



**PERIYAR
MANIAMMAI**
INSTITUTE OF SCIENCE & TECHNOLOGY
(Deemed to be University)
Established Under Sec. 3 of UGC Act, 1956 • NAAC Accredited
think • innovate • transform

PROGRAMME REPORT ON

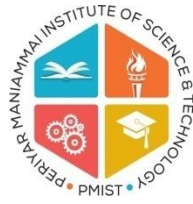
Awareness Programme-Awareness Programme on Internal Complaints Committee

Resource Person

Dr.D.Umamaheswari

Organized by

COM- PMIST



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PROGRAMME REPORT

AWARENESS PROGRAMME ON INTERNAL COMPLAINTS COMMITTEE (ICC)

Resource Person

**Dr.D.Umamaheswari,
Presiding Officer, ICC
PMIST**

Organized by

**ICC- PMIST
Date: 16.07.2024**

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S.No	Topic
1	Objectives of the Programme
2	Brochure
3	Attendance Report
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INTERNAL COMPLAINTS COMMITTEE(ICC)

Objectives

After attending the programme, the students can able to

1. Understand and ensure a safe environment that is free of sexual harassment, including safety from persons/visitors coming into contact at the institution
2. Know the information about the existence and functioning of the Internal Complaint Committee.



DEPARTMENT OF COMMERCE
Organises a
Awareness on
Internal Complaints Committee (ICC)



Dr.D.Umamaheswari
Professor, Department of Commerce

Date : 16.07.2024

Venue : PKC Extension LH 212

Periyar Maniammai Institute of
Science and Technology
(Deemed to be University)
Periyar Nagar, Vallam,
Thanjavur 613403
Tamil Nadu, India

For more details, visit
www.pmu.edu
headcommerce@pmu.edu

Coordinator
Dr.D.Umamaheswari, Professor,
Department of Commerce.
Co - Coordinator
Ms.G.Durga Teaching Assistant ,
Department of Commerce.

DEPARTMENT OF COMMERCE
Awareness on Internal Complaints Committee (ICC)
I B.Com A

Venue : 212 PKC Extension.

Time : 2.00 PM to 3.00 PM.

S.No	Reg.No	Name of the Student	Signature
1	1532024001	J.NANDHITHA	PRESENT
2	1532024002	K. ATCHAYAA	PRESENT
3	1532024003	N.HARIPRASATH	PRESENT
4	1532024004	R.SARAN	ABSENT
5	1532024005	M.KISHOR	PRESENT
6	1532024006	MANIKANDAN R	PRESENT
7	1532024008	B.CHARAN	PRESENT
8	1532024009	J MOHAMED RILWAN	PRESENT
9	1532024011	K. P. VISHNU	PRESENT
10	1532024012	M.ASWINI	PRESENT
11	1532024014	M.IRFAN AHAMED	ABSENT
12	1532024015	K.PRIYAN	PRESENT
13	1532024016	E.VISHAL	PRESENT
14	1532024017	JACCOB DANIEL .A	PRESENT
15	1532024018	ARUN KUMAR . G	PRESENT
16	1532024019	ALDRIN RONALDO.M	PRESENT
17	1532024020	JENISHA G.A	ABSENT
18	1532024021	J.MOHAMMAD ASEEM	PRESENT
19	1532024022	ENIYA.JV	PRESENT
20	1532024023	AADHAVAN .K	ABSENT
21	1532024024	IYAPPAN. T	PRESENT
22	1532024025	DEVA DHARSHAN	PRESENT
23	1532024026	JAGADEESHWARAN.C	PRESENT
24	1532024027	S.MOHAMED YAHYA	PRESENT
25	1532024028	MUGUNDHAN S	PRESENT
26	1532024029	M.KUMARAN	PRESENT
27	1532024030	MEENOJ KUMAR.M	PRESENT
28	1532024031	VISHAL.M	PRESENT
29	1532024032	NIRANJAN M	PRESENT
30	1532024033	MOHAMED ISHAK M	PRESENT
31	1532024034	MOHAMED HASAN.S	PRESENT
32	1532024035	MANIKANDAN T	PRESENT
33	1532024036	A.MOHAMMED VASEEM	PRESENT
34	1532024037	SIVA SRIRAM A	PRESENT
35	1532024038	GOKUL. K	PRESENT
36	1532024039	PRAVEEN.N	PRESENT
37	1532024040	DINESH KUMAR R	ABSENT

