

SREE NARAYANA GURU COLLEGE, CHELANNUR
INTERNAL COMPLAINTS COMMITTEE REPORT 2023-24

The Internal Complaints Committee (ICC) is constituted as per the UGC Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulations, 2015. The above Regulations are based on the Government of India's Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In compliance with the UGC statutes regarding measures for ensuring the safety of women and Programmes for Gender Sensitization on Campus, the ICC is committed to a zero tolerance policy towards sexual harassment and strives to create a campus free from discrimination, harassment or sexual assault at all levels.

Internal Complaints Committee members:

Presiding officer

Dr. Sindhu Krishnadas.T (Dept. Of Economics)

Smt. Sangeetha G Nair (Dept of English)

Dr. Santhosh C.R (Dept. Of Sanskrit)

Smt. Aswani (Librarian)

Dr. Jassena (Dept. Of Arabic)

Advocate Juna (NGO Representative)

Sri. Maheendran I (Office Superintendent)

Who can approach ICC for help?

Any female employee (faculty member, student or non-teaching staff member) of Sree Narayana Guru College, Chelannur can seek redressal from the ICC.

Definition of Sexual Harassment:

“Sexual harassment” includes any unwelcome sexually inclined behaviour, whether directly or indirectly, such as:

- a) Physical contact and advances
- b) A demand or request for sexual favours
- c) Making sexually coloured remarks (including jokes)
- d) Showing pornography (books, photographs, paintings, films, pamphlets, packages, etc. containing 'indecent representation of women')
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Under the Act, the following also count as sexual harassment:

- a) Implied or explicit promise of preferential treatment in her employment.
- b) Implied or explicit threat of detrimental treatment in her employment
- c) Implied or explicit threat about her present or future employment status
- d) Interference with her work or creating an intimidating or offensive work environment for her
- e) Humiliating treatment likely to affect her health or safety.

What are the possible actions that can be taken against the accused if found guilty?

Depending upon the severity of the case, punitive action may take any of the following forms

- Warning
- Written apology
- Bond of good behaviour
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions

Your complaint will be kept CONFIDENTIAL.

Inquiry process:

- The inquiry shall be completed within a period of 90 days from the date of the complaint.
- The ICC shall provide a report of its findings to the Principal within a period of 10 days from the date of completion of the inquiry and such report shall be made available to the concerned parties.
- If the allegation against the respondent has been proved, the ICC shall recommend punitive action(s) to be taken against the respondent.
- The Principal shall act upon the recommendation within 60 days of receiving it.

Caveat

All female faculty members, non-teaching staff and students must bear in mind that such complaints are of an extremely serious nature and should, on no account, be made in a frivolous manner. This platform should not be misused to settle personal scores, or for any other non-genuine reason