

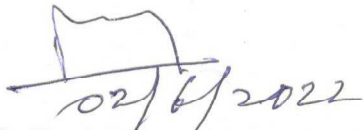
Ref.No./SMS/DIR/LTR/ 2021-22/98

Date: 02.06.2022

## NOTICE

A workshop on "**Standup Against Street Harassment**" is being organized by SMS Women Anti Harassment Cell in Collaboration with "**Breakthrough India**" on **2<sup>nd</sup> June, 2022**.

Students are required to be present in the **Conference Hall** at 3.15 p.m.



(Prof. (Dr.) Manoj Mehrotra)  
Director  
SMS Lucknow

CC to –

- 1) CEO, SMS- Lucknow.
- 2) Director, SMS, Lucknow.
- 3) DG (Tech), SMS Lucknow
- 4) Associate Director, SMS Lucknow
- 5) CGM, SMS Lucknow
- 6) Dean-Engineering, SMS Lucknow
- 7) Dean-Management, SMS Lucknow
- 8) All HOD's & Coordinators

Dated: 27<sup>th</sup> .03.2022

## Minutes of the Meeting

A meeting of members of Women's Anti-Harassment Committee was conducted by the Presiding Officer **Ms. Sujata Sinha**, on 27<sup>th</sup> March 2022 at **3:30 p.m. in Meeting Hall (Ganga Block)**

### Members present at the meeting:

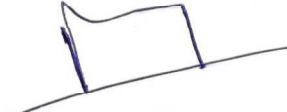
1. Mr. Asad Karim Usmani
2. Mrs. Deepti Srivastava

### Discussions of the Meeting:

1. New Member Mrs Deepti Srivastava was briefed about the various operations and procedures of the Committee.
2. A discussion on the pendency of cases took place and none were found.
3. A plan of action was discussed to create awareness regarding issues pertaining to Women's Harassment specially the issues of Gaze.(Organizing Awareness initiatives)
4. It was decided to organize an initiative after 10<sup>th</sup> April 2022 since most students were taking exams in Management and Engineering.
5. Certain cases of misbehavior were discussed and were found to be under the purview of the Proctorial Board.

### Copy to:

- CEO, SMS, Lucknow
- Director, SMS
- Director General (Technical), SMS
- Registrar, SMS
- Dean Academics
- Committee Members.



Director  
School of Management Sciences  
Lucknow

Dated: 11<sup>th</sup> .05.2021

## Minutes of the Meeting

A meeting of members of Women's Anti-Harassment Committee was conducted by the Presiding Officer **Ms. Sujata Sinha** through online medium of zoom platform, on 11th May 2021 at **3:30 p.m.**

### Members present at the meeting:

1. Mr. Asad Karim Usmani
2. Miss Naincy Vaish

### Discussions of the Meeting:

1. A discussion on the pendency of cases took place and none were found.
2. A change in the names of incumbent student members was suggested by Mr. Usmani as they have passed out of the college and their names are still reflected in the list of student members.
3. A plan of action was discussed to create awareness regarding issues pertaining to Women's Harassment.(Organizing Awareness initiatives through online platform)
4. Importance of Mission Shakti was discussed
5. Certain cases of misbehavior were discussed and were found to be under the purview of the Proctorial Board.

### Copy to:

- CEO, SMS, Lucknow
- Director, SMS
- Director General (Technical), SMS
- Registrar, SMS
- Dean Academics
- Committee Members.