38	1532024041	J RAJKUMAR	PRESENT
39	1532024042	G SANTHOSH	PRESENT
40	1532024043	AMRISH	PRESENT
41	1532024044	KARUNIYA.J	PRESENT
42	1532024045	M AADHI	PRESENT
43	1532024046	VISHNU RAJAN T	PRESENT
44	1532024047	MOHAMED SALEEM	PRESENT
45	1532024048	K.ARUN	PRESENT
46	1532024049	R.KIRUBAKRISHNI	ABSENT
47	1532024050	ABARNA P	PRESENT
48	1532024051	ABINASH P	PRESENT
49	1532024052	SIVASAKTHI.S	PRESENT
50	1532024053	SHARON ASHLEY S	PRESENT
51	1532024054	VENKATESHWARAN	PRESENT
52	1532024055	MANIKANDAN.J	PRESENT
53	1532024056	HARIKRISHNAN R	PRESENT
54	1532024057	KANDASAMY. R	PRESENT
55	1532024058	SENTHIL KUMAR.S	PRESENT
56	1532024059	HARIRAM. M	PRESENT
57	1532024060	AAKASH.G	PRESENT
58	1532024061	PRASANTH S	ABSENT
59	1532024062	R. MUKESHKANNAN	PRESENT
60	1532024063	VIGNESH S	PRESENT

DEPARTMENT OF COMMERCE
Awareness on Internal Complaints Committee (ICC)
I B.Com B

Venue : 212 PKC Extension.

Time : 2.00 PM to 3.00 PM.

S.No	Reg.No	Name of the Student	Signature
1	1532024064	SRIRAM.S	PRESENT
2	1532024065	S.UVASRI	PRESENT
3	1532024066	S.SAHANA	PRESENT
4	1532024067	KARTHIKEYAN J	PRESENT
5	1532024068	MOHAMED ASIF M	PRESENT
6	1532024069	DINESH KARTHIK	PRESENT
7	1532024070	RUTHRAMOORTHI	PRESENT
8	1532024071	SANTHOSH.P	PRESENT
9	1532024072	SEFRI A	ABSENT
10	1532024073	SAMABATHKUMAR	PRESENT
11	1532024074	JASLIM HAMEED.J	PRESENT
12	1532024075	AKASH P	PRESENT
13	1532024076	RAMYA.D	PRESENT
14	1532024077	ABINESH M	ABSENT
15	1532024078	PRADEEP.S	PRESENT
16	1532024079	ANUPRIYA.M	PRESENT
17	1532024080	RAJASURENDHAR J	PRESENT
18	1532024081	R S SRI BALAJI	ABSENT
19	1532024082	NAVIN B	PRESENT
20	1532024083	HARI HARAN.M	PRESENT
21	1532024084	M. SNEHAN	PRESENT
22	1532024085	R. LOGESH	PRESENT
23	1532024086	MOHAMED FARJITH	PRESENT
24	1532024087	MADHAN M	ABSENT
25	1532024088	BALAGURU K	PRESENT
26	1532024089	BHARANI. R	PRESENT
27	1532024090	SANTHOSH R	PRESENT
28	1532024092	YUVAGANESAN.K	PRESENT
29	1532024093	KANNARASAN .M	PRESENT
30	1532024094	SANTHOSH. B	PRESENT
31	1532024095	HARIHARAN M	PRESENT
32	1532024096	VASEETHIRA VARMA . S	PRESENT
33	1532024097	M. KALAIRAJACHOLAN	PRESENT
34	1532024098	MOHAMED AASATH .A	PRESENT
35	1532024099	YOKESH	PRESENT
36	1532024100	SRIRAM R	PRESENT
37	1532024101	ASHIKA. I	PRESENT

