

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.



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

## CIRCULAR

TCE/467(d) /ICC/Cir./2022

16.03.2022

An Internal Complaint Committee (ICC) 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 2022-2023 and the details are listed below.

**The objectives of Internal Complaint 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.

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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<br>Home for Women & Children, Tirupur | NGO Member        |
| 7.Ms.A.Akshaya, Student/III ECE   | Member            |
| 8.Ms.S.Sridevi, Student/III ECE   | Member            |
| 9.Ms.E.Pavithra, Student/II CSE   | Member            |

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.

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New Height Old Traditions

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The Secretary & Correspondent, TCE

The Chief Executive, TCE

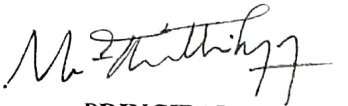
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## INTERNAL COMPLAINT COMMITTEE

### Objectives:

- Prohibition of any various levelled persecution practiced in view of sex imbalance that forbids scholarly or scholastic development.
- Prevention of sexual orientation one-sided disposition with regards to the settling of the viability of work dispensed inside working hours.
- Protection of the basic privileges of women.

### Roles and Responsibilities:

- To assist ladies with realizing their rights of Freedom.
- To regard inappropriate behaviour as an offense and start reformatory activities for such wrongdoing.
- To help the distressed lady to put the grumbling.
- To protect the person who is exploited.

### Types of Sexual Harassment:

- Any unwelcome lewd gestures, demands or interest for sexual favours, either unequivocally or verifiable, as an end-result of work, advancement, examination or assessment of a man towards any organization movement.
- Any unwelcome lewd gestures including verbal, non-verbal, or physical direct, for example, explicitly hued comments, jokes, letters, telephone calls, email, SMS, motions, demonstrating erotic entertainment, shocking gazes, physical contact or attack, stalking, sounds, show of pictures, signs, verbal or non-verbal correspondence which affronts the person's sensibilities and influences her/his execution.
- Entry into particular territories reserved for female workers and understudies, with the expectation to submit insidiousness and provocation.
- Eve teasing, allusions and insults, physical imprisonment without wanting to and interruption into one's protection.
- Act or direct by a man in power which makes an antagonistic situation at the work environment or scares the individual having a place with the other sex.

### Sexual Harassment cases can be ordered into two categories:

1. Quid pro quo ("something for something" in Latin) – Under the compensation type of provocation, a man or expert, ordinarily the prevalent of the person in question, requests sexual favours for landing or keeping a position advantage and debilitates to terminate the representative if the conditions are not met.
2. Creation of a threatening workplace – An unfriendly workplace emerges when an associate or chief makes a workplace through a verbal or physical lead that meddles with a colleague's activity execution or makes a working environment air which is scary, threatening, hostile or embarrassing and an assault on close to home nobility. Inappropriate behaviour and misuse harm both, individual and Organizational Health.

If you are being harassed :

- Confront and influence the harasser to understand that you are vocal and can sue him.
- Say earnestly NO.
- Do not defer to put the protestation.

**Procedure of Complaint:**

Any bothered woman would hold up the objection in composed and would submit it to the Committee shaped in the organization. The Internal Committee may before starting the procedure of request find a way to determine the issue between the distressed lady and the respondent through mollification.

**Punishment:**

- Severe discipline prompting detainment
- Heavy Fine
- Cancellation of admission
- Exemption from examination
- Suspension



**TAMILNADU COLLEGE OF ENGINEERING**  
**INTERNAL COMPLAINT COMMITTEE**  
**MINUTES OF THE MEETING**

**VENUE: College Committee Room**

**DATE:20.07.2020**

**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.  | Ms.A.Jude Martina, Family counsellor, YWCA, Mano Shanthi Family Counselling Centre | NGO Member        |           |
| 7.  | Ms.S. Mounika, Student/III ECE   | Member            |           |
| 8.  | Ms.C.Soundarya, Student/III ECE  | Member            |           |
| 9.  | Ms.V.Balasaranya, Student/IV 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 an 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 an 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