



KRISTU JYOTI COLLEGE OF MANAGEMENT AND TECHNOLOGY

An ISO : 9001 - 2015 Certified Educational Institution
Affiliated to M.G. University, Kottayam
Approved by AICTE, New Delhi

INTERNAL COMPLAINTS COMMITTEE

ANNUAL REPORT

2020-2021



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Internal Complaints Committee (ICC) 2020 – 2021

The Internal Complaints Committee (ICC) is a mandatory body that every educational institution in India, including colleges, must establish as per the guidelines of the University Grants Commission (UGC) and the Supreme Court of India. The ICC of the college is responsible for dealing with complaints of sexual harassment made by students, faculty members, or staff members.

The main objective of the ICC is to create a safe and inclusive environment in the college, to prevent sexual harassment, and to provide a platform for individuals to report any incidents of sexual harassment. The committee is also responsible for investigating the complaints and taking appropriate action against the perpetrator.

The ICC is comprised of members who have knowledge of the legal provisions related to sexual harassment. The ICC follows a specific process for handling complaints, which includes receiving the complaint, conducting an inquiry, and submitting a report of the findings to the college authorities. The committee also ensures the confidentiality of the complainant and the witnesses throughout the investigation process.

Objectives

- Prevention of Sexual Harassment: The primary objective of the ICC is to prevent sexual harassment in the college and create a safe and inclusive environment for all individuals associated with the college.
- Addressing Complaints: The ICC is responsible for addressing complaints related to sexual harassment made by students, faculty members, or staff members. The committee ensures that the complaints are addressed in a timely and efficient manner and that the complainant's confidentiality is maintained throughout the investigation process.
- Providing Support to the Complainant: The ICC provides support and guidance to the complainant throughout the investigation process. The committee ensures that the



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complainant is not victimized or discriminated against in any manner and that their rights are protected.

- **Conducting Inquiries:** The ICC is responsible for conducting inquiries into complaints of sexual harassment. The committee investigates the matter, collects evidence, and submits a report of the findings to the college authorities.
- **Disciplinary Action:** The ICC is responsible for recommending disciplinary action against the perpetrator of sexual harassment, depending on the severity of the offence.
- **Awareness:** The ICC conducts awareness programs and workshops to create awareness about sexual harassment and the legal provisions related to it. The committee also educates individuals about the process of filing a complaint and the support available to them.

Overall, the ICC plays a crucial role in preventing sexual harassment, providing support to the complainant, and ensuring that the college environment is safe and inclusive for all individuals associated with the college.

Internal Complaints Committee Members 2020 - 2021

1. Rev Fr Joshy Cheeramkuzhy CMI (Principal & Chairperson)
2. Dr Varghese Antony (Vice - Principal)
3. Dr. Anu Antony (IQAC Coordinator, Associate Professor, Department of Commerce)
4. Dr. Twinkle Jacob (Convenor & Assistant Professor, Department of Geology)
5. Ms. Dhannya J (Assistant Professor, Department of Computer Applications)
6. Ms. Tincy George (Assistant Office Superintendent)



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Report of Internal Complaints Committee Activities 2020 - 2021

EMPOWER U

An online orientation programme “Empower U”, on sexual harassment was conducted by the ICC on August 06, 2020 for parents and students of the college to educate them about the issue of sexual harassment, the legal framework surrounding it, and the measures that can be taken to prevent it.



The orientation program covered the following topics:

- Introduction to sexual harassment
- Types of sexual harassment
- Responsibilities of colleges in preventing sexual harassment
- Reporting mechanisms for incidents of sexual harassment
- Support systems available for victims of sexual harassment
- Strategies for prevention of sexual harassment

The program was conducted by a team of experts on sexual harassment, including psychologists, and educators who have extensive experience in the field. The orientation program was conducted online through Google Meet platform, and the participants were able to interact with the experts through chat and Q&A sessions.



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The participants provided positive feedback about the program, stating that it was informative and engaging. They appreciated the opportunity to learn about the issue of sexual harassment in a safe and supportive environment and were grateful for the chance to ask questions and seek clarification on the topics discussed.

The online orientation program on sexual harassment for parents and students was a valuable initiative that helped to raise awareness about the issue and educate participants on the measures that can be taken to prevent it.