



P.S.R. ENGINEERING COLLEGE

An Autonomous Institution (Approved by AICTE & Affiliated to Anna University, Chennai)
Accredited by NAB and NAAC listed under 2f & 12(B) of the UGC Act 1956,
An ISO 9001:2015 Certified Institution.



Sivakasi – 626140, Tamilnadu, India.

Internal Complaints Committee (ICC)

Internal Complaints Committee (ICC) in pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual harassment of Women at Workplace (Prevention, prohibition and redressal) Act, 2013, Internal Complaints Committee is constituted as under to deal with the complaints relating to Sexual Harassment at workplace.

Members of Institute ICC

S. No.	Name of the Faculty	Position	Designation
1	Dr. A. Geetha	Coordinator	Associate Professor/EEE
2	Dr. M. Carmel Sobia	Co-coordinator	Associate Professor/EEE
3	Dr. S. Priyadarsini	Member	Asso. Prof. /CSE
4	Dr. J. Babitha Thangamalar	Member	Asso. Prof. /BME
5	Dr. P. Mahalakshmi	Member	Asst. Prof. /MBA
6	Dr. S. Devi	Member	Asst. Prof./Chemistry
7	Mrs. N. Saranya	Member	Asst. Prof./Civil Engg.
8	Mrs. M. Suganya	Member	Asst. Prof. /Biotech
9	Ms. R. Maheswari	Member	Technician/ CSE
10	Mrs. K. Selvi	Member	Technician/ ECE
12	Shenbaga Priya K	Student Member	III/CSE
13	Murugalakshmi S	Student Member	III/ECE
14	Preethi M	Student Member	III/ECE
15	Abrose M	Student Member	III/BT
16	Bavithra T	Student Member	III/BME
17	Ulfath salima S	Student Member	III/CE
18	Cathrine R	Student Member	III/AI&DS
19	Abidhara S	Student Member	III/IT
20	Valarmathi K	Student Member	I/MBA

The chairperson shall receive the complaints of sexual harassment, if any, on behalf of ICC and shall coordinate the deliberations of the ICC on the complaints received. On receipt of a complaint, ICC shall conduct preliminary enquiry to ascertain the truth of the allegations by collecting the evidences. ICC shall then submit the report of the preliminary enquiry to the Principal.

In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute. The following actions may be recommended:

- A written apology
- Warning
- Reprimand or censure
- Withholding of promotion
- Withholding of pay rise or increments
- Undergoing a counseling session
- Carrying out of community service
- Terminating the respondent from service
- Any other punishment according to the service rules applicable to the respondent

If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.