



SRI KRISHNA ADITHYA COLLEGE OF ARTS & SCIENCE

Recognized by UGC with 2(f) & 12(B) status | Affiliated to Bharathiar University

Kovaipudur, Coimbatore - 641042

INTERNAL COMPLAINTS COMMITTEE (ICC)

04-06-2024

In pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employers and Students in Higher Educational Institutions) Regulations 2015, Internal Complaints Committee (ICC) deals with the complaints relating to sexual harassment at the workplace.

The ICC comprises the following members:

Sl. No.	Name	Nature	Category
1	Dr. M.Swapna	Chairperson	Associate Professor & Head
2	Dr.P.S.Chandni	Convenor	Associate Professor & Head
3	Dr.S.NareshKumar	Member	Associate Professor & Head
4	Ms. Sasikala	Member	NGO – Counsellor
5	Mrs T Kasthuri Arasu	Member	Office Staff
6	Mr.Vijaykumar S	Member	System Admin
7	Akshaya S	Student Member	II M.Sc. Computer Science
8	Ms. Madhusri S	Student Member	III B.com PA
9	Ms. Jeevanya S.P	Student Member	III B.Sc. Psychology

Terms of Members:

Two years for the nominated members. The committee will co-opt two more members of staff / student (as the case may be) if necessary.

Meetings:

At least once in a semester and as and when necessary.

Function:

- Conduct preliminary inquiry of all the reputed cases and / or complaints relating to sexual harassment at workplace involving all sections of members of faculty, staff and students of the Institute.
- Submit the preliminary inquiry report to the Principal along with all documents and recommendations of possible punishment if any.
- Evolve and suggest means to take preventive measures.
- In case of allegations are not in the nature of sexual harassment, Internal Complaints Committee (ICC) may refer such complaints to the Grievance Redressal Cell.
- If Internal Complaints Committee (ICC) concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.

PRINCIPAL