



# **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**

**2022-2023**



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## Internal Complaints Committee (ICC) 2022 – 2023

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 2022 - 2023**

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 2022 - 2023

### POSTER EXHIBITION

An anti-sexual harassment poster exhibition was held on April 26, 2023 in the College Campus to raise awareness about the issue of sexual harassment and promote a safe and inclusive environment for everyone. The exhibition was organized by the Internal Complaints Committee (ICC) against sexual harassment in collaboration with the Art Club of the institution.



The poster exhibition was attended by a large number of students, faculty, and staff members. The poster exhibition showcased a variety of posters that depicted different forms of sexual harassment, such as physical, verbal, and psychological, and highlighted the importance of speaking out against such incidents.

The poster exhibition was held in a central area of the institution, and the posters were displayed on boards that were set up in a way that allowed the viewers to walk around and see all the posters. The exhibition was open to all, and the organizers had also arranged for expert volunteers to be present at the event to explain the significance of the posters and answer any questions that the viewers may have had.





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The poster exhibition was received positively by the audience, who found the posters to be creative, informative, and impactful. They appreciated the effort put in by the organizers and the Art Club to raise awareness about sexual harassment and promote a safe and inclusive environment. Many of them took photographs of the posters and shared them on social media to further spread the message.

## NO EXCUSE FOR ABUSE

An orientation programme titled "No Excuse for Abuse" was organized by the ICC on April 25, 2023 at 2 PM in the Old Examination Hall of the College to raise awareness on Sexual Abuse and promote a safe and respectful environment for everyone.



The orientation programme was attended by a large number of students, faculty, and staff members. The programme focused on various aspects of Sexual violence, including its types, causes, and consequences, and emphasized the importance of recognizing and reporting such incidents. The programme also provided information about the various legal and support services available to survivors of domestic violence and encouraged the participants to take a stand against it. The programme also included interactive sessions and group activities to engage the participants and encourage them to share their experiences and ideas.



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The orientation programme was received positively by the audience, who found it to be informative, thought-provoking, and engaging. They appreciated the effort put in by the organizers and the speakers to raise awareness about sexual violence and promote a safe and respectful environment. Many of them shared their personal experiences and expressed their commitment to taking a stand against sexual violence.