  
**Director**  
**School of Management Sciences**  
**Lucknow**

Ref.No./SMS/DIR/ OO/ 2020-21/35

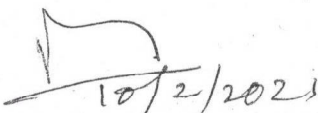
Date: 10.02.2021

## Office Order

### Warning Letter

With reference to the complaint received by the Women Anti Harassment Committee & the enquiry of the committee a report was submitted to the undersigned. Based on the recommendation of the Women Anti Harassment Committee the following action is being accorded:-

1. **Ms. Jyoti Rai, BBA, 1st year, student & complainant**, had brought the matter in the knowledge of the committee after one month & it was found to be frivolous in nature. **She is being warned not to waste the time of Institute officials on petty personal matters.**
2. **Mr. Akhilesh Tiwari & Mr. Ankush Yadav, B.Tech-CE, 4th year students** are warned not to indulge in exchange of any text messages with girl colleagues that may be considered as harassment. They are being given a final warning not to repeat any such activity that is considered as indecent, else it may lead to serious penal action, in future.

  
10/2/2021  
[Prof. (Dr.) Manoj Mehrotra]

Director

SMS, Lucknow

CC :

- CEO, SMS Lucknow
- DG (Tech), SMS Lucknow
- CGM-SMS Lucknow
- Dean Academics-IET
- Academic Coordinator
- Presiding Officer- Women Anti Harrasment Committee (Ms. Sujata Sinha)
- Registrar- SMS Lucknow
- Concerned students

Date: 8<sup>th</sup> Feb 2021

To  
Director  
School of Management Sciences  
Lucknow

**Subject: Report of inquiry on complaint made by Jyoti Rai BBA- I Year (2020-21)**

Dear Sir

This is regarding the complaint of harassment in the college campus, made by Jyoti Rai BBA first year on 25<sup>th</sup> January 2021 against two students of B Tech Civil Fourth Year, Akhilesh Tiwari and Ankush Yadav.

It was stated in complain that the above mentioned students were harassing her by texting her.

The details of the inquiry are as under:

**Committee Members:**

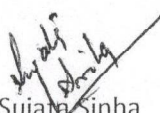
- Ms. Sujata Sinha, (Presiding Officer, Women Anti Harassment Committee)
- Mr. Asad Kareem Usmani, (Member, Women Anti Harassment Committee)
- Ms. Nancy Vaish, (Member, Women Anti Harassment Committee)

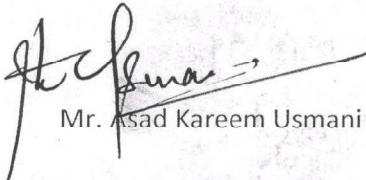
**Findings:**

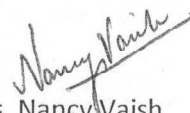
- The complaint had been made after one month of incident.
- There was a mutual exchange of phone numbers between students.
- Akhilesh and Ankush did indeed send text/whatsapp messages, however the content didn't indicate any harassment.
- The complaint was rather frivolous in nature.

**Recommendations:**

The committee recommends issue of warning letters to both boys so that they should not indulge in such activities in future.

  
Ms. Sujata Sinha

  
Mr. Asad Kareem Usmani

  
Ms. Nancy Vaish

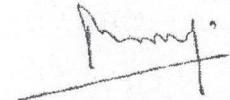
Ref.No./SMS/DIR/ NOTICE/ 2020-21/32

Date: 28.01.2021

## NOTICE

This is to inform that a **Workshop** on "**Gender Sensitization**" will be conducted for Faculty & Staff as an IQAC initiative by **Ms. Tulika Srivastava**, Executive Director, Women's Fund Asia. The workshop is scheduled on Saturday, **30th January, 2021** from **3:00 PM to 4:30 PM**.

All faculty & staff members are to be present in the Conference Hall, Ganga Block for the workshop.



