

ST.IGNATIUS COLLEGE OF EDUCATION
(AUTONOMOUS)

Accredited by NAAC at Grade 'A⁺' with CGPA 3.42 (Third Cycle)

Palayamkottai – 627 002



INTERNAL COMPLAINTS
COMMITTEE

In accordance with the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 St. Ignatius College of Education (Autonomous) has established an independent regulatory framework as INTERNAL COMPLAINTS COMMITTEE. A zero-tolerance policy towards sexual harassment is upheld and the institution ensures prompt and adequate compliance with the directives outlined in the UGC Regulation.

Institutional Guidelines for Internal Complaints Committee

Our college has constituted the Internal Complaints Committee with the following regulations:

- A properly filed complaint, submitted in person through a signed application will be considered for enquiry.
- The Committee will submit the report of enquiry conducted and action recommended, to the management.
- The Committee will protect the complainant's identity
- The Committee will ensure that complainant or witnesses are not victimized or discriminated.
- The Committee will ensure that the complainant and respondent are treated fairly
- The Committee will keep information about complaints confidential

Objectives

The objective behind the establishment of Internal Complaints Committee is

- To create a safe and secure educational atmosphere in the institution.
- To educate staff and students about gender issues and to promote gender sensitization.
- To provide support and guidance for those in need and to assure harassment free workplace.

Functions of ICC

Preventive functions

- Create a safe educational environment that is free of sexual harassment
- Promote equality and non-discrimination
- Educate staff and students about their rights
- Encourage victims to report incidents of harassment
- Maintain confidentiality to protect the identity of the complainant, witnesses and the accused

Remedial functions

- Receive and investigate complaints of sexual harassment
- Conduct inquiries into complaints
- Make recommendations regarding penalties against the harasser
- Provide support and guidance to the complainant
- Ensure that the rights of all those who are involved is protected.

Procedural functions

- Conduct gender sensitization programmes
- Arrange Guidance and Counselling sessions with experts
- Train student teachers with self-defence strategies
- Educate student teachers about Safe Cyber-space
- Help to access legal resources

Programmes organized during 2022-23

- ❖ Orientation on Internal Complaints Committee on 25.07.2022
- ❖ Workshop on 'POSH Act 2013' on 06.12.2022

Programmes organized during 2023-24

- ❖ An Invited Talk on 'Women's Mental Health: Coping Mechanism in the context of Sexual Harassment' on 29.09.2023

Programmes organized during 2024-25

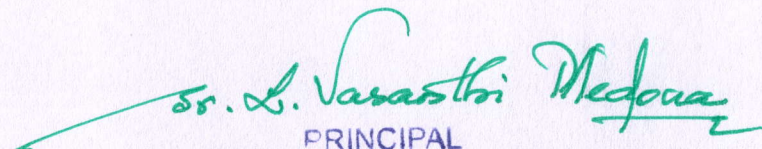
- ❖ ICC Committee meeting for student orientation on 23.08.2024
- ❖ Resilience Building session on "Unveiling the Armour: Exploring Defenses for Women" on 27.08.2024
- ❖ Theatrical Exploration on "Standing Strong: Safe and Secure Women and Children" on 14.10.2024
- ❖ Advocacy Drive on "Empower Her: Contemporary Challenges and Pervasive Influences" on 10.01.2025


PRINCIPAL
ST. JONATHAN'S COLLEGE OF EDUCATION
(AUTONOMOUS)
PALAYAKKOTTA - 682 002

INTERNAL COMPLAINTS COMMITTEE

2024-2025

S. No.	Name of the Member	Category
1.	Dr. M. Maria Saroja IQAC coordinator & Research Director Associate Professor of Biological-science	Chairperson
2.	Dr R. Indra Mary Ezhilselvi COE & Assistant Professor of Psychology	Secretary
3.	Dr. A. JeyaSudha Vice-Principal & Assistant Professor of History	Member
4.	Ms J. Jesu Pushpa Rani Administrative Staff	Administrative Staff
5.	Ms A. Maria Rose Mary Administrative Staff	Administrative Staff
6.	Rev. Sr. Josephine Amala Valarmathi Chief Functionary, Tamil Nadu Domestic Workers Welfare Trust. State Coordinator, National Domestic Workers Movement.	NGO


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