

**ANTI-SEXUAL HARASSMENT CELL
AND
INTERNAL COMPLAINTS COMMITTEE (ICC)**



With regard to the Supreme Court judgment and guidelines issued in 1997 to ensure the effective enforcement of the basic human right of gender equality and provide protection against sexual harassment and abuse—particularly at workplaces—the University Grants Commission (UGC) has issued circulars since 1998 to all universities advising them to establish a permanent cell and committee to develop guidelines to combat sexual harassment, violence against women, and ragging in universities and colleges.

Idhaya College for Women, Pudupalayam, is committed to providing a congenial and conducive atmosphere in which students, teachers, and non-teaching staff can work together in an environment free from violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and gender-based discrimination. Every member is expected to respect the right to freedom of expression and association. The institution strongly supports gender equality and opposes any form of gender discrimination and violence.

The Supreme Court of India, in a landmark judgment in August, stated that every instance of sexual harassment is a violation of “Fundamental Rights” under Articles 14, 15, and 21 of the Constitution of India and amounts to a violation of the “Right to Freedom” under Article 19(1)(g). Another Supreme Court judgment in January 1999 (Apparel Export Promotion Council vs. Chopra) stated that sexually harassing behaviour “needs to be eliminated as there is no compromise on such violations.” The Court further reiterated that sexual harassment is “a violation of the fundamental right to gender equality and the right to life and liberty.”

ROLES AND RESPONSIBILITIES

- To help women realize their rights to freedom
- To treat sexual harassment as misconduct and initiate punitive actions
- To assist aggrieved women in filing complaints
- To safeguard victims of harassment
- To educate and train students about sexual harassment

INTERNAL COMPLAINTS COMMITTEE MEMBERS

S.No	Name	Designation	Mobile No
1	Rev. Dr. Sara Jasmin	Secretary and Principal	6381734167
2	Sr. Dr. Lourdu Mary	Assistant Professor	9442014303
3	Mrs. Mariyammal	Assistant Professor	8124912145
4	Mrs. Nithya Anto	Assistant Professor	6380503535
5	Mrs. K. Pachaiyammal	Block Development Officer, Pudupalayam	9790935412

AWARENESS PROGRAMME ON SANITARY NAPKINS

On 10th February 2023, our Anti-Sexual Harassment Cell organized an **Awareness Programme on Sanitary Napkins**.

Chief Guests

1. **Mr. Pulendran** – JRS Field Officer, Thiruvannamalai
2. **Mrs. Satheeshwari** – JRS Field Officer, Krishnagiri
3. **Mrs. Sivaneshwari** – JRS, Thiruvannamalai

Mr. Pulendran explained the uses of sanitary napkins, while Mrs. Satheeshwari detailed cervical issues and physical ailments caused by chemically treated commercial napkins. She promoted antibiotic-free and organic cotton napkins and explained their benefits. Students asked questions, and all doubts were clarified by the chief guests.



TB AWARENESS PROGRAMME

On 10th March 2023, an awareness camp on **Tuberculosis (TB)** was conducted in our college.

The programme began at 10.15 a.m. and was organized by **Mrs. Virgin Cardelia**, Assistant Professor of Mathematics and Rotaract Club Coordinator, along with a medical team from the District Tuberculosis Centre, Thiruvannamalai.

Chief Guest

Dr. Prakash, MD Thoracic Medicine, District TB Centre, Thiruvannamalai. Free tests such as blood tests, X-ray, blood sugar tests, and ICTC-related tests were done for students and staff. A speech competition on the status of TB in India was conducted. Five students participated and received prizes and certificates.



AWARENESS OF GOOD TOUCH AND BAD TOUCH

On 10th March 2023, the Anti-Sexual Harassment Cell organized an awareness programme on **Good Touch and Bad Touch** under the guidance of all HODs.

Mrs. Mariyammal, Coordinator, and **Mrs. Nithya Anto**, Committee Member, explained the following:

- What is harassment and how to handle it
- Sexual harassment in schools, colleges, and workplaces
- Types of sexual abuse
- Effects of child abuse
- Complaint procedures
- Role of parents



CONSUMER AWARENESS PROGRAMME

On 15th March 2023, World Consumer Day, an awareness event was conducted. A rally was organized in Unnamalaipalayam village. **Ms. Chandiral**, Assistant Professor of Physics and Citizen Consumer Club Coordinator, explained the rights of consumers to the students. Students carried banners and slogan cards and actively participated.



