



**DHARMAPURAM GNANAMBIGAI GOVERNMENT
ARTS COLLEGE FOR WOMEN**
(Approved by Annamalai University, Annamalainagar)

Internal Compliance Committee

The ICC serves as a forum for addressing and redressing complaints of sexual harassment in the workplace. It aims to prevent sexual harassment, increase awareness, and educate about gender issues. The ICC monitors the implementation of policies related to sexual harassment and ensures adherence to guidelines. The ICC investigates complaints, conducts inquiries, and makes recommendations to the management for appropriate action. The ICC is expected to maintain confidentiality throughout the complaint process.

POSH Act

Under Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), employers must form an ICC in workplaces with 10 or more employees.

The **Internal Compliance Committee (ICC)** in our college was implemented in the year 2015-16. The ICC in association with Social Welfare Department, Tamil Nadu and the Women's Violence Prevention Association Cell gives awareness classes on sexual harassment and abuse, legal measures etc. Staff and students are given the freedom to report any such cases. Concerned authorities are notified if any such cases are reported.

Despite the preventive efforts made by the committee, if any incidents of sexual harassment take place, the registration of complaints shall follow the following procedures.

- Complaints can be lodged directly with any member of the committee. The person to whom the complaint is made should bring it to the notice of the committee within 2 working days of receiving it.
- The complaint may be oral or in writing. If the complaint is oral, it shall be made in writing by the committee or the member who has received the complaint with the signature of the complainant.
- A complaint should be lodged within six weeks of the incident. In extraordinary circumstances this could be extended to six months.
- The committee shall study the complaint and may hear both the complainant and the accused and other involved parties to determine if an enquiry should be instituted. If so then an enquiry committee will be formed from the committee consisting of not less than 5 persons or not more than 7 persons. 70% of this committee will be women.

- The process shall be complainant friendly and quick in its decision regarding whether the matter needs to be enquired into or can be taken care of by counselling or mediation.
- The complainant may withdraw his/her complaint in writing at any time during the enquiry procedure. In such cases the procedure shall be terminated. If the committee feels or has enough reason to believe that the withdrawal is the consequence or effect of cohesion/ intimidation/ threat exerted by the accused or any person on his/her behalf the enquiry proceedings shall continue.
- The enquiry committee shall complete the enquiry in the shortest possible time not exceeding 1 month from the date of complaint.
- The enquiry committee shall provide a reasonable opportunity to the complainant and the accused for presenting/ defending their case.
- The enquiry committee shall then submit a detailed report to the main committee in which it shall communicate its findings based on its investigation.
- The main committee along with the enquiry committee will then forward its findings and recommendations to the management for further action.

Contact us

Mail ID : dggac@yahoo.co.in

Mobile No: 04364 223393

COMMITTEE MEMBERS:

YEAR :2021-2022

S.No	Name of the Member	Designation	Position	Contact.No
1.	Dr. K.Ponni	Head and Associate Professor in English	Presiding Officer	6380277264
2.	Tmt.A.Seethalakshmi	Associate Professor in English	Member	8825525714
3.	Tmt A.Rani	Associate Professor in English	Member	8820255771

YEAR :2022-2023

S.No	Name of the Member	Designation	Position	Contact.No
1	Dr. K.Ponni	Associate Professor and Head in English	Presiding Officer	6380277264
2	Tmt.A.Seethalakshmi	Associate Professor in English	Member	8825525714
3.	Dr K.Mangaiyarkarasi	Associate Professor and Head in Computer science	Member	9442559572

YEAR :2023-2024

S.No	Name of the Member	Designation	Position	Contact.No
1.	Dr B.Padmini	Principal	Presiding Officer	9443462977
2.	Dr B.Deepa	Asst Professor in Biochemistry	Member	9344077298
3.	Dr RM.Meyyammai	Asst Professor in Economics	Member	986228588
4.	Mrs C.Latha	Advocate	External Member	9894505411

YEAR :2024-2025

S.No	Name of the Member	Designation	Position	Contact.No
1.	Dr S.Uma	Associate Professor and Head in Maths	Presiding Officer	9442860761
2.	Dr B.Deepa	Asst Professor in Biochemistry	Member	9344077298
3.	Dr RM.Meyyammai	Asst Professor in Economics	Member	986228588
4.	Dr K. Sundaramoorthy	Assistant Professor in Computer Science	Member	8455263589
5.	Mrs C.Latha	Advocate	External Member	9894505411

YEAR :2025-2026

S.No	Name of the Member	Designation	Position	Contact.No
1.	Dr S.Uma	Associate Professor and Head in Maths	Presiding Officer	9442860761
2.	Dr B.Deepa	Asst Professor in Biochemistry	Member	9344077298
3.	Dr RM.Meyammai	Asst Professor in Economics	Member	986228588
4.	Mrs C.Latha	Advocate	External Member	9894505411