



INTERNAL COMPLAINTS COMMITTEE POLICY

The Internal Complaints Committee (ICC) have been established to provide a healthy and friendly atmosphere to all the staff members and students.

Objectives

1. The main goal is to create standards for a code of conduct prohibiting sexual harassment, to formulate anti-sexual-harassment policies and practices.
2. Need to iron out the kinks in carrying out the policy. To establish a comprehensive and time-bound strategy.
3. Initiate programmes to raise awareness of the importance of gender equality.

Composition of Committee

The Management conducts meeting to discuss the issue of sexual harassment at workplace. In this meeting a decision was adopted to constitute an Internal Complaints Committee.

The college has an Internal Complaints Committee to investigate and rule on complaints of sexual harassment by students or staff members, as required by the Sexual Harassment of Women in the Workplace (Prevention, Prohibition, Redressal) Act, 2013.

The following measures are approved by Management on the Elimination of Discrimination against Women:

1. As a form of discrimination, gender-based violence poses a significant barrier to women's full and equal participation in society.
2. Discrimination and violence against women, in both the public and private spheres, were fundamental goals of the Indian government's National Policy for the Empowerment of Women. The prevention of such violence, including sexual harassment in the workplace, requires the establishment of ICC in mandatory in our institution.



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3. As such, the college has kept a close eye out for cases of discrimination, victimization, and abuse based on a person's gender, and has taken swift action to address and rectify any problems that have arisen as a result.
4. Furthermore, the Women's Cell of the college actively works to prevent sexual harassment by encouraging students to participate in programmes on gender discrimination, gender sensitization, sexual harassment, relevant legislation for the empowerment of women, and other related concerns.

Role of Internal Complaints Committee

1. The activities are reviewed at frequent meetings.
2. Awareness-raising events about sexual harassment, gender equality, violence against women, menstrual hygiene, etc., including talks by prominent resource people, panel discussions, seminars, movie screenings, etc.
3. Art contests, collage contests, and other events can be organized in the theme of sexual violence against women.
4. Create opportunities for students and employees to volunteer training, internships, and other social activities on anti-sexual-harassment.

INTERNAL COMPLAINT COMMITTEE

S. No.	Name & Designation	Department	Position in the Committee
1	Dr. S. Irulappan, Principal	Administration	Chairperson
2	Mr. A. Paranthaman, Assistant Professor	English	Coordinator
3	Mrs. D. Suganya, Assistant Professor	Mathematics	Member
4	Mrs. S. Barathi, Assistant Professor	Commerce	Member



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Punishments for involving in Anti-Sexual Harassment Activity

A person committing any of the following acts:

- a. Unwanted and covert sexual attempts and/or physical contact.
- b. Solicitation of sexual favours.
- c. Exposing a woman to pornographic material against her will.
- d. Making sexually suggestive comments, as this constitutes sexual harassment.
- e. If any commits the specified offence as per IPC Section 354A, Indian Penal Code, one shall be punished severely with rigorous imprisonment which may extend to more than three years and with a high penalty.
- f. The institution will issue a Transfer Certificate and the student cannot be joined in any of the institutions.