INTERNAL COMPLAINTS COMMITTEE
ANNUAL REPORT
2024-2025

INTERNAL COMPLAINTS COMMITTEE (ICC) 2024-2025

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

1. 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.
2. 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.
3. Providing Support to the Complainant: The ICC provides support and guidance to the complainant throughout the investigation process. The committee ensures that the complainant is not victimized or discriminated against in any manner and that their rights are protected.
4. 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.
5. Disciplinary Action: The ICC is responsible for recommending disciplinary action against the perpetrator of sexual harassment, depending on the severity of the offence.
6. 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 2024-2025

Fr. Dr. Joshy Cheeramkuzhy, Principal

Ms. Irene Joseph, Assistant Professor (Convenor)

Ms. Aswathy R Nair, Assistant Professor

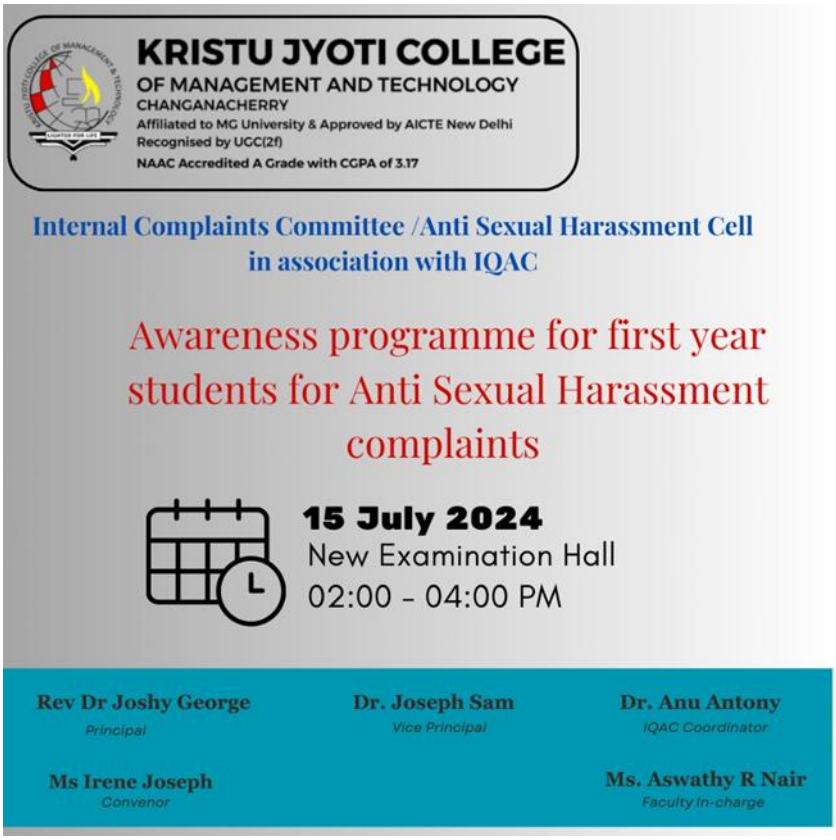
Ms. Tincy George, Assistant Office Superintendent

Awareness programme for first year students for addressing Internal Complaints

The Internal Complaints Committee /Anti Sexual Harassment Cell in association with IQAC conducted “Awareness programme for first year students for addressing Internal Complaints”. The programme was conducted on the Opening Day programme for UG students at 10:00 AM. After completing the formal function of Opening day, principal addressed the first year UG students regarding the rules and regulations and policies of Kristu Jyoti College. Principal addressed the primary objective was to familiarize students with the Internal Complaints Committee /Anti Sexual Harassment Cell’s role, functions, and the process of

lodging grievances. The programme incorporated interactive sessions to encourage open discussions and clarify any queries regarding the Internal Complaints Committee /Anti Sexual Harassment Cell's role in addressing grievances related to harassment or discrimination.

Awareness programme for first year students for Anti Sexual Harassment complaints



The Internal Complaints Committee /Anti Sexual Harassment Cell in association with IQAC conducted “Awareness programme for first year students for Anti Sexual Harassment complaints”. The programme was conducted on the First year PG & UG student induction programme 2024-2025 at 02:00 PM. After completing the formal function of induction programme, IQAC coordinator addressed the first year UG & PG students regarding different cells, clubs and forums of Kristu Jyoti College. Student incharge of Internal Complaints

Committee /Anti Sexual Harassment Cell, Ms. Jotsna Shaji addressed the primary objectives of the Internal Complaints Committee /Anti Sexual Harassment Cell. The programme incorporated interactive sessions to encourage open discussions and clarify any queries regarding the Internal Complaints Committee /Anti Sexual Harassment Cell's role in addressing grievances related to harassment or discrimination.