



# ARJUN COLLEGE OF TECHNOLOGY

Thamaraikulam, Coimbatore – Pollachi Highway, Coimbatore- 642 120  
Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai  
An ISO 9001:2015 Certified Institution



ACT/AICTE/ICC/21-22/003

16.08.2021

## Internal Complaint Committee - (ICC)

Arjun College of Technology, Coimbatore is committed to provide safe academic and working environment to all students and its women employees. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College for the year 2021-2022.

### **Objectives:**

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

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

An act of Sexual Harassment is a punishable offence. As per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, an internal Complaints Committee (ICC) has been constituted. The important functions of Internal Complaints Committee (ICC) formed at ACT are:

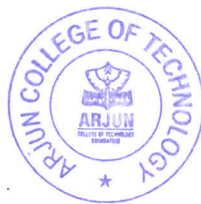
1. To hear and address complaints regarding sexual harassment at ACT, and
2. To spread awareness about gender-related issues and functioning of the ICC.

In case of any complaints, contact the following members of the committee:

- |                                       |   |             |
|---------------------------------------|---|-------------|
| 1. Prof.Dr.D.Jayasudha, Prof/CSE      | – | Chairperson |
| 2. Prof.B.Mohanambal, ASP/Maths       | – | Member      |
| 3. Prof.R.Latha Priyadarshini, AP/CSE | – | Member      |
| 4. Mrs.S.Sheeba, Librarian            | – | Member      |
| 5. Mr.S.Mohanraj, Accountant          | – | Member      |
| 6. Miss.G.Krishna Veni, III/CSE       | – | Member      |
| 7. Mr.K.Jegadeeswaran, III/ECE        | – | Member      |

## Working Rules:

- Any complaint regarding gender issues may be lodged to any member of the Internal Complaints Committee (ICC).
- All the complaints shall be kept confidential and it shall be the duty of the members of the ICC to ensure confidentiality. ICC will make investigations into a complaint made to it by a complainant, hold enquiries into such complaints and resolve the matter by amicable settlement if so requested by the complainant, recommend appropriate action to the Principal ACT, pursuant to the findings of the enquiry.
- On receiving a complaint of sexual harassment, the ICC shall conduct an inquiry into the complaint by obtaining information from the complainant and the defendant and any witnesses, determining if there are individuals with direct or indirect information regarding the complaint, and, if so, by interviewing them or by obtaining information from such other persons and making such inquiries as it thinks fit.
- The ICC shall record its findings and recommend appropriate action on the basis of the findings. The ICC shall deal with all issues expeditiously.
- The committee will meet frequently, review the position of gender issues in the institute and maintain minutes of the meeting.
- The Committee will upload the Annual report containing Numbers of complaints received and disposed during this year, Number of training Programmes conducted, Number of cases pending more than 90 days, etc.



  
Principal

**Dr. D. KUMAR** M.E., Ph.D., MBA.,  
Principal  
Arjun College of Technology  
Coimbatore - 642 120.

## Copy To:-

1. The Secretary – For Kind Information
2. All the HODs – With a request to circulate to all the Faculty Members and Students
3. The Individual Faculty In charge Concerned
4. The College Website – Coordinator
5. The College Discipline - Coordinator
6. The Deputy Wardens/Boys & Girls Hostel
7. The Admin Office
8. College Main Notice Board