2016,on "INCIDENCE OF ALLEGED MISBEHAVIOUR OF NON TEACHING STAFF IN ECE DEPT" from Ms Srestha (14241A04E4) of II-B.Tech(ECE) students against Mr Gopala Krishna(ID 138) during their supplementary lab examination on 12 May 2016 along with a co-complaint from Ms Madhuri(14241A04B6) against the same person(Without proper details of the incident).

3.Based on the same, the committee has initiated enquiry process and firsthand information has been gathered from theco-students after the exams. Statements were also taken from few students who came forward to share their views on the incident in a free and fair manner. Information was also gathered from the faculty members associated with ECE dept, Teaching as well as non-teaching regarding alleged misbehaviour of the non teaching staff on the female students in particular. The enquiry process has been conducted keeping in view of the ongoing semester end exams and to facilitate the students to concentrate on their examinations.

4.On scrutiny of the written statements taken from students community as well as faculty members of the concerned department, and based on the verbal information gathered from co students of the complainant as well as the accused faculty member, the committee prima facie views that, the incident is basically due to the emotional imbalances on part of the complainant and the accused member.

5. The committee has found inconsistency in the information given by the persons present at the site of incidence namely Mr. Gopala Krishna (non-teaching faculty), Ms. Jyothisri (the lady faculty- examiner) and Mr. Varshit (a student examinee). As per the complaint this alleged misbehaviour may have occurred in the last moments of the exam where for some time the lady examiner went for rest room. In that time lab faculty was in-charge and two students (Ms Srestha and Mr Varshith) were only writing the exam. Doubt arises as to who were there in the lab till the lady faculty arrived from the rest room? The Faculty and the Non-teaching faculty on duty at the examination informed that Mr. Varshith was present in the examination hall along with the girl student, whereas the student (Mr. Varshith) informed that he was not in the hall but had just left the hall and that the lady faculty was not present.

6. The faculty who was not present at that moment was cross examined and she also accepted that only Mr Gopala Krishna and Ms Srestha were present for some time and as per her version it is not more than a minute.

7. As Srestha gave in writing that he misbehaved with her, but nowhere she wrote on a paper what action had made her to think that he misbehaved with her. She said at the entry he pinched her cheek and said "You come for Exam", but that time students and Examiner were present in the exam hall and they said that nothing has happened as such. Then as she stated when nobody was there, in that minute, he was standing behind her, possibly to touch her or to hug her; the committee cannot conclude that some misbehaviour has happened without proper evidences.

8. Now it is a question of what might have happened in that short span? As only those two who were involved in this issue were present at that moment, the issue cannot be resolved with these two persons' statements only. Hence, to conclude the issue we want to go to the antecedents of these two people through some genuine sources. As in the process we have contacted several people.

9. As per the HOD ECE statement, there was no such complaint registered earlier against accused and moreover he is strongly condemned the issue of **manhandling** of the accused by the parents and relative of Ms Srestha. The same was expressed by many staff members also. College authority may look into this.

10. In continuation of the process we started recording the statements from the complainant.

11. A co-complainant Ms. Madhuri in her complaint records of two incidences of misbehaviour of touching her waist in the corridor and hold her hand by the accused staff. The committee felt this complaint also required to be investigated hence verification was done with the other girl students who claim to be witnesses to this incident and given written complaint. The committee has a member from the student community to give a fair and transparent investigation.

12. When the committee has asked why they did not complain then and there to their faculty or HOD or Principal, they said that there is no confidence and support for them when they have such kind of problems. Despite the presence of the student member in the committee and her pacification and explanation relating to existence of ASHC, students acknowledged ASHC but they presumed that no justice will be done, hence neither reported nor discussed with anyone.

13. In this context few students were forcibly brought in to the scene without prior permission from the committee. But still the committee has continued with patience and started taking their

statements. Many students were highly charged, excited and aggressive. The students were also hesitant to state facts or give signed statement. In the absence of signed statement from the witnesses the committee cannot proceed on verbal statements.

14. Throughout the enquiry process while verifying the validity of statements, there was continuous interruption from the parents of Ms Srestha and another person right from the beginning. The fact finding committee has made humble request several times to these visitors to enable them to continue the process. At one moment of time the parents forcibly entered into the chamber and behaved in a very aggressive, rude and harsh manner towards the committee members, which made the committee to call for suspension of proceedings.

15. Findings:

At this juncture the committee cannot resolve the issue but interpret with the available record of information. There is no proper evidence to disprove any one person's statement.

- a. The students are not coming forward to get rid of the issues if they have any in a free and fair manner.
- b. Though there are no exact and accurate evidences against accused in Ms. Srestha's incident, but based on the statements of students who came forward as witness for the Co-complainant Ms. Madhuri the committee believes that he got such tendency of touching the students. Even though from his point of view this is an action like a fatherly figure, his such kind of actions of touching the Girl students are objectionable and not at all expected by any staff towards the students.

16. Recommendations:

- a. Keeping in view the recorded statements, the committee observed that there is distrust between the group of girl students and the accused staff, hence as confidence building measure the committee suggests transfer of the faculty to any other assignments with counselling.
- b. The Support staff and teaching faculty need to be sensitized relating to security and conduct of sessions involving girl students.
- c. The committee has noted that there is lack of awareness on reporting incidences; hence the girl students need to be given contact numbers for registering the complaints confidentially.
- d. All the staff must be directed to show respectful and reasonable behaviour in their interactions with others to minimize the risk that their behaviour may cause harm or be interpreted as harassment.

17. Hence we request higher authorities to take over the issue and do the needful.

18. At the same time the committee also views the institutional discipline shall also be maintained without any compromise. Hence, we request the Dean Discipline to go into the manhandling issue as a major concern.

Signatures of the Members:

1. Dr. V.N. Rama Devi
2. Dr. T. Padma

V.N. Rama Devi
Madhuri

3. Dr. K. V. Pavani

4. Ms.E.V.S.Padmavathi

5. Reddygari Keerthana

Pavani
Ev.S.Padmavathi
Keerth