

Internal Complaints Committee

Overview

Revitalizing the Internal Complaints Committee (ICC): Advancing Safety and Inclusion on Campus

The Internal Complaints Committee (ICC) plays a pivotal role in ensuring a secure and respectful campus environment by addressing complaints related to sexual harassment, gender-based discrimination, and other forms of misconduct

The ICC is committed to fostering an inclusive culture where every student, faculty member, and staff feels safe and valued. By addressing grievances promptly and equitably, it works to eliminate harassment, bullying, and discrimination, thereby promoting gender equality and mutual respect.

Incorporating advancements such as digital reporting platforms, awareness campaigns encourage individuals to report concerns without fear, ensuring that justice is accessible to all. A reimagined ICC not only strengthens trust but also serves as a driving force for positive change, nurturing a campus where diversity is celebrated, and everyone's dignity is upheld. Through continuous innovation and dedication, the ICC can remain a cornerstone of fairness, equality, and security in the college community.

Details of the members

S.No.	Name of the Member	Designation
1.	Dr.P.Vanathi, Principal	Chairperson
2.	Dr.N.Shanthamani, Associate Professor	Presiding Officer
3.	Dr.R.Selvi, Associate Professor	Member
4.	Ms.P.M.Deepa, Assistant Professor	Member
5.	Ms.N.Kavitha, Assistant Professor	Member
6.	Mr.Senthilkumar, Advocate	Member
7.	Mr.S.Thangamuthu, Social Worker	Member
8.	Mr.P.Naveenkumar, NGO, Atchayam Trust	Member

Activities

2024-2025

The Internal Complaints Committee (ICC) and Women Development Cell collaboratively organized an enlightening programme on “*Awareness of Sexual Harassment*” on August 27, 2024. The session was graced by Ms.A.Kumtham, B.Com B.L., a renowned advocate from Gobichettipalayam, who served as the resource person. With nearly 175 girl students in attendance, the programme aimed to educate and empower participants with crucial insights into identifying, preventing, and addressing instances of sexual harassment. Ms.Kumtham’s expertise and engaging delivery provided the students with a deeper understanding of their rights and the mechanisms available to ensure their safety and dignity. This impactful initiative reinforced the commitment of the ICC and Women Development Cell to fostering a safe, supportive, and inclusive campus environment for all.

The Internal Complaints Committee (ICC) and Women Development Cell jointly organized an insightful programme on “*The Importance of Gender Equality for a Secure and Safe Environment*” on July 15, 2024, at Abdul Kalam Arangam, commencing at 2:00 PM. The session featured two distinguished resource persons, Mr.P.Suresh, MBA (HR), District Mission Coordinator, and Mr.R.Tamilselvam, MBA (HR), Gender Specialist from Erode. They shared their expertise on fostering gender equality and creating a harmonious environment that ensures safety and inclusivity for all. The programme witnessed the active participation of nearly 200 students, who gained valuable perspectives on the role of gender equality in shaping a secure campus and society. This collaborative initiative by the ICC and Women Development Cell underlines their dedication to promoting awareness and fostering a culture of respect and equality.

2023-2024

The Internal Complaints Committee (ICC) organized an engaging programme on “*Awareness of the Right to Information Act*” on October 12, 2023, at our college. The session was led by Mrs. M. Revathi, B.A., B.L., a distinguished advocate from Erode, who provided invaluable insights into the rights of women in educational and workplace settings. Mrs.Revathi addressed key topics such as understanding and asserting rights, navigating challenges, and effectively handling issues related to harassment and discrimination. The programme witnessed active participation from nearly 150 students and faculty members, fostering an interactive and enriching dialogue. This session proved to be highly informative, equipping participants with practical

knowledge to ensure their welfare and empowerment. The ICC remains committed to organizing such impactful initiatives to promote awareness and create a supportive environment for all.

The Internal Complaints Committee (ICC) organized a *Legal Awareness Programme* on March 22, 2024, aimed at educating students on their legal rights and responsibilities. The event was graced by Ms. R. Kavitha, M.A., B.L., D.L.L., Panel Advocate from the District Legal Service Authority, Erode, who served as the Chief Guest. With over 70 students in attendance, the programme focused on enhancing legal literacy and empowering participants to address challenges related to harassment and discrimination. Ms. Kavitha shared her expertise on various legal provisions and practical strategies for safeguarding individual rights, making the session both enlightening and impactful. This initiative by the ICC reflects its commitment to fostering awareness and ensuring a safe, informed, and inclusive campus environment.

2022-2023

The Women Development Cell and Internal Complaints Committee (ICC) of our college collaboratively organized a “*Social and Health Awareness Programme for Adolescent Girls*” on March 8, 2023, at 11:00 AM in Abdul Kalam Arangam as part of the International Women’s Day celebration. The event featured an esteemed panel of chief guests: Dr. S. Kousalya from OM Foundation, Nalam Tharum Acupuncture, Bhavani; Mr. M. Jegan Raj, District Coordinator, Ekam Foundation, Erode District; and Mr. K. Senthilkumar, District Program Coordinator, All the Children, Erode District. The programme focused on educating adolescent girls about crucial social and health issues, empowering them with knowledge and tools to lead healthier and more confident lives. The interactive sessions offered practical insights, fostering awareness and encouraging proactive approaches to personal well-being and social challenges. This initiative was a vibrant and meaningful addition to the Women’s Day celebrations, reaffirming the commitment of the Women Development Cell and ICC to promoting education, health, and empowerment for young women.

The Women Development Cell and Internal Complaints Committee (ICC) of our college conducted an “*Adolescents Awareness Programme*” on September 29, 2022. The session featured distinguished resource persons, Ms. S. Shanmugavadivu, District Social Welfare Officer, Erode Collectorate, and Mr. M. Jegan Raj, District Coordinator, Ekam Foundation, Erode. The programme focused on raising awareness about the various social, emotional, and health-related issues that adolescents face. With the active participation of nearly 135 students, the session proved

to be both enlightening and beneficial, offering valuable insights and practical guidance to help students navigate the challenges of adolescence. This initiative highlighted the commitment of the Women Development Cell and ICC to empower students by providing them with essential knowledge to support their personal and social development.

2021-2022

The Women Development Cell and Internal Complaints Committee of our college organized an awareness programme titled “*Global Women’s Health Issues*” on International Women’s Day, March 8, 2022, at 11:00 AM in Abdul Kalam Arangam. The session was aimed at promoting awareness among girl students about various health and social issues impacting women globally. Dr. S. Selvi, B.A., M.Sc. (C&G), PGDC, Ph.D., Psychiatrist at Rajshree Hospital, Bhavani, and Aravinth Hospital, Erode, was the esteemed resource person for the event. She shared valuable insights on critical topics such as hygiene, sanitation, sexual harassment, and the importance of maintaining a healthy, balanced diet for overall well-being. The programme saw the active participation of nearly 250 girl students, who benefited from the expert advice and guidance provided. This initiative highlighted the college's commitment to promoting health awareness and empowering female students with the knowledge to lead healthier, safer lives.