



## Internal Compliance Committee (ICC)

The Internal Complaints Cell of our college serves as a critical mechanism for addressing grievances related to Specifically discrimination, and other forms of misconduct within the academic community. Specifically focusing on the well-being and safety of women staff, the ICC plays a pivotal role in creating a conducive work environment that fosters dignity, respect equality.

**The ICC of the College comprises of the following members:**

S.No	Name	Designation	Position	Phone No.	E-Mail Id.
1.	Ms. M Shunmuga Sankari	Associate Professor	Chairperson	7373720139	<a href="mailto:hodeec@tjsec.in">hodeec@tjsec.in</a>
2.	Dr. S. VelMurugan	Professor	Representative- Senior faculty	7373720182	<a href="mailto:hodmech@tjsec.in">hodmech@tjsec.in</a>
3.	Dr. S Anitha	Assistant Professor	Representative- Female Faculty	7373720183	<a href="mailto:hodece@tjsec.in">hodece@tjsec.in</a>
4.	Ms. R Durga Devi	Lab Demonstrator	Representative- Non-Teaching	7373720182	<a href="mailto:hodmech@tjsec.in">hodmech@tjsec.in</a>
5.	Mr M Sudhagar	Counsellor	Member	9841472574	<a href="mailto:sudhagarm2012@gmail.com">sudhagarm2012@gmail.com</a>
6.	Mr E Avinash Raj	IV Yr Student	Representative- Student	7550100860	<a href="mailto:avinashraj12@gmail.com">avinashraj12@gmail.com</a>
7.	Ms J Rekha	IV Yr Student	Representative- Student	9585811579	<a href="mailto:rekha19122003gmail.com">rekha19122003gmail.com</a>
8.	Ms Lalasa D.	II Yr Student	Representative- Student	8807769779	<a href="mailto:lalasareddy102@gmail.com">lalasareddy102@gmail.com</a>



The duties and Responsibilities of the Internal Complaints Committee (Sexual Harassment of Women at workplace) are as follows:

- The Chairperson shall receive the complaints of Sexual Harassment, if any, on behalf of ICC and shall coordinate the deliberations of the ICC on the complaints received.
- On receipt of a complaint, ICC shall conduct preliminary enquiry to ascertain the truth of the allegations by collecting the evidences.
- ICC shall then submit the report of the preliminary enquiry to the principal.
- In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute.

The following actions may be recommended:

- Receiving complaints
- Investigation
- Confidentiality
- Resolution
- Awareness and Training
- Policy development

If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the fore mentioned UGC Regulations 2015.