

Ph : 0421 - 2332544, 2332588

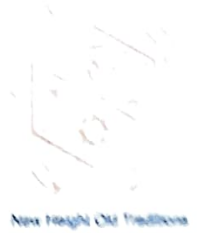
Fax : 0421 - 2332588

TAMILNADU COLLEGE OF ENGINEERING

Sponsored by : Tamilnadu Technical Education Foundation, Tirupur.

(Approved by AICTE and Affiliated to Anna University)

PALANISAME RAVI NAGAR, KARUMATHAMPATTI, COIMBATORE - 641 659.



Dr. M. KARTHIKEYAN, B.E., M. Tech., Ph.D.

PRINCIPAL

TCE/987(m)/IC/Cir./2023

16.03.2023

CIRCULAR

An Internal Committee (IC) is formed with the aim of Prevention and Prohibition of Sexual Harassment of Women Employees and Students, and Redressal of Grievances in Technical Institutions (All India Council for Technical Education (AICTE) Regulations 2016) for the academic year 2023-2024 and the details are listed below.

The objectives of Internal Committee are as follows:

- To create an environment of gender justice where men and women work together with a sense of personal security and dignity.
- To create awareness amongst students about the issues related to the youth, girls in particular.
- To disseminate knowledge about rights and laws related to women.
- To create awareness amongst students about the problems faced by women due to gender issues.
- To enhance the self-esteem and self-confidence of girl students, women faculty and staff.
- To foster decision-making ability in girl students for making informed choices in areas like education, employment and health.

The principle of gender equality is assured in the Indian Constitution. At TCE, we strongly believe that women and men have right to live as free and equal human beings and this equality should exist in all areas of life. The Committee shall function as per the guidelines stipulated by AICTE.

Ph : 0421 - 2334944, 2332588

Fax : 0421 - 2332588

TAMILNADU COLLEGE OF ENGINEERING

Sponsored by : Tamilnadu Technical Education Foundation, Tirupur.

(Approved by AICTE and Affiliated to Anna University)

PALANISAME RAVI NAGAR, KARUMATHAMPATTI, COIMBATORE - 641 659.



:: 2 ::

Dr.M.KARTHIKEYAN, B.E.,M.Tech., Ph.D.
PRINCIPAL

The committee members are as follow:

- | | |
|--|-------------------|
| 1. Dr. A.S.Shanthi, Professor & Head / CSE | Presiding Officer |
| 2. Mr.T.Rajthilak, AP/ English | Member |
| 3. Mrs.R.Gokila,AP/ICE | Member |
| 4. Mrs.A.Velumani,Jr.Asst./Office | Member |
| 5. Mrs.M.Shanthi, Receptionist/Office | Member |
| 6. Sr.Lourdu Sagayam, Director, Marialaya Rehabilitation
Home for Women & Children, Tirupur | NGO Member |
| 7. Ms.S.Yazhini, Student/III CSE | Member |
| 8. Ms.D.Athira, Student /III CSE | Member |
| 9. Ms.S.Akshaya Sri/ Student/ II CSE | Member |

PRINCIPAL

PRINCIPAL

TAMILNADU COLLEGE OF ENGINEERING
PALANISAME RAVI NAGAR,
KARUMATHAMPATTI- 641 659,
COIMBATORE.

Copy to

The Chairman, TCE

The Secretary & Correspondent, TCE

The Chief Executive, TCE

Administrative Officer,

All HoDs (For circulation among their department staff members)

Office Administrator, TCE

Concerned Staff Member, TCE

File.



Dr.M.KARTHIKEYAN, B.E.,M.Tech., Ph.D.

PRINCIPAL

TCE/987(m) /IC/Cir./2023

16.03.2023

CIRCULAR

An Internal Committee (IC) is formed with the aim of Prevention and Prohibition of Sexual Harassment of Women Employees and Students, and Redressal of Grievances in Technical Institutions (All India Council for Technical Education (AICTE) Regulations 2016) for the academic year 2023-2024 and the details are listed below.

The objectives of Internal Committee are as follows:

- To create an environment of gender justice where men and women work together with a sense of personal security and dignity.
- To create awareness amongst students about the issues related to the youth, girls in particular.
- To disseminate knowledge about rights and laws related to women.
- To create awareness amongst students about the problems faced by women due to gender issues.
- To enhance the self-esteem and self-confidence of girl students, women faculty and staff.
- To foster decision-making ability in girl students for making informed choices in areas like education, employment and health.

