



4. Establishment of Internal Complaint Committee (ICC)

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is India's first law against prevention, prohibition, and redressal of sexual harassment for women at the workplace. The Act, along with its rules, is collectively called the POSH law. The POSH Act of 2013 builds upon the Vishaka guidelines laid out in 1997 by the Supreme Court of India. The act applies to women working in the private, government, and informal sectors.

Management and ICC Responsibilities

- Provide a safe working environment.
- Display the penal consequences of workplace sexual harassment.
- Employees should undergo POSH training at least once a year.
- Conduct orientation programmes for the ICC.
- Assist in any manner required to enable the aggrieved woman to receive justice according to the law.
- At least one half of the ICC should be women.

The Process for Complaint and Inquiry

Step I:

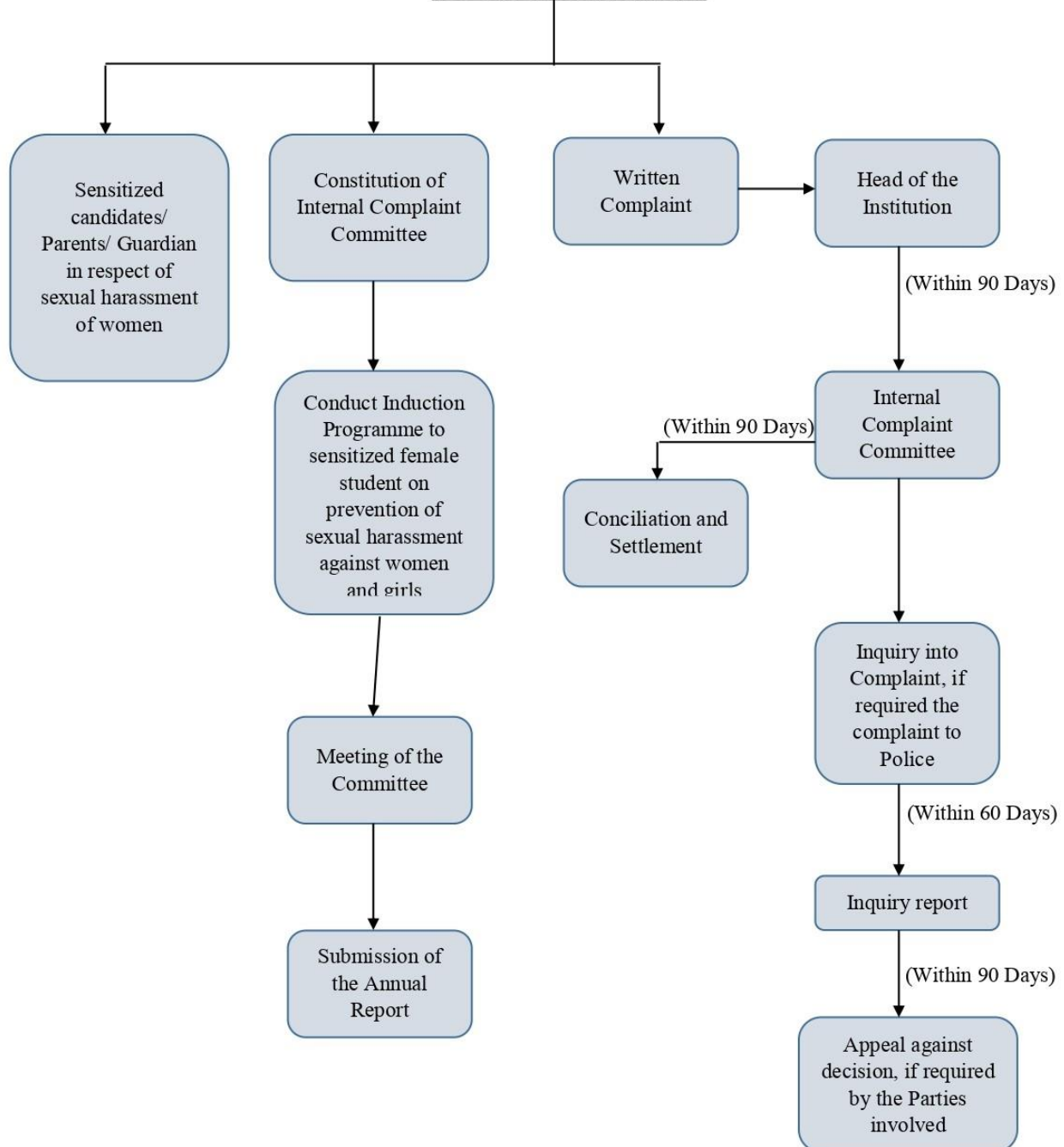
An aggrieved woman should give a written complaint either in person or through post or email to the 'Prevention of Sexual Harassment and Atrocities against Women Committee. The aggrieved should give the complaint within three months of the date of the incident. If the aggrieved woman is unable to make a complaint, her legal heirs may do so.

Step II:

On receiving the complaint, the ICC will inquire as per service rules or in their absence, according to regulations under the Act. The committee will complete them within 90 days. The committee will submit the report within ten days from the date of completion of the inquiry.



ICC Grievance Mechanism





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Step III:

If the ICC finds that the allegations against the respondent are proven, it will submit a report to the Principal to take action for sexual harassment as a misconduct under the provisions of the applicable service rules or as per rules framed under the Act.

Step IV:

The college management will act on the recommendations of ICC within 60 days of the submission of the inquiry report.

Step V:

Appeal against the decision of the ICC is allowed within 90 days of the recommendations.

The following table gives information of ICC members

Sl.No.	Name	Designation	Phone
1	Dr. Geetha M B	Professor	9842122752
2	Mrs. A.Thamarai Muthumani	Associate Professor	7373095416
3	Mrs.P.Mathumathi	Associate Professor	9626488705
4	Mrs.L.Devi	Assistant Professor	8012223335
5	Mrs. R.Umadevi	Assistant Professor	9524836074
6	Mrs. Palaniammal	Non-Teaching Staff	9788054401
7	Mrs. Maha Sowmiya	Non-Teaching Staff	9443424701
8	Ms.G.Vaishnavi	Student	9360575297
9	Ms.Jeyanikitha	Student	8925733704

Internal Complaint Committee (ICC) Meeting Photos

