

INTERNAL COMPLAINTS COMMITTEE

SEXUAL HARASSMENT ACT

The Government of India had published THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL ACT, 2013

This act was published by Government of Tamilnadu in the Government Gazette - Government of Tamilnadu – Extraordinary Gazette No.248, Dated 30.8.2013, Part – IV, Section 4, Page No 399 to 410.

As per Section 4 of the above Act in respect of MANNAI NARAYANASAMY COLLEGE OF PHYSIOTHERAPY THANJAVUR is hereby constituted INTERNAL COMPLAINTS COMMITTEE

PUNISHMENT

Any one found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

Where the respondent is a student, depending upon the severity of the offence, the HEI may

Withhold privileges of the student such as access to the library, auditoria, halls of residence, scholarships and identity card.

Suspend or restrict entry into the campus for a specific period.

Expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants.

Award reformatory punishments like mandatory counseling and or performance of community services.

Punished with rigorous imprisonment for a term which may extend to three years, or with fine, or with both.

Help line Number: 1800111656

Help line E-mail: gssec.ugc@nic.in

INTERNAL COMPLAINTS COMMITTEE

S. No.	NAME	DESIGNATION/ DEPARTMENT	MOBILE NUMBER/ Mail id
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MEASURES TAKEN BY THE COMMITTEE FOR ENSURING THE SAFETY OF WOMEN

The committee is vigilant on any acts accounting to sexual harassment.

The students were informed about existence of the Internal Complaints Committee (ICC), and the members of the Committee.

Organized training programme for students, faculties and non-teaching staff and other employees.

Ethics for research supervisors are circulated.

Students and research scholars are not allowed to work late in the library, laboratories and in the research laboratories.

Placed awareness posters, Complaint Box, Sexual Harassment Act and punishments details in prominent places.

To ensure safety, adequate lighting facilities are provided

Installed CCTV Cameras at all vital points.

Women security staff is employed.

Ethics for Research Supervisor:

(UGC-SAKSHAM-Measures for Ensuring the Safety of Women in HEI)

The perspective that should guide ethics for research supervision is to maintain clear norms in the relationship such that neither is the student violated nor does her research suffer.

Time spent with supervisors must be professionally oriented and not be personal.

Unnecessary requests to spend time with supervisors should be avoided.

All meetings should be during office hours in office space.

Any complaint made by a student about a supervisor must be forwarded to the Sexual Harassment committee and officially acknowledged.

Following this the supervisor must be suspended and another faculty member assigned in consultation with the student.