The principle of gender equality is assured in the Indian Constitution. At TCE, we strongly believe that women and men have right to live as free and equal human beings and this equality should exist in all areas of life. The Committee shall function as per the guidelines stipulated by AICTE.



TAMILNADU COLLEGE OF ENGINEERING

INTERNAL

COMMITTEE (IC)

MINUTES OF THE MEETING

VENUE: College Committee Room

DATE: 23.03.2023 (FN)

TIME: 10.00 AM

MEMBERS PRESENT

SNO	NAME	DESIGNATION	SIGNATURE
1.	Dr.A.S.Shanthi,Professor &Head / CSE	Presiding Officer	
2.	Mr.T.Rajthilak,AP/English	Member	
3.	Mrs.R.Gokila,AP/ICE	Member	
4.	Mrs.A.Velumani,Jr.Asst./Office	Member	
5.	Mrs.M.Shanthi, Receptionist/Office	Member	
6.	Sr.Lourdu Sagayam,Director,Marialaya Rehabilitation Home for women &Children,Tirupur	NGO Member	
7.	Ms.S.Yazhini,Student/III CSE	Member	
8.	Ms.D.Athira,Student/III CSE	Member	
9.	Ms.S.Akshaya Sri Student/II CSE	Member	

Presiding Officer welcomed all the members for the meeting.

Agenda item #1: Presiding Officer told members to create an environment of gender justice for men and women to work together with a sense of personal security and dignity.

Agenda item #2: Presiding Officer asked members to create awareness amongst students about the youth issues, girls in particular.

Agenda item #3: Presiding Officer asked members to disseminate knowledge about rights and laws related to women.

Agenda item #4: Presiding Officer asked all the members to create awareness amongst students about the problems faced by women.

Agenda item #5: Presiding Officer asked to create an environment for self-esteem and self-confidence of girl students, women faculty and staff.

Agenda item #6: Presiding Officer conveyed about an awareness to increase the decision-making ability in girl students.

Meeting was concluded and Presiding Officer thanked all the members.

Closing time: 10.30 AM



TAMILNADU COLLEGE OF ENGINEERING, KARUMATHAMPATTI.

ANNUAL REPORT-INTERNAL COMMITTEE(IC) 2023

In pursuance to Supreme Court and AICTE Directive, the Institute has constituted an Internal Committee (IC) for Gender Sensitization and Complaints against Sexual Harassment. The committee shall address discriminatory behavior including Sexual Harassment that they observe or of which they become aware of. The committee will also advise remedial actions including punishment to the offender. Committee composition consists of representatives from faculty, staff, students and external NGO representative.

The IC comprises of the following members:

- | | | |
|----|--|-------------------|
| 1. | Dr.A.S.Shanthi, Professor&Head / CSE | Presiding Officer |
| 2. | Mr.T.Rajthilak, AP/English | Member |
| 3. | Mrs.R.Gokila, AP/ICE | Member |
| 4. | Mrs.A.Velumani, Jr.Asst./
Office | Member |
| 5. | Mrs.M.Shanthi, Receptionist/Office | Member |
| 6. | Sr.LourduSagayam, Director, Marialaya
Rehabilitation Home for women
&Children, Tirupur | NGO Member |
| 7. | Ms.S.Yazhini, Student/III CSE | Member |
| 8. | Ms.D.Athira, Student/III CSE | Member |
| 9. | Ms.S.Akshaya Sri, Student/II CSE | Member |

Details of the meetings of the committees held are as follows:

The meeting of IC was held on March 23, 2023, at TCE.

Points discussed

1. The Presiding Officer welcomed the members and briefed them about the background, composition, scope and objectives of the committee.
2. A copy of the AICTE Regulations applicable to all Institutes was circulated amongst the members and the Presiding Officer read out and discussed the important clauses relevant for the Institute.
3. It was decided that the earlier document compiled on Policy Against Sexual Harassment for TCE needs to be re-drafted. After incorporating all suggestions from the committee members the below policy has been finalized.

Policy and Guidelines for the Internal Committee- TCE

1. Objective:

- 1.1 As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016, IC consisting of the following is reconstituted on April 18, 2019. The Act is an extension of the Vishaka Guidelines issued by the Supreme Court in 1997 and as per the Gazette of India notification Vaisakha 3, 1935(SAKA), dated April 23, 2013, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
- 1.2 This policy is meant to sensitize the employees about their fundamental right to have safe and healthy environment at their workplace and what conduct constitutes sexual harassment, the ways and means which we are adopting to prevent occurrence of any such event, and in the chance of an occurrence, to enable a fair mechanism for dealing with such conduct TCE has constituted an Internal Committee ("IC"). The Committee will act as a dedicated task force that can constantly monitor the existing (security) arrangements and suggest additional security measures to be put in place.