**[Prof. (Dr.) Manoj Mehrotra]**  
Director & Chairman IQAC  
SMS, Lucknow

CC :

- CEO, SMS Lucknow
- DG (Tech), SMS Lucknow
- CGM-SMS Lucknow
- GM (Corp. Affairs), SMS
- Dean Academics-IET
- Academic Coordinator-IMS
- Registrar- SMS Lucknow
- IQAC Coordinator
- All Faculty & Staff Members
- Notice Board

Dated: 26<sup>th</sup> .12.2020

## Minutes of the Meeting

A meeting of members of Women's Anti-Harassment Committee was conducted by the Presiding Officer **Ms. Sujata Sinha** in Saraswati Block, on **Dec 24<sup>th</sup>, 2020 at 3:30 p.m.**

### Members present at the meeting:

1. Ms. Suchita Vishwakarma
2. Mr. Asad Karim Usmani

### Discussions of the Meeting:

1. The compilation of **Navya Report**( A Report on Anti- harassment of the college was to be sent to the above mentioned NGO).
2. A discussion on the pendency of cases took place and none were found.
3. A change in the names of incumbent student members was suggested by Mr. Usmani as they have passed out of the college.
4. A plan of action was discussed to create awareness regarding issues pertaining to Women's Harassment.( Organizing Awareness initiatives like Nukkad Natak or through self defense workshop)
5. Certain cases of misbehavior were discussed and were found to be under the purview of the Proctorial Board.

### Copy to:

- CEO, SMS, Lucknow
- Director, SMS
- Director General (Technical), SMS
- Registrar, SMS
- Dean Academics
- Committee Members.

  
**Director**  
**School of Management Sciences**  
**Lucknow**

23<sup>rd</sup> Dec 2020

## Notice

(Odd semester of academic year 2020-2021)

A meeting of the women's Anti-Harassment committee is scheduled to be held tomorrow on 24<sup>th</sup> Dec 2020 at 3.15 in Saraswati Block. All faculty members associated with the committee are required to be present for the first post lock-down meeting.

*Wicks: lg  
for lg  
23rd Dec 2020*

**Ms. Sujata Sinha**  
Presiding Officer  
Women's Anti-Harassment Committee

**CC:**

- CEO, SMS, Lucknow
- Director, SMS
- Director General (Technical), SMS
- Registrar, SMS
- Dean Academics
- Committee Members.

Date: 16/10/2019

To  
The Director  
School of Management Sciences  
Lucknow

**Sub:- Report on the complaint made by Ms. Muskan Jha, B. Com.-IIInd Year**

**Committee Members**

**Dr. Rekha Singh- Presiding Officer Women's Anti-Harassment Cell**

**Mr. Vikram Singh – Deputy Chief Proctor(Mgmt.)**

**Mr. Satyajeet Asthana- Chairman Girls' Hostel**

**DETAILS OF THE ENQUIRY CONDUCTED**

The Girl Muskan Jha student of B Com-H IIInd Year made a written complaint on 26<sup>th</sup> Sept, 2019 against Anup Patel student of B. Com 3<sup>rd</sup> Year, Awantika Srivastava BBA 2<sup>nd</sup> Year and Manish Yadav student of BBA 3<sup>rd</sup> Year. After which she was called for a face to face meeting on the same day by the committee members for further enquiry.

In Enquiry she admitted that she took a permission from hostel for an event in Singapore Mall on a theme "Youth Empowerment." She along with Awantika (BBA 2<sup>nd</sup> year) and Priyanka Soni (Bcom-H I<sup>st</sup> Year) who all are hosteller went for an event and attended only for one hour after that Muskaan, Awantika and Priyanaka went to a room of Anup Patel and Manish Yadav for a birthday party where ten other boys were also present.

She was offered alcohol by them. When she was under the influence of drink and dancing with boys, one of them made a video. When she asked them to delete the video they assured her that it will be

deleted but it never happened. After few days of party, she was told that they will viral her video on social media.

This whole incident happened on 15<sup>th</sup> Sept, 2019 i.e. Sunday. She was in a party from 1.00 pm to 5.00 pm. The girl told the committee members that as after this incident she had unfriend them from herself on social media because of which they started threatening her by posting clips from that video with an objectionable message under it. This was circulated among her friends and was very insulting for her. She said that she is scared and harassed.

