

E.G.S. PILLAY ENGINEERING COLLEGE

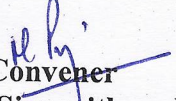
(Autonomous)

NAGAPATTINAM – 611 002

NAME OF THE INSTITUTE LEVEL COMMITTEE: ICC

S. NO.	FACULTY NAME	DEPARTMENT	DESIGNATION
1.	Dr.M.Priya	CSE	Convener
2	Dr.S. Ponsadai Lakshmi	SAH	Member
3	Mrs.S.Chitra	ECE	Member
4	Mrs.S.Latha	EEE	Member
5	Dr.J .Jeevamalar	MECH	Member
6	Ms.Karthiga,	Civil	Member
7	Dr. K.Asha Daisy, Asst.Professor/MBA	MBA	Member
8	Mr.K. ManikandaKumaran,	IT	Member
9	Dr.Ramanujam	MECH	Member
10	Mrs. R.Mathurabashini	Librarian	Member(Non-Teaching)
11	Mr.Gopinath	Account Office	Member(Non-Teaching)
12	Mr.M.Ravindran		Advocate, Legal Advisor
13	Ms.S.Sujatha		NGO Representative
14	Ms.S. SankaraDevi (III MCA)		Student Representative
15	Ms.K.Sivashankari (II MBA)		Student

15	Ms.K.Sivashankari (II MBA)		Student Representative
16	Ms. M.Tamilpriya (IV CSE A)		Student Representative


Convener
(Sign with seal)

Dr. M. PRIYA, M.E., Ph.D.,
Professor / CSE
E.G.S. Pillay Engineering College
Nagapattinam.


Principal

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.


E.G.S Pillay Engineering College (Autonomous), Nagapattinam

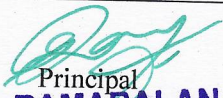
OFFICE OF THE PRINCIPAL

Circular Dated 30/01/2023

The Internal Complaints Committee is constituted with the following members

S.No	Name of the Faculty with Department	Position
1.	Dr.M.Priya, Professor/CSE	Presiding Officer
2.	Dr.S. Ponsadai Lakshmi Professor / SAH	Member
3.	Mrs.S.Chitra, Asst.Professor /ECE	Member
4.	Mrs.S.Latha, Asst.Professor /EEE	Member
5.	Dr.J .Jeevamalar, Assoc. Professor/Mech	Member
6.	Ms.Karthiga,Asst.Professor / Civil	Member
7.	Ms. A.Hema, Asst. Professor/MCA	Member
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12.	Mr.Gopinath,Account Office	Member(Non-Teaching)
13.	Ms.Vijisha N (II MCA)	Student Representative
14.	Ms.S.Janani(IV IT)	Student Representative
15.	Ms. S.Susmitha(II MBA)	Student Representative
16.	Ms.S.Sujatha	NGO Representative
17.	Mr.M.Ravindran.,BA.,B.L,Advocate	Legal Advisor


Convener - ICC
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Professor / CSE
E.G.S. Pillay Engineering College
Nagapattinam


Principal
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PRINCIPAL
E.G.S. Pillay Engineering College,
Nagapattinam (Dt) Tamil Nadu.
Ph.No: 0452-2611 002.

Copy to: Secretary, Director-Academic, All HoDs, T&P, Librarian, P.D.O. Nagapattinam

E.G.S.PILLAY ENGINEERING COLLEGE (AUTONOMOUS), NAGAPATTINAM

MINUTES OF ICC (INTERNAL COMPLAINTS COMMITTEE)

Date: 17.02.2023

Time: 2.00 P.M

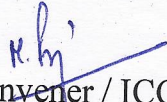
Venue: SJB 314

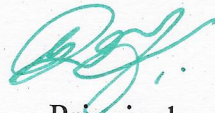
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S.No	Points Discussed	Action Required if any with Responsible person
1.	Discussed the forthcoming activities of Internal Complaints Committee	All ICC Members
2.	Complaints received through email, in person to the convener and through phone were discussed .There is no complaint so far filed.	Convener
3.	Planned to conduct a Orientation program on "PoSH Awareness Programme".	Convener
4.	All the members of the committee are asked to explain the activities and functioning of the committee to the students through power point	All ICC Members

	presentation.	
5.	<p>It is advised hereby to the students and faculties, if you face any sexual harassment or if you receive any anonymous or harassing phone calls or messages from our college environment, you can post your complaint regarding this through the following modes.</p> <p>1. Email: icc@egspec.org</p> <p>2. Mobile Contacts: Dr.M.Priya, Professor/CSE , Convenor - ICC – 9443728519</p> <p>3. In Person Contact: Dr.M.Priya, Professor/CSE ,EGSPEC(Autonomous),Nagapattinam.</p>	Convener


 Convener / ICC
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 Principal
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E.G.S.PILLAY ENGINEERING COLLEGE (AUTONOMOUS), NAGAPATTINAM

MINUTES OF ICC (INTERNAL COMPLAINTS COMMITTEE)

ATTENDANCE

Date: 17.02.2023

Time: 2.00 P.M

Venue: SJB 314

Members Present:

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17.	Mr.M.Ravindran.,BA.,B.L,Advocate	Legal Advisor	

CONVENER / ICC
Dr. M. PRIYA, M.E., Ph.D.,
Professor / CSE
E.G.S. Pillay Engineering College
Nagapattinam.