2. Scope

The Prevention of Sexual Harassment Policy is applicable:

- 2.1 To all employees of TCE, which as per section 2 (f) of the Act, means any person who has been employed as regular, temporary, ad hoc or on daily wages basis either directly /through an agent / contractor (with/ without the knowledge of the principal employer, with or without remuneration / voluntary under express / implied terms of employment and shall include contract worker/probationer/apprentice/Executive Trainees/Management Trainees, etc. hereinafter defined as "Employees /Consultants"
- 2.2 On office premises and all areas which can be termed as notional extension of employer's premises. It also includes any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey. The incident is covered during/after office hours.
- 2.3 All the visitors & vendors associated with us & visiting any premises of the company, or whose premises our employees visit during the course of business. The IC is required to enquire all Complaint made under the provisions of the Act and as per this Policy / guideline in just and fair manner and submit their report to the respective Employer (s), as the case may be. It is pertinent to mention that the Employer only has the right to punish any accused here under and IC is an advisory body to meet the ends of justice. Any act of sexual behavior is included if such an act is perceived to be detrimental to a healthy and congenial work environment. This act is only applicable when both or either the alleged harasser i.e the Respondent (defined here in after) & a Person who has been subject to Sexual Harassment i.e the Complainant (defined hereinafter) are employees / consultants of the company. In the event any employee experiences any act of sexual harassment at any place other than its workplace and/ or extended workplace, the Employer is obligated to provide all the assistance, support and help to the said employee for redressal of his /her Complaint.

3. Guidelines

It is mandatory on all employees/consultants to follow this policy and the guidelines formulated herein. Sexual Harassment at the workplace will be deemed to be a violation, breach of terms of employment, and a criminal offence in addition to violation of gender equality guaranteed under the constitution.

4. Definition of Sexual Harassment:

"Sexual harassment" includes any unwelcome sexually inclined behaviour, whether directly or indirectly, such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing any pornography, or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature where any of these acts is committed in circumstances where the Complainant has a reasonable apprehension that in relation to the Complainant's employment or work whether drawing salary, or honorarium or voluntary, whether in public or private enterprise such conducts can be humiliating and may constitute a health and safety problem. This list is illustrative and not exhaustive and applicable irrespective of gender.

5. Definitions for reference:

Complainant: can be a person who has been subject to Sexual Harassment and / or any Person reporting an incident of Sexual Harassment. A third party can also be a Complainant, however, a written Complaint from the Person who has been subject to Sexual Harassment is mandatory to be filed with the IC as the case may be.

Respondent: The person who is alleged/reported to have committed an act of Sexual Harassment.

6. Programmes conducted

- 6.1 Tamilnadu College of Engineering had conducted a few workshops on Sensitization on Sexual Harassment of Women at Workplace on September 21, 2022, and Gender Awareness program on March 08, 2023. The Committee shall decide to meet regularly. Minutes of the Meeting ("MoM") of the same will be prepared and submitted on a by-yearly basis / as decided by the Committee to the Employer. The quorum for the meeting of the Committee would constitute at least three members present in person or at least fifty percent of the total members of the Committee whichever is higher.
- 6.2 At the end of every calendar year an annual report containing all the details like the number of complaints filed, the stage of each Complaint and the number of Complaints redressed will be prepared and furnished by the respective Employer, should be reported in their annual report.

6.3 Sensitization programmes / workshops would be organized, meetings would be convened for all employees as well as special meetings to be conducted with only the women employees by the IC on a regular basis in order to do the following:

- a) To sensitize employees about their right to have safe and healthy work environment
- b) To spread awareness about same either by way of publication, advertisement or by convening meetings.
- c) To discuss with women employees on general issues involving challenges faced by them at workplace, if any and workshops on various aspects of the Act.
- d) Increase awareness amongst employees and overcome the hesitation and discomfort in discussing issues involving Sexual Harassment at work place by convening meetings so that employees can come up in open and share their views and ideas.
- e) The Committee would also assist complainants if required to file a Complaint

6.4 Introduce a system to record names of employees who have to stay late (beyond 8PM) in office with reasons. Security on duty needs to visit the workplaces every half an hour post 8 PM.