38	1532024102	SANTHOSH.M	ABSENT
39	1532024103	THILIPAN S	PRESENT
40	1532024104	KANNIYAMMAL E	PRESENT
41	1532024105	ROKESH .B	PRESENT
42	1532024106	SIVA R	PRESENT
43	1532024107	SIVA .S	ABSENT
44	1532024109	MUKESH .S	PRESENT
45	1532024110	LAVEENA .K	PRESENT
46	1532024111	R.NOORUL FAHIM	PRESENT
47	1532024112	ANDRO.A	PRESENT
48	1532024113	AARADHANA.B	PRESENT
49	1532024114	SUBHASHINI.S	PRESENT
50	1532024115	ELAMPARUTHI.A	ABSENT
51	1532024116	G. TITTO	PRESENT
52	1532024117	OHMKARTHIKEYAN.P	PRESENT
53	1532024118	JEEVA G	PRESENT
54	1532024119	GURUPRASAD. R	ABSENT
55	1532024120	ARUN KUMAR.S	PRESENT
56	1532024121	R. MANOJKUMAR	PRESENT
57	1532024122	PARTHIBAN M	PRESENT
58	1532024123	PRAVEENKUMAR K	PRESENT
59	1532024124	SUSMITHA.A	PRESENT
60	1532024125	THIRUMURUGAN.E	PRESENT

TIME TABLE

Day - 7 16.07 2024	B.Com-A	60	Innovations in Entrepreneurship - Mr. Ranjeeth	Creative Arts Ms. Durga, Teaching Assistant, Department of Commerce Venue: Le Corbusier Hall	Creative Arts Mr. Balarathinam B Assistant Professor, Department of Commerce Venue: Le Corbusier Hall	Periyar Oru Arimugam Mr. N. Srinivasan Director incharge, Centre of Excellence for Periyar Thought Venue: PKC EXT 203 Faculty Incharge: Ms. Anthoniammal, Assistant Professor.	
	B.Com-B	60		Creative Arts Mrs Nagalakshmi P Assistant Professor Department of Commerce Venue: Le Corbusier Hall	Creative Arts Ms. Kulanthai Theraus Department of Commerce Venue: Le Corbusier Hall		
	B.Com-CS	30		Creative Arts Mrs.Saranya P, Assistant Professor Department of Commerce Venue: Le Corbusier Hall	Creative Arts Ms. Nivetha Assistant Professor Department of Commerce Venue: Le Corbusier Hall		Universal Human Values -Sexual Harasement Dr. D.Umamaheshwari , Professor, Dept. Of Commerce, Faculty Incharge: Ms. Jancy Rani Assistant Professor.
	B.Com-PA	60					

DEPARTMENT OF COMMERCE
Awareness on Internal Complaints Committee (ICC)

Total Participants 120

Male – 86

Female – 34

REPORT ON INTERNAL COMPLAINT COMMITTEE (ICC)

The Presiding Officer, Dr.D.Umamaheswari has delivered lecture on the aim of the Internal Complaint Committee. It is to prevent and protect employees against sexual harassment. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaint Committee (Anti-Sexual Harassment Cell) has been established by the University on 5th August, 2016.

