



**SENGAMALA THAYAR EDUCATIONAL TRUST
WOMEN'S COLLEGE (AUTONOMOUS)**

(SILVER JUBILEE INSTITUTION)

(Affiliated to Bharathidasan University, Tiruchirappalli)

(Accredited by NAAC & An ISO 9001:2015 Certified Institution)

**SUNDARAKKOTTAI, MANNARGUDI,
THIRUVARUR (DT), TAMIL NADU, S.INDIA.**

INTERNAL COMPLAINTS COMMITTEE

INTERNAL COMPLAINTS COMMITTEE(ICC)

“Every woman has the right to be free and safe”.

Contact mail-ID: icc.stet@gmail.com

The Institution has Internal Complaints Committee (ICC) that functions as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The Act provides protection against sexual harassment of women at workplace. CASH (Committee Against Sexual Harassment) Committee of the College has been re-constituted as Internal Complaints Committee in 2018 for considering complaints of sexual harassment of women employees and students. The Internal Complaints Committee will be responsible for the redressal of complaints made by the students and employees and ensure time-bound treatment of the complaints as provided in the Act. The college has zero tolerance for sexual harassment and discrimination against women.

VISION:

We envision a safe environment and protection against sexual harassment of women.

MISSION:

- To provide safe workplace.
- To develop a policy against sexual harassment for women.
- To ensure the implementation of the policy that proper reporting of the complaints through letter and the follow-up procedures.
- To upload the commitment of the institute to provide an environment free of gender based discrimination.

OBJECTIVES:

- To create a sure physical and social environment deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

Members of Internal Complaints committee (ICC)

S.no	Name	Designation	Position	Contact Number
1	Dr.N.Uma Maheswari	Principal	Chairman	9942083056
2	Ms.N.Sangeetha	Bharatha Madha Famil Welfare Foundation, Thiruthuraipoondi	Social Activist	9942227002
3	Ms.S.Selvamuthukumari	Head , Associate Professor	Member	948691269
4	Dr.S.Geetha	Assistant Professor	Member	798420114
5	Ms.R.Akilandeswari	Assistant Professor	Member	8940516116
6	Ms.G.Pushpa	Physical Directress	Member	9715076997
7	Ms.K.Keerthana	PG Student	Member	8838534871
8	Ms.R.Santhoshini	UG Student	Member	9942738921

Minutes of the Internal Complaints Committee

2024-2025

The Internal Complaints Committee of Sengamala Thayaar Educational Trust Women' College functions as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Committee Members are:

- | | |
|---|----------------------------|
| 1. Dr.V.Dhivaharan | - Correspondent |
| 2. Dr.N.Uma Maheswari | - Principal and Chairman |
| 3. Ms.S.Selvamuthukumari,
Head and Associate Professor
Department of English | - Member |
| 4. Dr.S.Geetha , Assistant Professor
Department of business Administration | -Member |
| 5. Ms.R.Akilandeswari ,Assistant Professor
Department of Computer Science | -Member |
| 6. Ms.G.Pushpa , Physical Directress | -Member |
| 7. Ms.N.Sangeetha
Bharatha Madha Famil Welfare Foundation,
Thiruthuraipoondi. | -Member-NGO |
| 8. Ms.K.Keerthana | -Member- PG Representative |
| 9. Ms.R.Santhoshini | -Member-UG Representative |

The ICC's aim is to educate the community about sexual harassment, implement preventative measures, and ensure effective redressal for all forms of gender-based violence. This academic year, a positive and respectful campus environment has been maintained, with no reported incidents or complaints of sexual harassment.

ICC Chairman

Sengamala Thayaar Educational Trust Women's College (Autonomous), Mannargudi - 614016

Internal Complaints Committee (ICC) - Annual Meeting (AY 2024-2025)

Date : 04. 04.2024

Venue : V Block Conference Hall

AGENDA

1. Reporting the activities of ICC during the 2024-2025.
2. Presenting the action plan for the year 2025 – 2026.
3. Discussion

MINUTES

Members present: Internal Complaints Committee members

Annual Meeting of ICC was convened by our college Principal on 04th April 2025 by 10.30 am in Conference Hall. Ms.S.Selvamuthukumari - Member ICC welcomed the ICC Internal & External members and Management Representatives.

Activities of ICC (2024-25)

Events organized by ICC for the students were briefed by Dr. S.Geetha – Member ICC. In this academic year, 2 Student sensitization Programme were conducted.

S.No	Programme	Title of the Programme	Name, Designation & Address of Resource Person	Date
1	Webinar	Save Girl Child and Gender Equality	Mrs.Veeradurga,Tamil Orator,BT Assistant in Science, Government School,Mozhaiyur	02.10.2024
2	Awareness Programme	Mental Health Issues and Drug Abuse	Tmt.Hasinaparvin PHC-Adichapuram	19.10.2024

No sexual harassment complaints were received in this academic year. A healthy social and psychological environment exists in the college premises.

1. Action plan for the year 2025–2026

- a) Awareness programmes on POSH Act.
- b) Understanding Teen Pregnancy, PCOD & ANEMIA
- c) Awareness on reproductive health and hygiene for girls.
- d) Cyber safety and security for students

2. Discussion

The Principal highlighted that the college has zero tolerance for sexual harassment and discrimination against women. Later the Principal and External members appreciated the efforts taken by the ICC for creating awareness among students about the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013.

ICC Chairman