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JAMIA NADWIYYA ARTS & SCIENCE COLLEGE

(Affiliated to the University of Calicut)
SALAH NAGAR, P.O. EDAVANNA - 676541
Malappuram (Dt), Kerala

Internal Complaints Committee (ICC) (2022-23)

MEMBERS OF ICC (2022-23)

SL NO	NAME	DESIGNATION	POSITION
1	Mrs. Rajna K	Assistant Professor	Coordinator
2	Dr. Seedikkoya K	Principal	Chairman
3	Mrs. Preetha K A	Vice Principal	Member
4	Mrs. Shruthi V. S	Assistant Professor	Member
5	Mohammed Sinan-	Student Representative	Member
6	Nidha Sherin	Student Representative	Member

Objectives of ICC:

The Internal Complaints Committee aims to Prevent Sexual Harassment of Women at the Workplace by:

1. Developing a policy against sexual harassment at the Institution.
2. Ensuring the policy's effective implementation through proper reporting and follow-up procedures.
3. Upholding the Institute's commitment to providing a discrimination-free environment.
4. Promoting awareness of various forms of sexual harassment in the social and psychological environment.
5. Creating a secure environment to deter sexual harassment.
6. Establishing a permanent mechanism for preventing and addressing sexual harassment and gender-based violence at the Institute.


PRINCIPAL
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Background & Rationale:

Sexual harassment violates two fundamental rights under the Indian Constitution: the right to gender equality (Article 14) and the right to life and dignity (Article 21).

In 1997, the Supreme Court issued binding guidelines for handling sexual harassment, defining it, preventing it, taking disciplinary action against offenders, and ensuring employers maintain a harassment-free workplace.

The College established an Internal Complaints Committee to handle complaints of workplace sexual harassment against women. The ICC also focuses on raising awareness, counselling, and educating about gender issues, incorporating these topics into induction programs and conducting gender sensitization workshops for staff and students.

Jurisdiction:

The policy and regulations apply to all students, faculty, and non-teaching staff at JNASC.

They also cover service providers and outsiders within the college's territory at the time of any relevant incident.

Composition:

The ICC consists of three to four members, with at least half being women. The Coordinator is a female faculty member.

Chairperson:

- Dr. Seedikkoya K, Principal, JNASC Edavanna

Coordinator:

- Mrs. Rajna K, Assistant Professor, Department of Commerce


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Members:

- Ms. Preetha K A, Vice Principal, JNASC Edavanna
- Ms. Shruthi V. S, Assistant Professor and Coordinator- WDC
- Mohammed Sinan- Student Representative
- Nidha Sherin – Student Representative

Power and Duties of the Committee:

The Committee's role is not to act as moral police or invade privacy. It focuses on raising awareness about sexual harassment, addressing non-consensual acts, and recommending appropriate punishments, while not restricting sexual expression on campus.

A. Preventive:

- Ensure a safe, harassment-free environment, including safety from visitors.

B. Gender Sensitization:

- Raise awareness about gender and sexuality issues, fostering an environment of gender justice, security, and dignity.

C. Remedial:

- Provide a safe, accessible, and sensitive mechanism for registering complaints.

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