The cell was constituted to meet the three core principles in preventing and protecting any sort of sexual harassment may occur in the institution:

- The functioning of the committee should be in accordance with the guidelines of the policy
- The main aim of the committee is to prevent and protect employees against sexual harassment
- Ensuring safe and healthy work environment in the institution

ACTS THOSE SHALL COME UNDER SEXUAL HARASSMENT:

Sexual Harassment means an unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile an intimidating environment or intent to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behavior (whether directly or by implication). The acts include:

- Demand or request of sexual favours
- Making sexually coloured remarks
- Physical Contact & advances
- Showing pornography
- Any unwelcome physical, verbal or non verbal conduct of sexual nature

CONSTITUTION OF THE INTERNAL COMMITTEE

The Committee shall consist of six members, who shall be appointed by the Head of the Institution as under, namely:

1. A senior female Faculty member from the Institution as the Chair person
2. Two Faculty members (Atleast one member should be female)

3. Two Students (Girls- preferably one dayscholar and one hostel inmate)
4. One External female member (preferably lawyer by profession or from NGO committed to the cause of women or familiar with issues related to sexual harassment)

2. POWER AND DUTIES OF THE COMMITTEE:

A. GENERAL

1. Receive and redress complaints received from any member of the College (including students, research scholars, staff, hostel residents and outsiders on College premises) alleging sexual harassment by another member(s) of the College.
2. Ensure that all information pertaining either to complaints registered and the proceedings and findings of any inquiries and/or investigations are kept strictly confidential.
3. Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.
4. Organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender based discrimination.

B. PREVENTIVE

1. To create and ensure a safe environment that is free of sexual harassment, including safety from persons/visitors coming into contact at the workplace
2. To spread the information about the existence and functioning of the committee

C. GENDER SENSITIZATION

Gender Sensitization involves creating awareness about issues of gender, sexuality and working towards creating an enabling environment of gender justice, where all can work together with a sense of personal security and dignity.

Sensitization and Awareness will be a basic function of the Committee formed. The following is a list of methods in which awareness and sensitization of students, staff and faculty will be conducted:

1. Seminars/workshops/events, discussion forums where gender sensitization and gender awareness will be the focus
2. Spreading awareness of the policy and implementation of the same through informal sessions, performances, cultural events, etc.

D. REMEDIAL

1. To recommend disciplinary action for any complaint registered with the Committee after the INQUIRY to the concerned authorities.
2. To recommend Institution authorities to provide assistance to the complainant if the victim chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time-being in force
3. To recommend the Institution authorities to provide the medical intervention with the consent of the complainant or even without consent in such cases, where the complainant is physically or mentally incapacitated to give the consent
4. To inform the administration to offer for appropriate psychological, emotional, and physical support (in the form of counselling, security and other assistance) to the victim

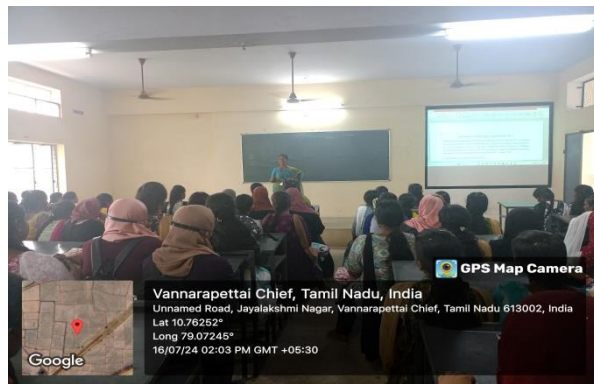
MEETINGS OF THE COMMITTEE:

The Chairperson shall preside over the meeting. In the absence of the Chairperson, the second senior female Faculty member shall preside over the meeting. The Chairperson may upon the request of not less than one third of the total members of the Committee, call a meeting on a date not later than week days after the receipt of such requisition.

**AWARENESS PROGRAMME ON
INTERNAL COMPLAINT COMMITTEE**

Date : 16.07.23, 2.00 pm to 3.00 pm

Photos



Awareness programme on Internal Complaint Committee dated 16.07.2024

INTERNAL COMPLAINT COMMITTEE (ICC)

Outcomes of the programme

After attending the programme the students

1. Understood the existence and functions of the committee that is to prevent and protect students/employees against sexual harassment.
2. Understood the Act those shall come under sexual harassment.
3. Gained knowledge of the powers and duties of the committee.