



SALEM SOWDESWARI COLLEGE (FOR WOMEN)

SALEM - 636010

INTERNAL COMPLAINTS COMMITTEE 2024-2025

COMMITTEE MEMBERS:

Dr.T.Poongodi	-	Chair Person
Dr.R.Hemalatha	-	Coordinator
Mr.S.Raja	-	Member
Dr.A.Kubendran	-	Member
Mrs.K.Savitha	-	Member
Mrs.S.Valarmathi	-	Member
Mrs.T.Surekha	-	Member
Dr.S.Mahalakshmi	-	Member
Dr.K.Shalini	-	Member

SFCW

Mr. S. Kumar - Overall Incharge

MAINTAINING REPORT :

Dr. R.Hemalatha

Objectives of the cell:

- To work towards creating an atmosphere promoting equality, non-discrimination and gender sensitivity.
- To promote and facilitate measures to create a work environment that is free of sexual harassment.
- To receive and take cognizance of complaints made about sexual harassment and give every complaint serious consideration.
- Crisis management, mediation and counseling.
- To conduct enquiries into the complaints, place findings and recommendations.



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EVENT 1: Guest Lecture on “Awareness and Advocacy on Sexual Harassment”

DATE: 23.09.2024

Venue: Dr. J.K.K. Angappa Chettiar Memorial Auditorium

The Internal Complaints Committee (ICC) is a mandated body under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in India. It aims to provide a mechanism for addressing complaints of sexual harassment in the workplace and ensuring a safe and conducive work environment for women.

Structure of the ICC

1. Composition:

- The ICC must consist of a minimum of four members.
- It should include three women members from the organization, one of whom should be the presiding officer.
- At least one external member with experience in social work or related fields.

2. Tenure:

- Members are typically appointed for a specific term, often three years.

Functions of the ICC

1. Complaint Handling:

- The ICC is responsible for receiving and addressing complaints of sexual harassment from employees.
- It must conduct inquiries into the complaints in a timely and fair manner.

2. Support to Complainants:

- The committee provides support and assistance to the complainant, including the option of counselling.

3. Awareness Programs:

- ICC is expected to conduct training and awareness programs on sexual harassment and the rights of employees under the Act.



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4. Reporting:

- After conducting inquiries, the ICC must prepare a report detailing its findings and recommendations.

5. Policy Development:

- The ICC may help in formulating policies and guidelines to prevent sexual harassment in the workplace.

Significance of the ICC

- **Safe Workplace:** The ICC plays a crucial role in creating a safe and secure working environment for women by addressing and mitigating instances of harassment.
- **Empowerment:** It empowers women to report incidents of harassment without fear of retaliation or stigma.
- **Legal Compliance:** Establishing an ICC is a legal requirement for organizations with 10 or more employees, helping them comply with the law.





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The Internal Complaints Committee serves as a vital mechanism for promoting gender equality and protecting the rights of women in the workplace. By ensuring that complaints are taken seriously and handled appropriately, the ICC contributes to foster a culture of respect and safety in work environments.

A guest lecture on "Awareness and Advocacy on Sexual Harassment" was organized by our college ICC on 23.09.2024 . At the beginning of the event, Dr. R. Hemalatha, ICC Coordinator, delivered the welcome address, while our college Principal (I/c) Dr. T. Poongodi shared insightful remarks and honoured the Guest Speaker Mrs. P. Devi Ramani, B.L., Senior advocate, Member of GSICC. Inquisitive speech began with an advice to shield women's self-respect from sexual harassment. The Guest Speaker's speech filled the air with excited anecdotes from White House to neighbours of our district. She stressed the significance of self-esteem for thriving in society. The Guest Speaker provided the key information to students: only 2 out of 36 courts - the Family Court and Women's Court, are busy. This indicates that women face numerous gender inequality problems. The talk furthermore intensified in parenting the children with awareness of sexual harassment. The Senior advocate highlighted the importance of rational thinking in the development of women and also recollected that women were referred to as " A badge of honour " in the past. People perceive them as precious property.



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The cases of Boxing federation of India; the heartbreaking Manipur incident were brought into light and also explained drug addiction and mobile phone addiction mars the society. The speaker very strongly recommended teaching law in the Schools and Colleges. The most important talk was about the sexual harassment case of a girl in Rajasthan who filed cases on her higher officials and requested for compensation, this prolonged for 20 years and finally Supreme Court of Delhi passed verdict and this eventually ended up with formation of Vishakha committee. The most important acts like (Eve-Teasing Act, Dowry Harassment Act, Domestic Violence Act, Hindu Marriage Act



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and Nirbhaya Act) were elucidated and raised awareness among the students. At the end she concluded by suggesting the students to stay healthy, eat well and lead a prosperous life and recommended downloading the Kavalan app and saving nearby police station numbers.



A total number of 350 students from various departments participated in the awareness program. Dr. C. Raja, Assistant Professor and Head of the Chemistry



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Department, proposed the vote of thanks at the conclusion of the event. The overall session was coordinated by Dr. R. Hemalatha, Mr. S. Kumar, and the Club members, under the guidance of Dr. T. Poongodi, Principal (I/c), and Mr. J.K.A. Kumararaja, the Correspondent and Secretary.

Report Preparation

Dr. K.Shalini



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EVENT 2: An Awareness Programme “Empower, Educate, Prevent: A Campus without Harassment”

DATE: 20.02.2025

TIME: 2.00 PM

VENUE: Dr. J. K. K. Angappa Chettiar Memorial Auditorium

The Internal Complaints Committee (ICC) of Salem Sowdeswari College (For Women) organized an awareness programme titled “Empower, Educate, Prevent: A Campus without Harassment” on 20th February 2025 at 2:00 PM. The event aimed to educate students and staff on the importance of preventing harassment and fostering a safe and secure campus environment.

