



RENGANAYAGI VARATHARAJ COLLEGE OF ENGINEERING

(Approved by AICTE, New Delhi and Affiliated to Anna University, Chennai)

An ISO 9001 : 2008 Certified Institution

Salvarpatti, Sivakasi - Sattur Main Road, (Thayilpatti - Via)

Sivakasi - 626 128, Virudhunagar - Dist, Tamil Nadu

Mobile : 95004 70359

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Date : 12/05/2022

Internal Complaints Committee (ICC)

Preamble:

In pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of the College is constituted as under to deal with complaints relating to Sexual harassment at the work place.

Objectives:

The objectives of the Internal Complaint Committee is to Prevent Sexual Harassment of Women at the Workplace are as follows:

- To provide a secured environment to all girl students and the women employees.
- To take consistent action for prevention, prohibition and redressal of complaints received Regarding sexual harassment.
- To conduct awareness drive through display of women welfare & anti-sexual harassment policies and other appropriate documents, workshops, posters, speeches by experts etc.
- To have an encouraging and dignified surrounding to work in for women personnel.

The College has a zero tolerance policy towards sexual harassment and is proactively committed to provide a safe conducive work and academic environment to students & employees. Complaint boxes have been placed at two different places in college for the reporting of grievances. We at RVCE are extremely alert to matters pertaining to any kind of harassment & gender sensitivity. Any female aggrieved in this matter may fearlessly approach the Presiding Officer of the ICC against sexual harassment.

The ICC comprises of the following members:

S. No.	Name	Position	Email ID	Contact No.
1.	Dr.Radhakrishnan	Chair Person	principal@rvce.ac.in	9942684023
2.	Mr.T.Ramachandran	NGO Representative	rvceoffice@gmail.com	9566799952
3.	S.Vidhya	Staff Member	rvceoffice@gmail.com	9942815087

4.	M.Kiruthika	Staff Member	rvceoffice@gmail.com	7010750696
5.	K.Senthilmurugan	Staff Member	rvceoffice@gmail.com	8870609058
6.	T.Sam Philip	Staff Member	rvceoffice@gmail.com	9500673211
7.	M.Aakash Kumar	Student Member	rvceoffice@gmail.com	8870609058
8.	P.Dhanalakshmi	Student Member	rvceoffice@gmail.com	8870609058
9.	S.Muneeswari	Student Member	rvceoffice@gmail.com	8870609058

On receipt of a complaint, the ICC shall conduct a preliminary enquiry so as to ascertain the truth of the allegations by collecting the documentary evidence as well as recording statements of any possible witnesses including the complainant.

ICC shall then submit the preliminary enquiry report to the Principal, along with all the original documents adduced during the preliminary enquiry proceedings. In case the allegations are not in the nature of sexual harassment, the ICC may refer such complaints to the Grievance Redressal Cell or to the Principal.

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

The ICC shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

If the ICC concludes that the allegations made were false or 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.

The Member Secretary, ICC shall receive the written complaints of sexual harassment, if any, on behalf of ICC and shall coordinate the deliberations of the ICC on the complaints received



Radhakrishnan
The Principal

PRINCIPAL
RENGANAYAGI VARATHARAJ
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SALVARPATTI,
SIVAKASI - 626 128,
VIRUDHUNAGAR DISTRICT,
TAMILNADU.