



MEENAKSHI COLLEGE OF ENGINEERING
No-12, Vembuli Amman Koil Street, West K.K Nagar,
Chennai - 600 078

INTERNAL COMPLAINTS COMMITTEE

The sexual harassment of women at work place (prevention, prohibition and redressal) act 2013

- ★ The sexual harassment of women at workplace (prevention, prohibition and redressal) act 2013 is an act to provide protection against sexual harassment of women at work place.
- ★ Sexual harassment results in the violation of basic fundamental rights of women such as Right to equality under article 14, 15 and her right to live with dignity under article 21 of the constitution of India.

Functions of ICC:

- As per the guidelines of UGC, NAAC and the Supreme Court, the college has established the Internal Complaints Committee for the effective enforcement of basic human rights of gender equality and assurance of an environment to be free from sexual harassment and abuses.
- Prevents discriminations, gender, caste and other inequalities against women by creating awareness
- Spreads social awareness through street plays, marathons etc.
- Promptly and confidentially deals with the cases of any sexual harassment and abuses in the campus and taking necessary steps against the accused.
- Provide assistance if an employee or a student chooses to file a complaint with the police;
- 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;
- 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;
- Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment; and
- Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Coordinator