



# Arulmigu Meenakshi Amman College of Engineering

Vadamavandal, Namandi P.O., Cheyyar Taluk Tiruvannamalai District,  
Tamilnadu – 604 410

## INTERNAL COMPLAINTS COMMITTEE

### CIRCULAR

Ref No: AMACE / 2023-2024/ICC/01

DATE : 23/09/2024

In pursuance of Government Gazette , AICTE and UGC (prevention , prohibition and redressal of sexual harassment of employees and students in higher educational institutions), internal complaints committee (ICC) has been formed in our college in order to deal with the complaints relating to Sexual harassment at work place.

If any faculty, staff or student has any kind of sexual harassment, the same can be brought to the notice of the convener or any member of the ICC for necessary action and redressal.

**PRINCIPAL**

Copy to:

The Committee members

The HODs of various departments

The Notice board



**ARULMIGU MEENAKSHI AMMAN COLLEGE OF ENGINEERING**  
**Vadamavandal – 604 410**

**INTERNAL COMPLAINTS COMMITTEE**

**CIRCULAR**

Ref No: AMACE / 2023-2024/ICC/02

DATE :23/09/2024

In pursuance of the notifications issued by UGC, Government Gazette and AICTE, The Internal Complaints Committee has been formed in our Institution and has been revamped for the academic year 2023-2024, under the guidance of the HODs of various departments and the Principal.

Those students who has spotted or facing barriers with the issues related to the gender based discriminations or harassments in the college premises can post to the following committee members and assure that we all cooperate to resolve the issues confidentially and impartially. This revised committee is with effective from 23/09/2024

S.No	NAME OF MEMBERS	DESIGNATION	DEPARTMENT or POST	POSITION
1	Mrs.V.Jancirani .	Assistant professor	HOD of Chemical Engg	Presiding Officer
2	Ms. S.Chinthamani	Assistant professor	Science And Humanities	Convenor
3	Mr.V.Umapathy	Assistant professor	Mechanical Engg	Member
4	Ms. R. Hari praba	Assistant professor	Civil Engineering	Member
5	Ms. M. Sandya	Assistant professor	HOD of MBA	Member
6	Mrs.R.Anbarasi	Assistant professor	HOD of MCA	Member
7	Mr.Suresh	Assistant professor	HOD of CSE	Member
8	Mr.D.Dhakshinamoorthy	Assistant professor	HOD of ICE	Member
9	Mr. B. Kotteesvaran	Assistant professor	HOD of Mechanical	Member
10	Mr.S.Dineshkumar	Assistant professor	HOD of Biotech	Member
11	Mr. C.Dhinesh kumar	Assistant professor	HOD of EEE	Member
12	Mr. C. Vijaya kumar	Non Teaching Staff	Administrative officer	Member
13	Mr.P.Raghupathy	Librarian	Senior faculty	Member
14	Mrs.Pavithra	Non Teaching Staff	Senior faculty	Member
15	Mr.Shanmugam	Non Teaching Staff	Senior faculty	Member
16	Ms.Vasantha	Non Teaching Staff	Senior house keeping	Member
17	Mr. Karunagaran	Non Teaching Staff	Senior house keeping	Member
18	Mr. Kishorekumar	Student coordinator	III Biotech	Member
19	Mr. Madhankumar	Student representative	III CSE	Member
20	Mr.Velan	Student representative	III IT	Member
21	Ms.Vaishanavi	Student representative	III ICE	Member
22	Ms. R. Chakravarthy	Resource person	Advocate/Legal counselor	Member
23	Adv. Karthika	Resource person	Junior Advocate / Legal Advisor	Member

Copy to: Co-Ordinator  
The Committee members  
The HODs of various departments  
The Notice board



# ARULMIGU MEENAKSHI AMMAN COLLEGE OF ENGINEERING

## Vadamavandal – 604 410

### 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.

## **Establishment of Online Internal Compliance Committee Mechanism**

The committee for the Online Internal Compliance Committee Mechanism is established.

<https://forms.gle/kFErZQ12TA5z9Ncf9>