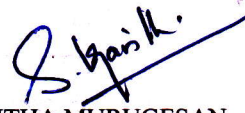



<b>VEDAVYASA INSTITUTE OF TECHNOLOGY</b>		
<b><u>INTERNAL COMPLIANCE CELL</u></b>		
Date: 25 September 2021	Time: 2.00 to 2.45 PM	Location: Principals Chamber
Meeting Called By	Dr S. Sangheethaa, Principal	
Type of Meeting	ICC 2021 Meeting	
Facilitator	Dr Kavitha S. M	
Attendees	Dr.KAVITHA MURUGESAN HOD CSE Ms.Aswathi Krishna AP EEE Ms.Sabitha Rani Head ME Ms.Athulya G R AP ECE Dr.Revathi External Member Ms.Anjusha AP CE	
Agenda	<ul style="list-style-type: none"> <li>• To fulfill the directives of the Hon'ble Supreme Court of India, and concerns expressed by the University Grants Commission (UGC) about ensuring safe environment for women students and employees in educational institutions.</li> <li>• To promote an environment free of sexual harassment and other acts of gender based discrimination that ensures gender equality and equal opportunities.</li> <li>• To prevent sexual harassment and to promote the general well-being of female students, teaching and non-teaching women staff.</li> <li>• Roles and Responsibilities of ICC</li> </ul>	
Discussion	<p>The Principal addressed the following:</p> <ul style="list-style-type: none"> <li>• Vedavyasa Institute of Technology is committed to create a safe environment for women students and employees – a gender-just environment free of violence, harassment, exploitation, intimidation and stress.</li> <li>• Internal Complaints Committee at Vedavyasa Institute of Technology was set up in pursuance of the UGC guidelines and directives of the Hon'ble Supreme Court in the judgement of Vishaka &amp; Others v/s. State of Rajasthan &amp; Others reported in 1997 (6) SCC 241, and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.</li> <li>• The Internal Complaints Committee at Vedavyasa Institute of Technology is an instrument for addressing the issues of sexual harassment and recommending their redressal in a time-bound manner.</li> <li>• When an incident of sexual harassment occurs, the victim or third-party may submit a written complaint in person as Registration Sending via e-mail at "hodcse@Vedavyasa.org"               <ul style="list-style-type: none"> <li>• All the members were asked to attend the online meeting on Nov 9<sup>th</sup> 2021 conducted by State State Women Development an Awareness Program</li> </ul> </li> </ul> <p style="text-align: center;">Topic :POSH ACT-Training Program Batch 6 by MSK Malappuram.</p>	

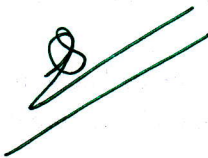
Decision	<p>All the members will be alert to prevent Sexual Harassment as per AICTE/KTU/GOVT. NORMS/ RULES.</p> <p><b>Registration Format :</b> Any aggrieved student or parent or staff member with a genuine complaint will submit his/her complaint along with necessary documents, if any, through any of the following modes: Submitting in person Sending via e-mail at “hodcse@Vedavyasa.org”</p> <p><b>CONTACT US:</b> <u>Internal Compliance Committee,</u> <u>Vedavyasa Institute of Technology,</u> <u>Karad Paramba,</u> <u>Malappuram - 673632</u> <u>Phone: 0483-2832157</u>                      <u>Mobile: +91 9447900607</u> <u>Email: hodcse@Vedavyasa.org</u></p>
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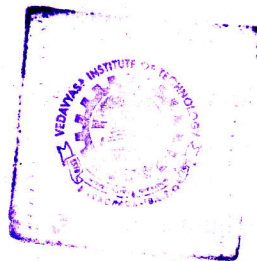
  
Dr. SANGEETHA  
PRINCIPAL

  
Dr. KAVITHA MURUGESAN

 **VEDAVYASA**  
Near Ramanattukara, Karad Paramba P.O.  
Malappuram District. PIN - 673 632

All members attended the online awareness session on 11/12/21.





## Vedavyasa Institute of Technology, Karadparamba

### Internal Complaints Committee (ICC)

In keeping with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, Vedavyasa Institute of Technology, with an order in writing, hereby reconstitutes the Committee known as the "Internal Complaints Committee" on this day, **25, September 2021**.

The Principal of the Institute shall nominate members of the Committee. The members of the Committee are:

- (1) Presiding Officer: This shall be a woman employed at a senior level at the Institute one, from among the employees.
- (2) Members from among the employees who are committed to the cause of women or who have had experience in social work or have knowledge of law, (at least two members).
- (3) One member from an NGO (non-government organization or association) committed to the cause of women or a person familiar with issues pertaining to sexual harassment.

In the event that a situation with a flavor of sexual harassment devastates a woman employee of this Institute, she can hand in a written complaint to this Committee within a period of three months from the date of the incident or the last incident of a series of incidents.

As APJ Abdul Kalam Technological University stipulates the formation of "Women's Forum" ICC shall work in close association with it.

The members of the 'Women's Forum' are:

1. Dr Kavitha Vice Principal
2. Dr Revathi Medical Counsellor
3. Mrs. Babitha PRO
4. Mrs. Shailaja AO

### Members of the Internal Complaints Committee

- |                    |                 |               |
|--------------------|-----------------|---------------|
| 1) Dr. Kavitha S   | Vice principal  | : 90612 12493 |
| 2) Aswathi Krishna | AP EEE          | : 7510762971  |
| 3) Sabitha Rani    | Head, ME        | : 8111919074  |
| 4) Athulya GR      | AP ECE          | : 9946966517  |
| 5) Dr Revathi      | External member | : 74060 45411 |
| 6) Mrs. Anjusha    | AP CE           | : 9497496486  |

*S. Shailaja*  
(Chairperson)

*The First meeting held on the same day to add the new member instead of the member who recently resigned. Also the roles and responsibilities of members were reminded.*