The Internal Complaints Committee (ICC) was newly introduced in the academic year 2023–2024.

THE ROLE OF THE ICC

To create awareness about sexual harassment under the Act. The ICC is required to prevent instances of sexual harassment and effectively handle complaints related to such acts.

ICC Members

S.No	Name	Designation	Mobile No
1	Rev. Dr. Lourdu Mary	Principal (Chairperson)	9442014303
2	Mrs. Mariyammal	Assistant Professor (Coordinator)	8124912145

S.No	Name	Designation	Mobile No
3	Mrs. Nithya Anto	Assistant Professor (Member)	6380503535
4	Mrs. K. Pachaiyammal	Block Development Officer, Pudupalayam	9790935412

Student Secretary – K. Subalakshmi (III Maths)

AWARENESS PROGRAMME AGAINST CHILD MARRIAGE

On 21st August 2023 at 11.30 a.m., the committee organized a **Prevention of Child Marriage and Sexual Abuse Programme** in Idhaya Auditorium.

Chief Guest:

Mrs. Pachaiyammal, M.S. Extension Officer (Social Welfare), Pudupalayam.

She explained:

- Prevention of child marriage
- Meaning of child marriage
- Issues arising from child marriage
- Motivated students to remain confident and not marry below 18
- Shared a real-life case of child marriage involving a school student

The programme ended at 12.30 p.m. with a vote of thanks.



WOMEN AND CHILD SAFETY AWARENESS PROGRAMME

On 7th November, the programme began with a prayer song at 10.00 a.m. in the college auditorium.

Chief Guests

1. Mr. N. Asokan – Sub Inspector of Police, Pudupalayam
2. Mr. N. Usuf Khan – Sub Inspector of Police, Chengam
3. Mr. C. Vasu – Constable, Pudupalayam
4. Mrs. M. Jayakanchana – Welfare Officer
5. Mrs. C. Madeswari – Welfare Officer



Mrs. Mariammal, Coordinator, welcomed the guests. The Secretary **Rev. Sr. Dr. Fathima Mary** honoured the dignitaries.

Key points discussed:

- Child marriage
- Women’s safety and importance of women’s education
- Physical maturity required for marriage
- Students should respect and obey their parents

The programme concluded at **11.15 a.m.**



AWARENESS PROGRAMME ON “100 CRORE WOMEN AGAINST VIOLENCE”

On 14th February 2024 organized by the Anti-Sexual Harassment Cell in collaboration with the Global Rise Campaign and Tamil Nadu Women Collective Organization.

Chief Guests

1. Mrs. Sumathi – Coordinator & Social Activist

2. Mrs. Gowri Sathyaprakasham – General Manager, IT Industries, Bangalore
3. Mr. Raja – Women Collective Organization
4. Mr. Palani – Retired SI
5. Mr. Pandiyan – Polur
6. Mrs. Anitha – Women Collective Organization
7. Mrs. Shanthi – Women Collective Organization

Mrs. Selvi, Head & Assistant Professor of Tamil, welcomed the gathering.



Discussions included:

- Real-life challenges faced by women
- Women's health and safety
- Moral stories highlighting violence against women
- Awareness songs and messages

The programme concluded at **3.00 p.m.**

MEETING IN COLLECTOR OFFICE

On 2nd September 2024 Rev. Sr. Dr. Lourdu Mary (Principal) and Mrs. Mariyammal (Coordinator) attended a meeting held at 3.00 p.m. in the Collector Office, Thiruvannamalai.

Officers Present

- Superintendent of Police
- District Revenue Officer
- DSP
- Additional SP (Women & Child Wing)
- District Social Welfare Officer
- Inspector of Police (AWPS)
- CEO
- BEO
- District Child Protection Officer
- POCSO-PP
- Principals of various institutions



The meeting emphasized forming ICCs in all schools and colleges to ensure girls' safety, prevent child marriage, protect children, and address abuse.

