

## INTERNAL COMPLAINTS COMMITTEE (ICC)

Responsibilities:

Internal Complaints Committee shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police
- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

[https://saksham.ugc.ac.in/content/downloads/7203627\\_UGC\\_regulations-harassment.pdf](https://saksham.ugc.ac.in/content/downloads/7203627_UGC_regulations-harassment.pdf)

<https://saksham.ugc.ac.in/content/downloads/Vishaka%20Guidelines.pdf>

<b>Sl. No.</b>	<b>Name</b>	<b>Designation</b>
1	Ms. K.M. Gayathridevy	Presiding Officer
2	Dr. K.B. Sumitha	Representatives from faculty members

3	Sri. Priyesh, K.G.	Representatives from faculty members
4	Sri. Vijayagovindan, C.	Representatives from faculty members
5	Sri. Sajeendran, P.	Representatives from non-teaching members
6	Sri. Manikandan, E.	Representatives from non-teaching members
7	Ms. Nikhila (I M.Sc. Maths)	Student member
9	Sri. Vaisakh (I M.Sc. CS)	Student member
10	Ms. Bhama Prakash (I M.Sc. Phy)	Student member
11	Sri. Chithresh, E.P.	Member from amongst non-government organisations or associations