26.02.2023

Nagapattinam

From

Dr.M. Priya, Professor in CSE
Convener,
Internal Complaints Committee (ICC),
E.G.S.Pillay Engineering College,
Nagapattinam.

To


The Principal,
E.G.S.Pillay Engineering College,
Nagapattinam.


Respected Sir,

Sub: Need permission to organize an Awareness Program on PoSH – Reg.,

I wish to bring you a notice that I wish to organize an awareness program named “PoSH and its activities”, through our Internal Complaints Cell (ICC) on 10.03.2023. Kindly, I request you to permit me to conduct the program.

Thanking you,


Convener / ICC
Dr. M. PRIYA, M.E., Ph.D.,
Professor / CSE
E.G.S. Pillay Engineering College
Nagapattinam.


PRINCIPAL
Dr. S. RAMABALAN, M.E., Ph.D.,
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Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S Pillay Engineering College (Autonomous), Nagapattinam – 611 002

Internal Complaints Committee (ICC)

Circular Dated 03-03-2023

As per the direction of the POSH Cell, Anna University, we are organizing an offline awareness program named “PoSH and its activities” on 10.03.2023, Friday at 11.00 a.m in CCLab1. On this, the students are expected to observe and express their views and also to provide solution for avoiding Sexual Harassment problems in future.

R. ly
Convenor
Dr. M. PRIYA, M.E., Ph.D.,
Professor / CSE
E.G.S. Pillay Engineering College
Nagapattinam.

R. ly
PRINCIPAL
Dr. S. RAMABALAN, M.E., Ph.D.,
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Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.

PoSH

Prevention of Sexual Harassment

Introduction

- **sexual harassment' to include:**
 - **Physical contact and advances**
 - **A demand or request for sexual favors**
 - **Sexually colored remarks**
 - **Showing pornography**
 - **Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.**

MYTHS AND REALITIES: SEXUAL HARASSMENT AT THE WORKPLACE



This so-called harassment is just harmless flirting. Women enjoy this kind of attention.

When flirting is unwelcome, it is known to cause anxiety, depression and health problems in women. It often forces them to leave the work force, and in extreme cases, even commit suicide.

Women provoke sexual harassment by the way they behave and dress. Respectable women do not face sexual harassment.

All kinds of women, whether old or young, dressed in sarees or burkas, construction workers or bankers, report having faced harassment. It is not the conduct of a woman that matters. Rather, harassment occurs because women tend to get sexualised in a male-dominated society.



The best way to put an end to sexual harassment is to ignore it.

Silence never helps. It may be misconstrued as enjoyment, encouraging the harassment to continue. It is important to object to the unwelcome conduct, and if necessary, raise an alarm and complain.

It is wrong for the law to restrict sexual expression/ flirting among adults, only because they happen to work together.

The law does not restrict consensual sexual expression/ flirting between adults at the workplace; it restricts only that conduct which the woman finds unwelcome and hostile. "Flirting" that is coercive, or ignores the woman's discomfort and refusal, is wrong.



Most charges of sexual harassment are a way to get back at bosses and colleagues.

Complaints are in fact under-reported because women fear stigma and possible loss of job for speaking out against sexual harassment. It is only in extremely rare instances that complaints are unsubstantiated.



What should you do if you feel you are sexually harassed?

- Do not feel ashamed and blame yourself. Tell the harasser very clearly that you find his behavior offensive.
- Do not ignore the harassment in the hope that it will stop on its own. The harasser may misinterpret a lack of response as approval of the behavior. Come forward and complain to the Complaint Committee.
- Do not hesitate to ask for help. Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations to come forward and complain.
- Keep a record of all incidents of sexual harassment. If you feel the need to register a formal complaint later this record will be helpful.

Lodging a Complaint

- Complaints can be made verbally, through email, or in a letter to any member of the Complaint Committee for Sexual Harassment to the Warden, to the Controlling officer or directly to the higher authorities of the Institute.
- Complaints can be made directly by the person facing harassment or even by a third party.
- The Committee guarantees anonymity of complainants and all persons involved. All complaints will be dealt with equal seriousness irrespective of the positions held by the persons involved.

What action can be taken against the offender?

- The Complaints Committee is deemed to be an Inquiry Authority and the report of the Committee is deemed to be an Inquiry Report under the rules. The Committee then forwards the report to the Registrar in case of the offender is a staff or Standing Committee on Students Discipline, if offender is a student which is then forwarded to the Vice-Chancellor/Director who is required to act upon these recommendations.
- The Committee is required to make report of each complaint received and action taken to the concerned authority.
- After it has been proved that the offender has indulged in sexual harassment in the work place, appropriate disciplinary action would be taken against him irrespective of his status in the Institute (staff or student). Where such conduct amounts to a specific offence under the Indian penal Code or under any other law, a complaint will be made to the appropriate authority for action in accordance with the law.
- Care shall be taken by the Committee to ensure that the victims of sexual harassment and the witnesses shall not be victimized while dealing with the complaint.

