

Internal Complaint Committee (ICC)

Dharmamurthi Rao Bahadur Calavala Cunnan Chetty's Hindu College (DRBCCC) is a co-educational institution that upholds the principle of equal opportunity, dignity, and respect for all. While we strive to maintain a congenial and inclusive academic and professional environment, we also recognize the importance of having a formal redressal mechanism in place to address issues related to sexual harassment. DRBCCC follows a **Zero Tolerance Policy** towards sexual harassment in any form.

DRBCCC has constituted an **Internal Complaints Committee (ICC)** in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and as per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

The ICC ensures that any complaint involving unwelcome behavior — such as physical contact or advances, demands for sexual favors, sexually colored remarks, or any other verbal, non-verbal, or physical conduct of a sexual nature — is taken seriously and addressed promptly, fairly, and confidentially.

Objectives of the ICC

- **To prevent** sexual harassment in the college by promoting awareness and sensitivity among students, faculty, and staff.
- **To ensure a safe and dignified workplace** and learning space that respects the rights of all, regardless of gender.
- **To provide a fair, confidential, and accessible mechanism** for redressal of complaints related to sexual harassment.
- **To uphold the principles of gender equality and justice** through impartial inquiry and timely resolution of grievances.
- **To organize awareness and sensitization programmes** on issues related to gender, sexual harassment, and women's rights.

Who can approach the ICC

Any **aggrieved woman** who experiences sexual harassment in the college or during any college-related activity can file a complaint with ICC. This includes:

- Women who are **employees** of the institution. (Teaching and Non-Teaching)
- **Students** enrolled at the college.
- **Visitors** to the college campus.

Note:

If the aggrieved woman is unable to file the complaint due to physical or mental incapacity, or in the event of her death, a legal heir or a person prescribed under the Act can submit the complaint on her behalf.

ICC Committee Composition

Name	Designation	Position
Dr. N. Jayasudha	Associate Professor	Presiding Officer
Dr. Zainabee	Assistant Professor	Member
Dr. A. Nancy	Assistant Professor	Member
Dr. P.V.Laavinya	Assistant Professor, Madras School of Social work	External Member

Contact:

Dr. N. Jayasudha (ICC Presiding Officer): 9841803277

Any student / teaching staff / non-teaching staff who wish to file a sexual harassment complaint can contact any member of the ICC committee in college.

or

Email us at : icc@drbccchinducollege.edu.in

Helpline Numbers

Women Helpline Number: 181

Emergency Response Support Number: 112