On 14<sup>th</sup> October the committee members met all the students mentioned in the complaint and tried to counsel them and asked them to delete all the pictures circulated by them.

On 15<sup>th</sup> of October all the student ensured in written, that they will not repeat such incident in future duration of their course.

### **Committee Recommendations:**

1. In order to maintain discipline in the campus, its recommended that a warning letter should be issued to them and copy of same should be attached in their respective student file.
2. A monetary fine should be imposed on all of the students except Muskan Jha.
3. Muskaan Jha, Awantika Srivastava & Priyanaka Soni should be banned from going out from the hostel for one month.

  
Vikram Singh

  
Dr Rekha Singh

Satyajeet Asthana

**SCHOOL OF MANAGEMENT SCIENCES, LUCKNOW**

Date:- 10.10.2019

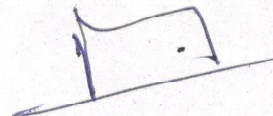
**Women's Anti-Harassment Cell Meeting  
(For odd semester of academic year 2019-20)**

A meeting of women's anti-harassment cell will be held on 12<sup>th</sup> October, 2019 at 3.00 pm in Meeting room of Ganga block to address the issues pertaining to unwelcomed behavior. If any girl student/s is having any grievances pertaining to above mentioned areas, they may bring the same to the knowledge of members of the cell.

Presiding Officer

Cc:

- CEO, SMS Lucknow (for his kind information)
- Director (for his kind information)
- CGM-SMS
- Registrar
- Dean-IMS/IET
- HODs/Co-coordinators/Committee Members



**Director  
School of Management Sciences  
Lucknow**

## MINUTES OF MEETING

<b>Meeting:</b>	Women's Anti-Harassment Committee 2019
<b>Date:</b>	28 <sup>th</sup> September, 2019
<b>Presided by:</b>	Dr. Rekha Singh
<b>Attended by:</b>	Mr. Asad Kareem Usmani Ms. Sujata Sinha Ms. Pooja Verma

### Agenda:

- Review of incidents in the past
- Future Initiatives to be taken

### Minutes:

It has been brought to notice of the committee that one incident related to women's harassment has been reported in the current session from the student of B Com (Hons.) II<sup>nd</sup> Year.

### Review of the Actions Taken:-


The member suggested to form a committee of one member each from women's Anti harassment cell, Proctorial board and Hostel Committee to resolve the issue.

The committee addressed the girl students in the campus and hostel for any problems they are facing.

### Actions Proposed:

- The committee proposed to get a workshop on POSH (Prevention of Sexual Harassment) and Self-Defence.

Dr. Rekha Singh  
Presiding Officer  
Women's Anti-Harassment Committee  
SMS Lucknow

  
**Director**  
School of Management Sciences  
Lucknow

## MINUTES OF MEETING

<b>Meeting:</b>	<b>Women's Anti-Harassment Committee 2019</b>
<b>Date:</b>	<b>12<sup>th</sup> December, 2019</b>
<b>Presided by:</b>	<b>Dr. Rekha Singh</b>
<b>Attended by:</b>	<b>Mr. Asad Kareem Usmani Ms. Sujata Sinha Ms. Pooja Verma Ms. Nishtha Upmanyu Ms. Jayati Goswami</b>

### Agenda:

- Review of incidents in the past
- Future Initiatives to be taken

### Minutes:

It has been brought to notice of the committee that no incidence related to women's harassment has been reported or is pending in the current session.

### Review of the Actions Taken:-

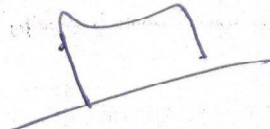
The committee addressed the girl students in the campus and hostel for any problems they are facing.

The committee made the girl students aware about the role of committee and motivated them to approach the members in case of any issue.