The Role of the Committee

- To act as Inquiry Authority on a complaint of sexual harassment.
- To ensure that victims and witnesses are not victimized or discriminated because of their complaint.
- To take proactive measures towards sensitization of the staff and students on gender issues.

Committee Members

S.No	Name of the Faculty with Department	Position
1	Dr.M.Priya, Professor/CSE	Presiding Officer
2	Dr.S. Ponsadai Lakshmi Professor / SAH	Member
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**E.G.S Pillay Engineering College (Autonomous), Nagapattinam – 611
002**

Internal Complaints Committee (ICC)

AWARENESS PROGRAM ON “PoSH and its activities”

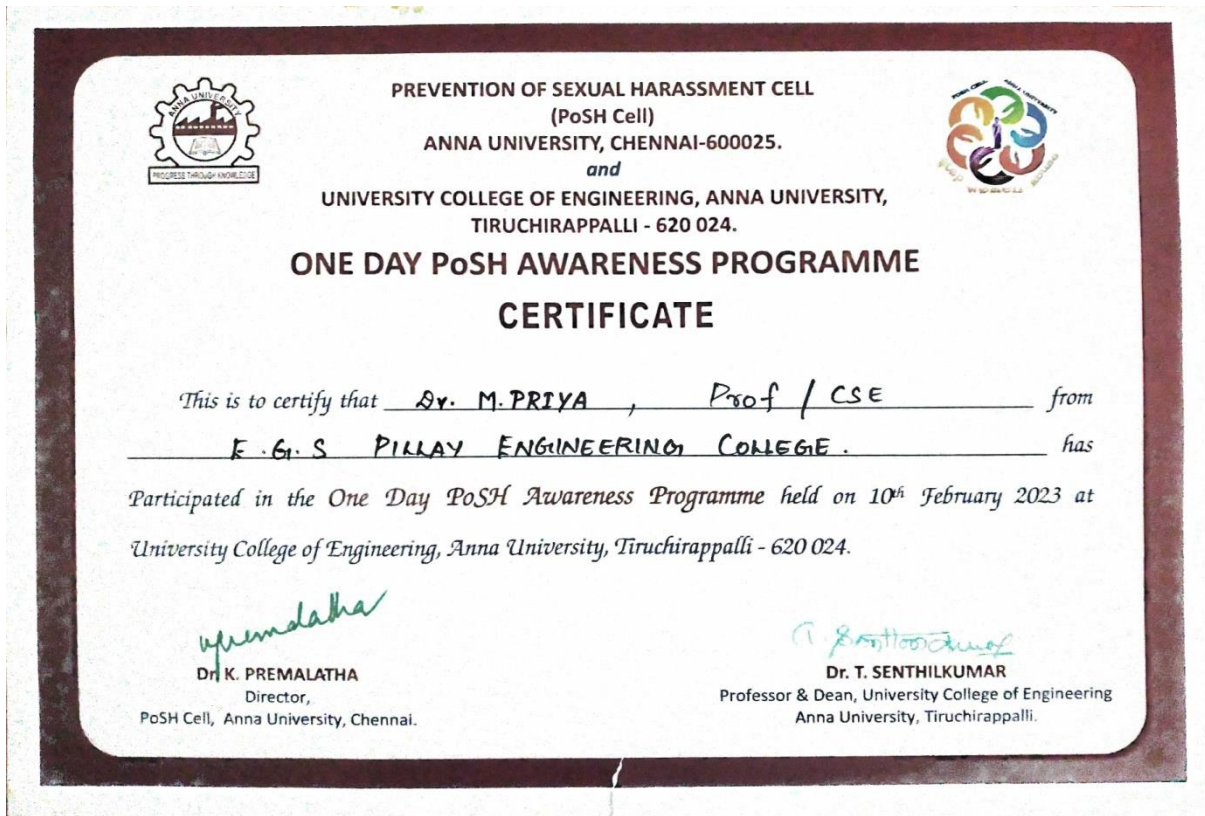
SAMPLE PHOTOS



CONVENOR

PRINCIPAL

PARTICIPATION CERTIFICATE



Victim as well as offender can be of ANY gender

Unwelcome verbal, visual or physical conduct of a sexual nature constitute as sexual harassment and creates a hostile environment for everyone

STOP SEXUAL HARASSMENT



**INTERNAL COMPLAINTS COMMITTEE
FOR PREVENTION OF SEXUAL HARASSMENT**

**E.G.S PILLAY ENGINEERING COLLEGE
NAGAPATTINAM**

INTERNAL COMPLAINTS COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT

The committee deals with all cases of sexual harassment and sexual abuse on campus. Report immediately to any member of ICC to file a formal complaint.



**SILENCE HIDES
VIOLENCE**

SPEAK UP AGAINST SEXUAL HARASSMENT



Your identity will be kept
confidential, so do not hesitate

E.G.S PILLAY ENGINEERING COLLEGE

NAGAPATTINAM