6.5 Maintain records of all sexual harassment cases and findings

6.6 Display penal provisions of sexual harassment

7. Reporting of Sexual Harassment Complaints

Any aggrieved person who feels / presumes that he / she has been subject to sexual harassment by a person, including a supervisor, manager, employee of other organization or vendor by way of any action or words should immediately report or complain the incident to the IC as set forth below as the case may be or to any member of IC within three months from the date of occurrence of the said incident and in case of a series of incidents within a period of three months from the date of the last incident. Delay in reporting makes it more difficult to establish the facts of a case and may contribute to the repetition of offensive behavior. If a Complaint cannot be made in writing, any member of the IC as the case may be shall render all reasonable assistance to the aggrieved person for making the Complaint in writing.

8. What are the possible actions that can be taken against the respondent?

- Warning
- Written apology
- Bond of good behaviour
- Adversere mark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions

9. Complaint Mechanism

9.1 A person who has been subject to Sexual Harassment may make in writing a Complaint email to ese@tnce.in of sexual harassment at the workplace to the Committee within a period of three months from the date of incidence and in case of series of incidences within a period of three months from the date of the last incidence. Provided that where such Complaint cannot be made in writing, the presiding Chairperson or any member of the IC or the chairperson shall render all reasonable assistance to the Complainant for making the Complaint in writing.

9.2 If the Committee is satisfied that the circumstances were such that prevented the Complainant from filing the Complaint within the said period they can extend the time limit not exceeding three months.

10. Confidentiality

The company will do everything consistent with the enforcement of this policy and with the law to protect the privacy of the individuals involved and to ensure that the Complainant and the Respondent are treated fairly. Information about individual Complaints and their disposition is considered confidential and will be shared only on a "need to know" basis. However, the IC members and / or Employer shall not be held responsible under the present confidentiality clause in the event the Complaint is filed by a third party and / or material facts with regard to Complaint are already known to other persons / individuals. Further, once the Complaint is redressed by the IC, as the case may be the Employee should share the information with all employees with regard to the filing, redressal and disposal of the Complaint in a fair and timely manner without disclosing name of the Complaint and Respondent.

11. Conciliation and Settlement

Before initiating an inquiry, the IC may, at the request of the aggrieved person, take steps to arrive at a settlement between the parties. However, no monetary settlement can be made as the basis of such conciliation (Sec. 10(1))

12. Inquiry process:

12.1 A timely enquiry of Complaints of sexual harassment is of utmost importance. Normally, the enquiry shall be concluded and acted upon at the earliest from the date of the Complaint being made in writing.

12.2 The IC, as the case may be will conduct an enquiry and provide an opportunity to the Complainant as well as the Respondent to represent their case and explanations/reasoning there to.

12.3 In the event any Complaint is received, the following procedure shall be followed by the IC:

a) An enquiry is initiated through the members of IC, as the case may be as advised by the Chair person at the earliest after receiving the Complaint in writing/email.

- b) The enquiry seeking detailed information / explanation / reasoning will be conducted with the complainant as well as Respondent independently by the IC.
- c) The enquiry proceedings convened by IC should always be mimuted and / or video recorded and same to be saved and maintained for records by the IC as the case may be. The proceedings of the enquiry (while the witness makes his / her submission) should be recorded on camera.
- d) On submission of report the IC shall consider the report at the earliest and, on being satisfied with the need, may order full enquiry into the Complaint.
- e) It is important to mention here in that the IC on receipt of any Complaint from the Complainant should upfront seek his / her expectation from the IC with regard to Complaint and the IC should also brief the Complainant about the option of conciliation available to him/her with the Respondent, if so desired by the Complainant. However, once the enquiry is initiated the option of conciliation cease to exist.
- f) The IC will study the findings and shall then proceed to deal with the Complaint by the Policy and the Act and redress the Complaint within ninety (90) days from the date of receipt of the Complaint and accordingly submit its detailed finding and advise in connection with the Complaint to the respective Employer, as the case may be.
- g) However, the IC may close the enquiry and or is not required to initiate same in the event the Complainant fails to appear before the IC and / or fails to revert to the query(s) raised by the IC for three consecutive events. The IC shall record the reasons for the closure of the Complaint accordingly. Further, in the event, the Respondent deliberately avoids his / her appearance before the IC, the employer or any person so appointed by the employer should direct/instruct the Respondent to appear before the IC.
- h) Thereafter, the IC will present the decision including the handover of all the collected material i.e. the duly signed statement of the Complainant, Respondent, witnesses, involved parties and material objects if any along with are commendation to the HR head of the respective business.
- i) In the event that there are no eyewitnesses, the IC may have to resolve a sexual harassment claim based on the credibility of a minimum of 9 members of the committee. Circumstantial evidence also would play an important role during the decision-making process by the Committee.
- j) The employer may seek clarification from the IC on the recommendation and will implement the same.
- k) The final decision shall be communicated to the Complainant and the Respondent.
- l) An enquiry in connection with any Complaint may be initiated/continued irrespective of the fact that police proceeding has also been initiated in connection with the said Complaint.