ICC (2024–2025)

S.No	Name	Designation
1	Rev. Dr. Sr. Lourdu Mary	Chairperson (Principal)
2	Mrs. Mariyammal	Member (Asst. Prof. in Maths)
3	Mrs. Nithya	Member (Asst. Prof. in English)
4	Mrs. Renuga Devi	Member (Asst. Prof. in Microbiology)
5	Mrs. Pachaiyammal	Block Development Officer, Pudupalayam

ANTI-DRUG AWARENESS PROGRAMME

On 9th September 2024, the programme began at 10.00 a.m. with a prayer song. Organized in collaboration with **Pudupalayam Lions Club** and **Appa Mental Health Care Hospital, Thiruvannamalai**.



Chief Guests

- Mr. Ashok Kumar – Psychologist
- Mrs. Ramya Bharathi – Psychologist
- Lions Club Members: Mr. Banu Haritharan, Mr. Mathivanan, Mr. M. Palani, Mr. Suresh
- Programme Organizer: Mr. Jayachandran, Social Psychologist

Topics discussed:

- Suicide Prevention Day (Sept 10)

- Mental Health Prevention Day (Oct 10)
- Suicide, failure, sexual harassment
- Mental maturity, depression, friendship, positive and negative thinking
- Impact of Android mobile addiction

The programme ended with a vote of thanks.

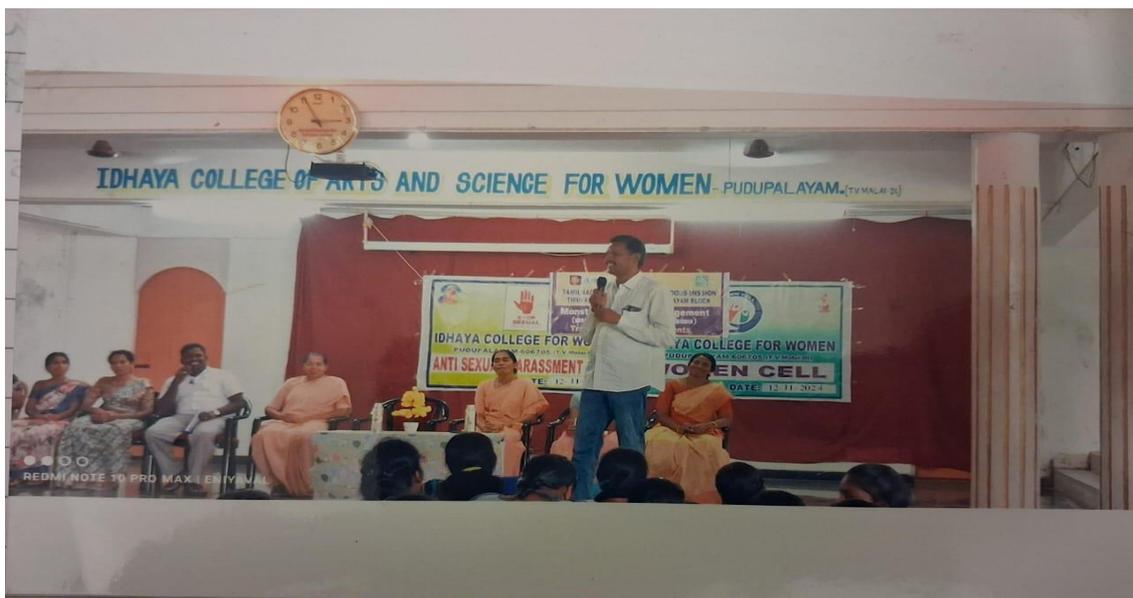
MENSTRUAL HYGIENE AWARENESS PROGRAMME

On 12th November 2024 our cell organized with the Tamil Nadu State Rural Livelihood Mission about “**Menstrual Hygiene**”

Chief Guests

1. Dr. Ravi – District Resource Person
2. Mrs. Tamilselvi – Block Coordinator
3. Mr. Thirunavukarasu – Block Mission Manager
4. Mrs. Kalaiselvi – Block Secretary
5. Mrs. Mangai – Community Resource Person

Mrs. Kala, Assistant Professor in English, welcomed the guests.



Dr. Ravi explained:

- Menstrual hygiene
- Menstrual cycle
- Gender equality
- Healthy diet during menstruation
- Awareness videos on menstrual hygiene

The programme concluded at **3.30 p.m.**