

Internal Complaints Committee (ICC)

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act, 2013, Internal Complaints Committee is constituted as under to deal with the complaints relating to Sexual Harassment at work place.

Members of Institute ICC

Dr.K.Valarmathi	Professor & Head / ECE Dept.	Chairperson
Dr.A.Ramathilagam	Professor /CSE Dept.	Member
Mrs.M.Yamuna	Asst.Prof / EEE Dept	Member
Mrs.A.Dhanalakshmi	Asst.Prof /Civil Dept	Member
Mrs.V.Varalakshmi	Asst.Prof / Biotech	Member
Mrs. K.Geetharani	Asst.Prof / MBA	Member
Mrs. S.Sonadevi	Asst.Prof / Chem	Member
Ms. S.Mahalakshmi	Technician / ECE Dept	Member
Ms.J.Amutha	Technician / CSE Dept	Member

The chairperson shall receive the complaints of sexual harassment, if any, on behalf of ICC and shall coordinate the deliberations of the ICC on the complaints received. On receipt of a complaint, ICC shall conduct preliminary enquiry to ascertain the truth of the allegations by collecting the evidences. ICC shall then submit the report of the preliminary enquiry to the Principal.

In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute. The following actions may be recommended:

- a. A written apology
- b. Warning
- c. Reprimand or censure
- d. Withholding of promotion
- e. Withholding of pay rise or increments
- f. Undergoing a counseling session
- g. Carrying out of community service
- h. Terminating the respondent from service
- i. Any other punishment according to the service rules applicable to the respondent

If 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.