

Academic Year 2026 -2027

Internal Complaints Committee (Protection against Sexual Harassment Cell)

The **Internal Complaints Committee (ICC)** is a statutory committee constituted under the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)**. The committee is responsible for creating a safe, respectful, and inclusive campus environment by preventing, addressing, and resolving complaints of sexual harassment.

Key Responsibilities

- Receive and address complaints of sexual harassment from students, faculty, staff, and other members of the institution.
- Conduct fair, impartial, and confidential inquiries into complaints.
- Recommend appropriate disciplinary or corrective actions based on the findings.
- Ensure protection of the complainant from retaliation or victimization.
- Conduct awareness programmes, workshops, and sensitization sessions on gender sensitivity and prevention of sexual harassment.
- Promote a campus culture of dignity, equality, and mutual respect.

The committee functions with **strict confidentiality**, ensuring that the identity of the complainant, respondent, witnesses, and all proceedings remain protected throughout the inquiry process. It also ensures that every complaint is handled fairly, promptly, and in accordance with the provisions of the POSH Act and institutional policies.

Internal Complaints Committee (Protection against Sexual Harassment Cell)

S No	Designation	Names
1.	Professor of Practice / Dean (EP)	Prof. Girish Vasudevan
2.	Sr. Assistant Professor	Dr. D. Soundravalli
3.	Sr. Assistant Professor	Dr. K. Subha
4.	Non-teaching Staff	Ms. Reetha Joseph
5.	Non-teaching Staff	Mr. Jacob T. George
6.	Student Representatives	Three Student Representatives

