INTERNAL COMPLAINT COMMITTEE

ANNUAL REPORT

2025 -2026

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Internal Complaint Committee 2025-2026

The Internal Complaint Committee (ICC) is a statutory body established within an educational institution to prevent, prohibit, and address incidents of sexual harassment at the workplace. Sexual harassment can be physical, verbal, or psychological in nature, and it can have serious consequences on an individual's dignity, mental health, and overall well-being.

The ICC plays a vital role in ensuring a safe, respectful, and inclusive environment for all students and staff. It is responsible for receiving complaints related to sexual harassment, conducting fair and confidential inquiries, and taking appropriate action as per institutional policies and legal provisions. The committee consists of trained faculty members and designated representatives who are equipped to handle sensitive issues with care, impartiality, and confidentiality.

As per the guidelines of the **University Grants Commission (UGC)** and the provisions of the **Prevention of Sexual Harassment (POSH) Act, 2013**, it is mandatory for all educational institutions in India to establish an Internal Complaint Committee. Any act of sexual harassment is treated as a serious offense and may lead to strict disciplinary action, including suspension, expulsion, or legal proceedings.

Objectives

- To create awareness among students, faculty, and staff about sexual harassment, gender sensitivity, and the importance of a safe and respectful campus environment.
- To provide a safe and confidential mechanism for reporting complaints related to sexual harassment and ensure timely and fair redressal.
- To offer counseling, guidance, and necessary support to victims, helping them cope with the situation and access appropriate legal remedies if required.
- To promote a culture of equality, dignity, and mutual respect within the institution.

Committee Members 2025 – 2026

Faculty Coordinators

1. Rev. Dr Joshy Cheeramkuzhy CMI (Principal & Chairperson)
2. Dr JosephSam (Vice Principal)
3. Ms Anjitha Raj (Assistant Professor, Department of Computer Application)
4. Ms Anna S (Assistant Professor, Department of Computer Application)

Student Coordinators

1. Kevin Augustin (BCA)
2. Aiswarya Babu (BCA)

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I. Awareness for Anti Sexual Harassment

The Internal Complaint Committee (ICC) in association with IQAC organized an awareness programme titled “Break the Silence” on 6th February 2026 at 2.00 PM in the Seminar Hall of Kristu Jyoti College of Management and Technology. The programme aimed to create awareness among students and faculty about anti-sexual harassment laws, prevention mechanisms, and the importance of building a safe and respectful campus environment. The session was led by Adv. Sreejesh Bonzle, Lawyer, Alappuzha, who served as the resource person. He procedures, and the role of the Internal Complaint Committee in educational institutions.

The programme emphasized the importance of speaking up against harassment and encouraged students to “break the silence” against any form of misconduct. Real-life case examples and practical guidance were shared to help participants understand the seriousness of the issue and the legal remedies available. The interactive session allowed participants to clarify their doubts and gain a deeper understanding of their rights and responsibilities. The event was conducted under the guidance of Rev. Dr. Joshy George (Principal), Adv. Dr. Joseph Sam (Vice Principal), and Dr. Anu Antony (IQAC Co-ordinator).

The programme was well-organized and effectively conveyed the message of ensuring dignity, equality, and safety within the campus.

The "Break the Silence" awareness programme was highly informative and impactful. The resource person presented the topic in a clear and practical manner, making complex legal concepts easy to understand. Participants appreciated the relevance of the session and the importance given to creating a safe institutional environment. successfully addressed common misconceptions The interactive nature of the programme encouraged open discussion and active participation. The session successfully addressed common misconceptions regarding sexual harassment and clarified the procedures for filing complaints. Overall, the programme was a meaningful initiative that strengthened awareness about gender sensitivity, legal rights, and institutional support systems. Conducting similar awareness programmes in the future will further promote a culture of respect and safety within the campus.

The programme enhanced awareness about anti-sexual harassment laws and institutional policies. Participants gained knowledge about the complaint mechanism and the role of the Internal Complaint Committee. It promoted gender sensitivity and responsible behaviour among students and staff. The session encouraged individuals to speak up against harassment and support victims. The programme contributed to fostering a safe, respectful, and inclusive campus environment.