12.4 However, no monetary settlement shall be made as a basis of conciliation.

13. Procedure of Submission

The enquiry Committee / Member s of the Committee should be prepared to deal with the Complainant's embarrassment and anger by patiently, but firmly, explaining the detail and documentation that are needed for an accurate enquiry.

- 13.1 The Complainant should be interviewed first, to ensure that all-important details and witnesses are identified promptly and if any material object is provided the same should be received, numbered and preserved.
- 13.2 It is important for the IC to be objective and non judgmental and allow the Respondent to respond to each allegation. The IC should inform the Respondent of the type of disciplinary action that may be taken if the Complaints are found to be true.
- 13.3 Both parties should be told to avoid contact with one another, and ways to minimize contact should be implemented.
- 13.4 In the event the Complainant has filed a Complaint against his / her reporting manager or any person placed high on hierarchy then during the course of enquiry the Complainant may:
 - a) Either seek a transfer OR
 - b) Take leave from employment for a maximum period of 3 months.
- 13.5 The Complainant should report any further incidents of harassment or retaliation during the continuance of enquiry.
- 13.6 Witnesses should be told as little as possible about the details of the Complaint in order to maintain confidentiality under the Policy.

14. Professional Consequences of Violation of the Policy

- 14.1 Any employee, supervisor or manager who is found to have violated the harassment policy (whether sexually harassing another employee of opposite sex or the same sex or if any person falsely accuses another person of sexual harassment) shall be subject to appropriate disciplinary action.
- 14.2 In the event any criminal proceedings are to be initiated the matter may be referred to Group Head Legal or such other person as may be authorized by the Employer. The organization shall not tolerate any form of retaliation against employees for bringing bonafide Complaints or providing information about harassment.
- 14.4 However, as per the findings of the enquiry of a Complaint it is found out that the Complaint was false or was made with a malafide intent, the Complainant may be subject to disciplinary actions, up to and including termination.
- 14.5 If any act of sexual harassment occurs as a result of an act or omission by any third party or outsider, the respective Employer will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

15. Conclusion

At TCE, we endeavor to provide a conducive and healthy work environment where the relationship amongst the employees as well as with the Employer are cordial and supporting in all aspects, so that each employee shall have an enriching experience. The objective of this policy is to ensure our employees that TCE is determined to provide them excellent, comfortable, safe and healthy work environment, so that they can come out with their best in all facets.

GENDER AWARENESS PROGRAMME



TAMILNADU COLLEGE OF ENGINEERING
The First Self-Financing Engineering College in Tamil Nadu
Approved by AICTE & Affiliated to Anna University



Institution's Innovation Council

Monthly Report

GENDER AWARENESS PROGRAMME

CHIEF GUEST

Dr.D.SILAMBUCHELVI, MD.,DGO.,DNB.,
MANAGING DIRECTOR
SHREE SIVA HOSPITAL PVT. LTD.,
COIMBATORE

Date :08.03.2023

Time : 03.00 PM

Venue: Seminar Hall 1



SEXUAL HARASSMENT AWARENESS PROGRAMME



**TAMILNADU COLLEGE
OF ENGINEERING**
Approved by AICTE &
Affiliated to Anna University



**INSTITUTION'S
INNOVATION
COUNCIL**
Unit of Innovation & Creativity



**ASSOCIATION OF
COMPUTER SCIENCE
AND ENGINEERING**

**Department of CSE
&
Institution's Innovation Council**

Faculty Organizer

Sexual Harassment Awareness Programme



Resource Person: Sr. Lourdu Sagayam
Director - Marialaya
Rehabilitation home for
Children & Women

Convener: Dr. A.S. Shanthi
HoD/CSE

Coordinators: Mr. M. Mohankumar
AP/CSE
Mrs. G. Kokila
AP/CSE

Dr. M. Karthikeyan
Principal

Venue: Seminar Hall

Date: 23.09.2022 @ 9:00AM
9345483338

www.tnce.in

