



INTERNAL COMPLIANTS COMMITTEE

Introduction:

The Internal Compliance Committee (ICC) is an essential component of an institution's commitment to maintaining a safe and inclusive environment, free from sexual and gender discrimination. In compliance with the guidelines set forth by the University Grants Commission (UGC) and the government, Theivanai Ammal College for Women (Autonomous) has established an Internal Compliance Committee. The primary aim of this committee is to prevent and address sexual harassment and gender-based problems faced by women students, teaching staff, and non-teaching staff within our institution.

Objectives:

- To create a safe and inclusive environment where all individuals, irrespective of their gender, can study and work without fear of sexual harassment or discrimination.
- To raise awareness among the students and teaching and non-teaching staff about the issues related to sexual harassment and gender-based problems.

To develop and implement preventive measures, such as workshops, training, and awareness campaigns, to foster a culture of respect and equality.

Responsibilities:

Awareness and Training

Conduct regular awareness programs and training sessions for all students, teaching and non-teaching staff of the institution to educate them about the prevention of sexual harassments.

Complaint Handling

The college has established a confidential mechanism for reporting incidents of sexual harassment. The cell ensures a prompt and unbiased investigation of complaints and maintain records of all complaints and their outcomes.

Support and Counseling

In cases where the complaints received, the committee is intended to provide support to victims of gender discrimination and sexual harassment, including access to counseling services. Offer guidance on legal procedures and avenues available for redressal.



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Preventive Measures

Develop and implement a code of conduct for all members of the institution.

Organize workshops and seminars on gender sensitivity and the prevention of sexual harassment.

Outcomes:

The establishment of the Internal Compliance Committee has led to several positive outcomes:

- Increased awareness among members of the institution about the issue of sexual harassment and gender-based problems.
- Improved reporting and handling of complaints related to gender based and sexual harassment, leading to a safer environment.
- A decrease in the number of reported incidents of sexual harassment, indicating the success of preventive measures.
- A more inclusive and respectful institutional culture, where all individuals can work and study without fear of discrimination or harassment.
- **Composition of the Committee:**

Chairperson	Ms. V. S. Selvi, Vice Principal, TACW.
Convener	Ms. R. Rajeswari, Dean S, TACW.
Members	Dr. S. Akila Principal, TACW. Dr. T. R. Anandhi Faculty Development Coordinator Associate Prof. of Commerce, TACW. Ms. M. Kalaivani, College Student Council Coordinator, Asst. Prof of Computer Science, TACW.