

Vedavyasa Institute of Technology, Karadparamba

Constitution of Internal Complaints Committee

By the requirement of the law to safeguard the dignity of women at workplace
Dr Sangheethaa S, Principal has taken the initiative to formalize the Internal Complaints
Committee on this day, the nineteenth of September 2019.

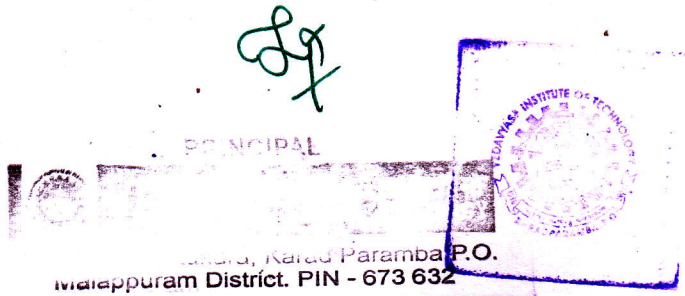
Members of Internal Complaints Committee

Dr. Kavitha S	Chairperson	<i>S. Jyoti</i>
Ms. Priya N Gopi	Member	<i>Priya</i>
Ms. Athulya	Member	<i>Athulya</i>
Mrs. Sai Krishna	Member	<i>Sai</i>
Mrs. Sabitha Rani	Member	<i>Sabitha</i>
Dr Revathy	External Member (Medical Officer)	<i>Revathy</i>

The Committee shall work in tandem with *Women's Forum*, that also has been formed on
nineteenth of September 2019, by the order of Dr. Sangheethaa S, Principal.

Women's Forum

Mrs. Shylaja E.C	Chairperson
Mrs. Krishnapriya	Vice Chairperson
Dr. Uma	Counsellor
Ms. Anjali	Member
Ms. Alka	Member
Ms. Divya	Member



Members of the Internal Complaints Committee

- | | |
|----------------------|---------------|
| 1) Dr. Kavitha S | (Chairperson) |
| 2) Ms. Priya N Gopi | (Member) |
| 3) Ms. Athulya | (Member) |
| 4) Mrs. Sai Krishna | (Member) |
| 5) Mrs. Sabitha Rani | (Member) |

External Member

- | | |
|----------------|-------------------|
| 6) Dr. Revathy | (Medical Officer) |
|----------------|-------------------|
-

Vedavyasa Internal Complaints Committee

Objectives, roles and responsibilities

Promote harmony among students and employees and thus prevent discrimination and sexual harassment

Propose recommendations to the Management for amendments in the rules for students to promote gender harmony and justice and to stipulate procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment by students and employees.

Resolve cases of discrimination and sexual harassment against women speedily while extending support to the injured and termination of the harassment.

Recommend to the Management appropriate punitive action against the offender.

(Note: The Supreme Court has issued guidelines that describe what sexual harassment is. The ICC of this Institute shall consider certain acts or words as within the ambit of the said guidelines from the criterion of common understanding of what such harassment is while reserving the right to interpret such acts or words in the light of the said guidelines.)

The Committee shall meet as often as necessary and appropriate along with the Women's Forum.



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 constitutes a Committee known as the “*Internal Complaints Committee*” on this day, the nineteenth of September 2019.

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) Mrs. Shylaja E.C | (Chairperson) |
| 2) Mrs. Krishnapriya | (Vice Chairperson) |
| 3) Dr. Uma | (Counsellor) |
| 4) Ms. Anjali | (Member) |
| 5) Ms. Alka | (Member) |
| 6) Ms. Divya | (Member) |



VEDAVYASA INSTITUTE OF TECHNOLOGY		
<u>INTERNAL COMPLIANCE CELL</u>		
Date: 19 th September 2019	Time: 2.00 to 2.45 PM	Location: Principals Chamber
Meeting Called By	Dr S. Sangheethaa, Principal	
Type of Meeting	ICC 2019 Meeting	
Facilitator	Dr Kavitha S. M	
Attendees	Dr.Kavitha S Murugesan HOD CSE Ms.Saikrishna AP, CSE Ms. Sabitha Rani AP, ME Ms. Priya N.Gopi AP, EEE Ms. Athulya G.R., AP, ECE Dr. Revathi External Member Ms. Sriya Raj student member	
Agenda	<ul style="list-style-type: none"> • 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. • To promote an environment free of sexual harassment and other acts of gender based discrimination that ensures gender equality and equal opportunities. • To prevent sexual harassment and to promote the general well-being of female students, teaching and non-teaching women staff. • Roles and Responsibilities of ICC 	
Discussion	The Principal addressed the following: <ul style="list-style-type: none"> • 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. • 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 & Others v/s. State of Rajasthan & 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. • 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. • 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" 	
Decision	All the members will be alert to prevent Sexual Harassment as per AICTE/KTU/GOVT. NORMS/ RULES. Registration Format : 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"

CONTACT US:

Internal Compliance Committee,
Vedavyasa Institute of Technology,
Karad Paramba,

Malappuram - 673632

Phone: 0483-2832157

Mobile: +91 9447900607

Email: hodcse@Vedavyasa.org



Dr. S. ANANDAPPA



Dr. KAVITHA MURUGESAN



VEDAVYASA INSTITUTE OF TECHNOLOGY

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

