



## 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 work place.

#### Members of Institute ICC

S.No	Name	Role	Designation
1.	Dr.K.Valarmathi	Coordinator	Professor/ECE
2.	Dr.S.Priyadarsini	Member	Asso Prof /CSE
3.	Dr. K. Punitha	Member	Professor /EEE
4.	Mrs.A.Dhanalakshmi	Member	Asst Prof/CIVIL
5.	Mrs.M.Suganya	Member	Asst Prof /Biotech
6.	Dr. J. Babitha Thangamalar	Member	Asso Prof /Bio Medical
7.	Mrs.Geetharani	Member	Asst Prof /MBA
8.	Mrs.M.Indhumathi	Member	Asst Prof/Chemistry
9.	Ms.R.Palselvam	Member	Technician/ECE
10.	Mrs.K.Annalakshmi	Member	Technician/CSE
11.	D.Andal	Student Member	IV Year/ECE
12.	V.Archana	Student Member	IV Year/CSE
13.	J.Anantha kumari	Student Member	IV Year/CIVIL
14.	V.Divya Maria	Student Member	IV Year/EEE
15.	S.Vishnu Priya	Student Member	IV Year/BIO TECH
16.	T.Sathya Bama	Student Member	IV Year/MECH
17.	V.Ramya	Student Member	IV Year/BME
18.	S.Mounika	Student Member	II year/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.