

## **Internal Complaints Committee on Sexual Harassment**

Following the guidelines on the prevention and deterrence of sexual harassment in the workplace laid down by the Supreme Court of India in its 13 August 1997 judgement, “Internal complaints Committee on Sexual Harassment” was set up in the college in order to sensitize students on the issues of gender justice and to take action against any reported act of sexual harassment. The function of this committee is “Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students”. A Complaint Box is placed in front of the Principal’s room for students to register their complaints if needed. We can proudly say that no such complaint has been registered till date.

### **Objectives**

- To develop guidelines and norms for policies against sexual harassment
- To work out details for the implementation of these policies.
- To prepare a detailed plan of action, both short and long term
- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized

### **What is Sexual Harassment?**

Unwelcome sexual advances, requests for sexual favours, and other visual, verbal or physical conduct of a sexual nature constitute sexual harassment when:

It is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic or employment decisions or evaluations, or permission to participate in any activity in the college, or when the conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating or hostile academic work or living environment.

Determining what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment may take many forms – subtle and indirect, or blatant and overt. For example,

- It may be conduct towards an individual of the opposite sex or the same sex.

- It may occur between peers or between individuals in a hierarchical relationship.
- It may be aimed at coercing an individual to participate in an unwanted sexual relationship or it may have the effect of causing an individual to change behaviour or work performance.
- It may consist of repeated actions or may even arise from a single incident.

### **What to do if you feel you are being sexually harassed**

- ❖ Know your rights – Sexual harassment is illegal, both the law of the land and the college prohibit sexual harassment.
- ❖ Speak up – If you can, tell the person to stop. State clearly and firmly that you want a particular behaviour to cease.
- ❖ Get information and support – If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the committee. Keep records that might be useful for pursuing the case.

### **What not to do**

- ❖ Do not blame yourself. Sexual harassment is not something one brings on oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to work and live with dignity.
- ❖ Do not ignore it. Ignoring sexual harassment does not make it go away. The harasser may misinterpret a lack of response as approval of the behaviour.
- ❖ Do not delay. Delay in action increases the probability that unwanted behaviour will continue or escalate.
- ❖ Do not hesitate to ask for help. Speaking up may prevent others from being harmed as well.

### **How to lodge a complaint**

Complaints related to sexual Harassment should be submitted in written form to the chairperson of the committee who would be a senior member of the faculty. The name, class and the department of both the complainant and the accused should be provided in the complaint. The details like the place and time of the occurrence of harassment should also be specified.

## Members of the Committee

S.No	Name	Designation	Position held in the Committee
1	Mrs R.Jayalakshmi	Associate professor	Chair person
2	Mrs. Vijayalakshmi.K	Assistant professor	Coordinator
3	Mrs. P.N.Pushpalatha	Assistant professor	Coordinator
4	Dr. P.M. Gomathi	Associate professor	Member
5	Ms. G.S. Arulselvi	Junior assistant	Member
6	Ms. G.Yasodha	Junior assistant	Member
7	Ms.R.Archana	Student president	Member
8	Ms.R.Nandhini	Student Secretary	Member