

## **INTERNAL COMPLAINTS / SEXUAL HARASSMENT COMMITTEE**

**About:** In compliance with the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places the University Grants Commission (UGC) has issued circulars since 1998 and insisting the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act -Sexual Harassment Act in April 2013) to all the universities, advising them to establish a permanent cell /committee and to frame guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised the universities to be proactive by developing a conducive atmosphere on the campus, where the women are respected and they are treated with dignity. As per the guidelines of UGC and the recommendation of the Anna University a Committee against Sexual Harassment/ (ICC) Internal Complaints Committee at Kingston Engineering College have been established to provide a healthy and congenial atmosphere to the staff and students of the College.

### **Sexual Harassment-Definition**

According to the Supreme Court, sexual harassment is defined as “unwelcome sexually determined behavior such as”

- Physical contact and making advances.
- A demand or request for sexual favours.
- Sexually oriented remarks.
- Showing pornography.
- Use of electronic media (phone, internet, intranet) for perpetrating any of the above.
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

In short, the definition of sexual harassment is broad enough to include all kinds of offensive, hostile, intimidating, humiliating and exploitative language, gestures and conduct.

### **The Role of the Cell:**

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- To ensure that appropriate action is taken against the offender.
- To ensure that victims and witnesses are not victimized or discriminated because of their Complaint.
- To take proactive measures towards sensitization of the working and learning community on gender issues so that the University is an excellent work place for all.
- Recommend appropriate punitive action against the guilty party to the cell.

### **Action**

- If informal methods such as telling the perpetrator to stop harassing and lodge a complaint through email or by a telephone call to any of the members of Internal Complaints Committee.
- The complaint's name and identity will be kept confidential.

## Internal Complaints Committee Members

Sl.No	Name /Designation	Position
1	Dr.M.M.Ravikumar Principal	Chairperson
2	Ms.R.Ashwini Assistant Professor/MBA Internal Member, Psychologist	Counselor
3	Mrs.M.Gayathri HOD/MBA	Coordinator
4	Ms.S.Aruna Assistant Professor/EEE	Member
5	Ms. N. Vanitha Assistant Professor/ECE	Member
6	Mrs. L. Saranya Assistant Professor/Civil	Member
7	Mrs. S. Sarah Associate Professor/IT	Member
8	Mrs. K. Maithili Assistant professor/CSE	Member
9	Mrs. V. Mary Vanaja Assistant Professor/English	Member
10	Ms.A.Rajeswari Assistant Professor/MBA	Member
11	Mrs. E.Amudha Lab Assistant/ECE	Member