### Actions Proposed:

- The committee proposed to get a workshop on POSH (Prevention of Sexual Harassment)
- The committee suggested a discussion to be conducted in hostel premises.

Dr. Rekha Singh  
Presiding Officer  
Women's Anti-Harassment Committee  
SMS Lucknow

  
**Director**  
School of Management Sciences  
Lucknow

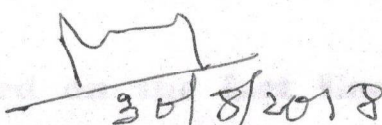
Ref. SMS/Dir/2018-19/16

Date : 30-08-2018

## OFFICE ORDER

With reference to the complaint regarding Mr. Hamja Khan, (ME IV<sup>th</sup> year) & Deepak Vishwakarma (ME IV<sup>th</sup> year) for Mental Harrasment by Ms. Ashna Singh (ME IV<sup>th</sup> year) & subsequent enquiry of the Proctorial Board and Women Anti Harassment Committee on 24.08.2018, the following action is being accorded.

Mr. Hamja Khan of ME IV<sup>th</sup> year & Mr. Deepak Vishwakarma of ME IV<sup>th</sup> year is suspended from the institute for 3 days with effect from tomorrow i.e. 31<sup>st</sup> Aug., 2018.

  
30/8/2018  
**Prof (Dr.) M. Mehrotra**  
Director  
School of Management Sciences  
Lucknow

C.C.:- CEO , SMS (For Kind Information)  
D.G. (Tech)  
Registrar, SMS  
Chief Proctor – SMS (for information)  
Dean-IET  
Security Officer

No. SMS/CP/2018-19/OL/01

To,  
The Director  
SMS

Date: 29/08/18

Sub: Complaint of Mental harassment by Ashna Singh student of  
ME IV year

Dear Sir,

With ref. to the above a written complaint of Mental Harassment attached herewith was lodged by Ashna Singh student of ME IV year.

Based on the fact finding report and recommendations attached herewith of the Institute's Women Anti harassment cell and to prevent, prohibit and provide redressal to the concerned student against mental harassment an inquiry was also conducted by the Proctorial Board on 24/08/18 at 3PM in Chief Proctor's cabin and undersigned members of the Proctorial Board are hereby recommending suspension of following students from the Institute for three days and warning of strict action if the conduct is repeated :

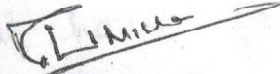
1. Hamja Khan ME IV year
2. Deepak Vishwakarma ME IV year

**This is for your information and approval.**

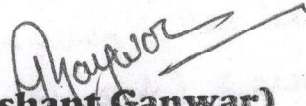
**Thanks.**

**Regards.**

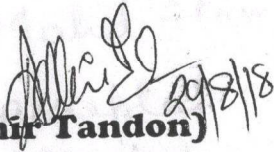
**Sincerely**



**(Rahul Mishra)  
(Member Proctorial Board)**



**(Dr. Prashant Ganwar)  
(Dy. Chief Proctor)**



**(Adhir Tandon)  
(Chief Proctor)**

**Copy for information to:**

1. CEO
  2. DGT
  3. Dean (Academic) - IET
  3. Concerned students – i) Hamja Khan ME IV year  
ii) Deepak Vishwakarma ME IV year
  4. Office File - for record
  5. Presiding Officer - Women's Anti Harassment Committee
- Encl: a/a

Kind attention:  
Mr. Adhir Tandon

Dt: 29/08/2018.

## Report on Complaint of Ashna Singh, ME IV<sup>th</sup> yr.

On the basis of complaint raised by the student and further investigation on the matter; with Ashna Singh, Mohd Hanja Khan & Deepak Vishwakarma of ME IV<sup>th</sup> yr, women anti harassment cell have following observation: -

1. The complaint raised was found to be true, however looking at the conversation (whatsapp & facebook) severity was found to be low.
2. Mohd Hanja Khan & Deepak Vishwakarma have accepted and apologized for their conduct. (Apology letter is attached).
3. The intention was found to be for fun, rather than any kind of harassment.

