



Lr.No.SINCET/OFF/2024-25/37

DATE: 09.09.2024

Circular for Formation of Internal Complaints Committee (ICC) Members 2024-2025

As per the guidelines of Supreme Court, UGC, Section 4 SHW act 2013 and AICTE Regulations, 2016 vide No. F. AICTE/ WH/ 2016/ 01 dated 10th June, 2016 Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions, Sir Issac Newton College of Engineering and Technology initiated an Internal Complaints Committee (ICC).

ICC of Sir Issac Newton College of Engineering and Technology is formed to facilitate Safe and Secure educational and working environments for both female students and staff. The Institute follows the policy of zero tolerance towards Human rights violation and the above committee looks into issues regarding prevention, prohibition and redressal of Sexual harassment of woman at workplace.

The Internal Complaints Committee (ICC) is constituted with the following Members.

S.NO	NAME	DESIGNATION	ROLE	MOBIL NO.
1.	Mrs. J. SIVSASANKARI	HOD / S&H	PRESIDING OFFICER	9788988036
2.	Mr. N. RAGUVARAN	HOD / EEE	MEMBER	8668065747
3.	Ms.K.KURALAMUTHU	AP/ECE	MEMBER	8220188018
4.	Mrs. MISHA KP	LIBRARIAN	MEMBER	9446389927
5.	Ms.C. JANANAI	TEACHING ASST	MEMBER	7904518885
6.	Ms. K.NIDHYA	STUDENT / II ECE	MEMBER	9500429503
7.	Ms.S.JANAKI	STUDENT / III AI&DS	MEMBER	9025228604
8.	Ms. T.VINISHA	STUDENT / III AGRI	MEMBER	8524594844
9.	Ms.M.ARTHI	STUDENT / III CSE	MEMBER	8015494840


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Internal Complaints Committee (ICC)

Sexual Harassment Means:

Any inappropriate advances towards a person in sexual manner which could directly or indirectly affect or influence the job, salary and career along with personal lives. The SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 clearly defines the sexual harassment as the following:

- Physical contact and advance
- A demand or request for sexual favours
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

ROLES AND RESPONSIBILITIES

Roles	Responsibilities
<ul style="list-style-type: none">• The Internal Complaints Committee (ICC) plays a pivotal role in ensuring a safe and respectful environment within the institution. Its primary responsibility is to address complaints related to harassment, discrimination, and misconduct while promoting a culture of accountability and respect.• The ICC is committed to providing a confidential and supportive framework where individuals can report grievances without fear of retaliation, ultimately contributing to a healthier academic and professional atmosphere.	<ul style="list-style-type: none">• The ICC is responsible for receiving complaints related to harassment, discrimination, and misconduct from students and staff, ensuring that all complaints are taken seriously.• The committee maintains strict confidentiality regarding the identity of complainants and the details of the complaints throughout the investigation process.• The ICC conducts thorough and impartial investigations into complaints, gathering evidence, interviewing witnesses, and reviewing relevant documents to ascertain the facts.

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