



SHRI NEHRU MAHA VIDYALAYA COLLEGE OF ARTS AND SCIENCE (SNMV)

(Affiliated to Bharathiar University, Coimbatore, Re-accredited with "A+" Grade by NAAC)
Shri Gambhirmal Bafna Nagar, Malumachampatti, Coimbatore - 641 050, Tamil Nadu, India.



Internal Complaints Committee (ICC)

Objectives of ICC:

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

- Other acts of gender based violence To develop a policy against sexual harassment of women at the Institute.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and at the Institute.

Power and Duties of the Committee:

The committee is NOT to act as a moral police; neither will it intrude on anyone's privacy. The role of the Committee is to create awareness about sexual harassment and to deal with and recommend punishment for non-consensual acts of sexual harassment, and not to curtail sexual expression within the campus.

A. Preventive

To create and ensure a safe environment that is free of sexual harassment, including safety from persons/visitors coming into contact at the workplace.

B. Gender Sensitization

Gender Sensitization involves creating awareness about issues of gender and sexuality and working towards and creating an enabling environment of gender justice where all can work together with a sense of personal security and dignity.



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Internal Complaints Committee (ICC)

Minutes of the meeting- 2024-2025

AGENDA:

Discussed about conducting

1. Awareness Programmes for both girls and boys.
2. Other issues like gender sensitization

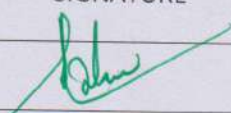
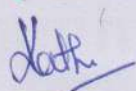
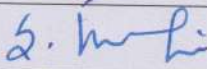
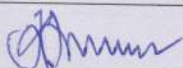
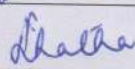

Resolutions:

1. Resolved to conduct awareness sessions to educate students and staff on eve-teasing and sexual harassment issues.
2. Resolved to nominate class wise mentors to deal with the issues.

Action Taken:

1. Awareness sessions conducted to the students and staff with the help of lawyers and police authorities.
2. Counselling sessions are conducted to all the students by senior academicians.
3. Class-wise mentors are appointed to deal with internal complaints

Members of the committee

SL.NO	MEMBER NAME	DESIGNATION	SIGNATURE
1	Dr.B.Subramani	Principal	
2	Mrs.M.B.Kavitha	Asst.Prof.Dep. Of Microbiology	
3	Mrs.S.Kavunthi	HOD Mathematics CA	
4	Mrs.K.Tamil Selvi	HOD ,Computer Science	
5	Dr.M.Premalatha	HOD, Social work	
6	Dr.A.Thiruvankateswari	HOD BCom	




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Minutes of the meeting- March 2025

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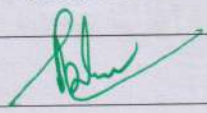

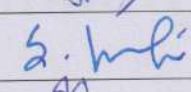
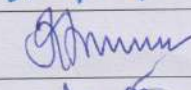
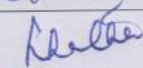
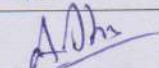
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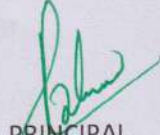
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2. Counselling sessions are conducted to all the students by senior academicians about eve teasing.
3. Class-wise awareness sessions conducted.

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