Considering the above and past records of the students involved, women anti-harassment cell recommends following: -

- 3 day suspension of Mohd Hanja Khan & Deepak Vishwakarma along with warning for strict action if the conduct is repeated.

~~He/Human~~  
29/8/18  
(Asad Kereem Usmani)

Suchita Vishwakarma.

Kyalsi  
Sankha

a chair person  
Women antiharassment cell  
SMS Lucknow.

Sueb - I am very sorry for my mistake.

Mam,

I beg to say that I am Deepak Vishwakarma  
student of B-Tech Mechanical IV<sup>th</sup> year. ~~Sir~~ Mam  
I am very sorry for my mistake. I have done it  
accidentally and I promise that it will never be  
done in future. I only just take a name picture written by  
Deepak Pandey.

Kindly ~~req~~ request you please forgive me.  
The college will suspend me when I done it again.

Thank.

Yours faithfully  
Deepak Vishwakarma  
B-Tech. (ME) IV<sup>th</sup> year.

2 - UMESH KUMAR SHARMA

10B - 9450071765

Father - Mr. Birendra Nath Vishwakarma

Mob - 7860406064

Name: MD Habib Khan

Mob: 9190534227 / 9565912396

Hansa - 9198067626.

Deepak Vishwakarma - ~~790598~~  
7905895283.

Aasha - 7458801081.

27/08/18

The Chair Person

Women anti harassment cell,

SMS, Lucknow

Sub:- I am very sorry for my activity what  
I have done.

Mam,

I beg to say that, I am really sorry  
for what <sup>(I combine the name of two students)</sup> I have done. ~~to~~ It is done by

accidentally and I promise that it will never

~~not~~ be done in future. when I will do that  
then take action against me.

Kindly request you please forgive  
me last time. I am very thankful to you.

Yours obediently

Mohd. Hamja Khan

B.Tech (MT)

Final year.

Date: 24.08.10

To,

The proctorial board,  
School of Management Sciences,  
Lucknow.

Subject: → complaint about mental harassment

Respected Sir,

With due respect I beg to say that my classmates Hamja Khan, Deepak Vishwakarma along with their friends are harassing me mentally from almost two years. On 23<sup>rd</sup> Aug. 2010, Hamja Khan sent an image and after that other students started commenting on it. On 9<sup>th</sup> Aug 2010, he posted a photograph on social medias such as facebook and instagram. Despite of warning, they repeated the same activity.

I kindly request to you take the required action so that this activity will not be repeated in future.

I will be thankful to you,

Yours obediently,  
Ashna Singh,  
B.Tech. ME - IV<sup>th</sup> yr.

# SCHOOL OF MANAGEMENT SCIENCES, LUCKNOW

Date:- 28.09.2019

## WOMEN'S ANTI-HARASSMENT CELL

### CIRCULAR


With reference to a meeting held on 28<sup>th</sup> September, 2019 and discussion with members of Women's Anti-Harassment Cell, the three member committee has been formed to resolve the issue related to Ms. Muskaan Jha, B.Com (H)-IIInd Year.

1. Dr. Rekha Singh-Presiding Officer, Women's Anti-Harrassment Cell
2. Mr. Vikram Singh- Deputy Chief Proctor (Mgmt.)
3. Mr. Satyajeet Asthana-Chairman Girls' Hostel

Presiding Officer

Cc:

- CEO, SMS Lucknow (for his kind information)
- Director(for his kind information)
- CGM-SMS
- Registrar
- Dean-IMS/IET
- HODs/Co-coordinators/Committee Members

  
**Director**  
**School of Management Sciences**  
**Lucknow**

# SCHOOL OF MANAGEMENT SCIENCES, LUCKNOW

Date:- 27.09.2019

## NOTICE

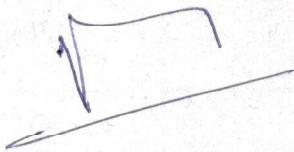
### Women's Anti-Harassment Cell Meeting (For odd semester of academic year 2019-20)

A meeting of Women's Anti-Harassment Cell will be held on 28<sup>th</sup> September, 2019 at 3.00 pm in Meeting room of Ganga block to address the issues pertaining to complain from a student of B.Com (H)- IIInd Year.