			AGENDA	
SALEM SOWDESWARI COLLEGE (FOR WOMEN) (Affiliated to Periyar University, Salem - 636 011) Salem - 636 010, Tamil Nadu			<i>Inauguration</i>	: 02.00 pm
INTERNAL COMPLAINTS COMMITTEE (ICC) <i>An Awareness Programme “Empower, Educate, Prevent: A Campus without Harassment”</i> Date: 20.02.2025 Time: 2.00 pm Venue: Dr. J. K. K. Angappa Chettiar Memorial Auditorium			<i>Tamizhthai Vazhthu</i>	
Presided by Shri. J.K.A. KUMARARAJAH Correspondent & Secretary Salem Sowdeswari College (For Women), Salem - 10			<i>Welcome Address</i>	: Dr. R. Hemalatha Committee President / Coordinator, Associate Professor and Head Department of Statistics
Guest Speaker Mrs. R. DHARANI, B. Com., L.L.B., Advocate, MS.9346/2022			<i>Presidential Address</i>	: Shri. J.K.A. KUMARARAJAH Correspondent & Secretary
Felicitation Dr. T. POONGODI, Principal In-charge Mr. S. KUMAR, Faculty In-charge, (SFCW) Salem Sowdeswari College (For Women), Salem - 10			<i>Felicitation Address</i>	: Dr. T. POONGODI, Principal In-charge, (Aided) Mr. S. KUMAR, Faculty In-charge, (SFCW)
Internal Complaints Committee Dr. R. Hemalatha - Committee President / Coordinator, Associate Professor and Head, Department of Statistics			<i>Honouring the Resource person</i>	: Dr. T. POONGODI, Principal In-charge
Members Thiru. S. Raja - Assistant Professor and Head, Department of Chemistry Dr. A. Kulkarni - Associate Professor and Head, Department of Tamil Tmt. S. Savitha - Assistant Professor, Department of Chemistry Tmt. S. Valarmathi - Assistant Professor, Department of Chemistry Tmt. T. Sarekha - Assistant Professor, Department of English Dr. S. Mahalakshmi - Assistant Professor, Department of Corporate Secretaryship Dr. K. Shalini - Assistant Professor, Department of Statistics Dr. P. M. Kavitha - Assistant Professor, Department of Tamil (SFWC) Tmt. M. Purnima - Assistant Professor, Department of Maths (SFWC) Tmt. K. Karlin Mary - Non-Governmental charitable Organization (NGO) Tmt. R. Dharani - Advocate Tmt. M. Saraswathi - Office Superintendent Thiru. M. Mohanraj - Assistant Selvi. R. Priyadarshini - Research Scholar, Department of Statistics Selvi. V. Kannanadevi - M. Sc., Department of Statistics Selvi. S. Shalini - B. Sc., Department of Chemistry			<i>Special Address</i>	: Mrs. R. DHARANI, Advocate
			<i>Vote of Thanks</i>	: Mrs. K. Savitha Assistant Professor, Department of Chemistry
			<i>National Anthem</i>	
All are Cordially Invited				

First year students from all branches actively participated in this event. The programme commenced with the Tamizhthai Vazhthu. Dr. R. Hemalatha, Coordinator of Internal Complaints Committee (ICC) delivered the Welcome Address. She also



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emphasized the significance of awareness regarding harassment-related issues and the role of ICC in addressing complaints and ensuring justice.



Dr. T. Poongodi, Principal In-charge (Aided), delivered the felicitation address, and commended the ICC for its efforts in organizing the programme. She highlighted the crucial role of education for creating a harassment-free environment and empowering individuals to identify, prevent, and address such issues.





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As a token of appreciation, she honored the chief guest, Mrs. R. Dharani, with a shawl and memento, acknowledging her valuable contribution to raising awareness on legal perspectives and preventive measures against harassment.



The Special Address was delivered by the resource person Mrs. R. Dharani, Advocate, who provided an in-depth and insightful discussion on legal provisions, individual rights, and redressal mechanisms related to harassment. She also provided valuable insights into the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act). She explained that the Act was enacted to provide a safe and secure working environment for women and mandates the establishment of an Internal Complaints Committee (ICC) in every workplace. She emphasized the importance of confidentiality, time-bound investigation, and strict penalties for non-compliance under the Act. Additionally, she discussed how the PoSH Act extends its protection to students and employees in educational institutions, ensuring that every individual has the right to report grievances without fear of retaliation. Mrs. R. Dharani's thought-provoking session encouraged active participation by prompting discussions and raising critical awareness among students. The session not only



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empowered the participants with essential knowledge but also instilled confidence in them to advocate for a harassment-free environment within the institution.



The event concluded with vote of thanks proposed by Mrs. K. Savitha, Assistant Professor, Department of Chemistry, who expressed gratitude to the chief guest, faculty members, organizers, and participants for their valuable contributions and active engagement.

The session ended on a patriotic note with the National Anthem. The programme successfully enhanced awareness about the Internal Complaints Committee (ICC), reinforcing the commitment to a safe, supportive and respectful workplace for all. The overall session was coordinated by Dr. R. Hemalatha, Mr. S. Kumar, and the Club members, under the guidance of Dr. T. Poongodi, Principal (I/c), and Mr. J.K.A. Kumararaja, the Correspondent and Secretary.