Presiding Officer

Cc:

- CEO, SMS Lucknow (for his kind information)
- Director (for his kind information)
- CGM-SMS
- Registrar
- Dean-IMS/IET
- HODs/Co-coordinators/Committee Members



**Director**  
School of Management Sciences  
Lucknow



## **SCHOOL OF MANAGEMENT SCIENCES, LUCKNOW**

Date: 27/11/2017

### **Women's Anti- Harassment Cell Meeting (For odd semester of academic year 2017-18)**

A meeting of women's anti-harassment cell will be held on 01<sup>st</sup> December 2017 at 3.00 pm onwards in Meeting room of Ganga block to address the issues pertaining to unwelcomed behavior. If any girl student/s is having any grievance pertaining to above mentioned areas, they may bring the same to the knowledge of members of the cell.

A handwritten signature in cursive script, appearing to read 'Suchita'.

Presiding Officer

cc:

- CEO , SMS Lucknow. for his kind information
- Director, for his kind information
- CGM- SMS
- Registrar
- Dean- IMS/IET
- HODs/ Co-coordinators/ Committee Members

## MINUTES OF MEETING

Meeting :	Women's Anti-Harassment Committee 2017
Date:	01 <sup>st</sup> December 2017
Presided by:	Ms. Suchita Vishwakarma
Attended by:	Ms. Sujata Sinha Mr. Asad Kareem Usmani Ms. Pooja Verma Ms. Deeksha Tiwari Ms. Vibhu Singh

### Agenda :

- Review of incidents in the past
- Future initiative to be taken

### Minutes :

It has been brought to notice of the Committee that no incidence related to women's Harassment has been reported or is pending in the current session.

### Review of Actions Taken:

- The Committee addressed the girl students twice in hostel and campus for educating them on related issues
- A nukkad natak was conducted under the aegis of "Abhiruchi" for creating awareness & well being of girls

### Actions Proposed:

- To ensure greater austerity among girl students.
- The Committee proposed to get a women empowerment workshop to be conducted at the campus
- The committee also proposed an open discussion session to be conducted in hostel premises
- The Committee also suggested to get a separate suggestion box/ Mail Id to be created where girl students can lodge their relevant complaint/issues



Suchita Vishwakarma

Presiding Officer

Women's Anti-Harassment Committee

SMS, Lucknow

## MINUTES OF MEETING

Meeting :	Women's Anti-Harassment Committee 2017
Date:	25 <sup>th</sup> August 2017
Presided by:	Ms. Suchita Vishwakarma
Attended by:	Mr. Asad Kareem Usmani Ms. Sujata Sinha Mr. Sanjay Mishra Ms. Pooja Verma Ms. Deeksha Tiwari Ms. Vibhu Singh Mr. Vishal Singh Mr. Ramesh Bhai

### Agenda :

- Review of incidents in the past
- Future initiative to be taken

### Minutes :

It has been brought to notice of the Committee that no incidence related to women's Harassment has been reported or is pending.

The following issues were taken up and decision taken in the meeting as detailed below:-

- (i) The Committee suggested to organise a self defence workshop for the girl students for combating any such incidents
- (ii) The Committee also decided to increase the vigilance in the campus, and canteen during recess hours
- (iii) The Committee also suggested to increase the vigilance in the girls hostel



Suchita Vishwakarma  
Presiding Officer  
Women's Anti-Harassment Committee  
SMS, Lucknow