



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Category - 1 University by UGC

Accredited with 'A++' by NAAC | Approved by AICTE

www.sathyabama.ac.in

Ref:ICC/SIST/25-26/03

9th June, 2025

The Internal Complaints Committee (ICC) of the Institution has been reconstituted to address complaints related to sexual harassment, gender-based violence, and discrimination, and to promote a safe, secure, and inclusive environment for all members of the campus community. The Committee shall function in accordance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, and the relevant guidelines issued by regulatory authorities.

INTERNAL COMPLAINTS COMMITTEE

MEMBERS

1. Ms.Thivya.N, Professor, Dept. of Nursing, Presiding Officer
2. Dr.Sujitha, Assistant Professor, Dept. of Physiotherapy, Faculty member
3. Dr.S.Vanitha, Assistant Professor, Dept. of Civil Engineering, Faculty member
4. Ms.Shakeela, Non- teaching Staff- Member
5. Ms.Mary Carolien M, Non- teaching staff- Member
6. Ms.Punitha, NGO, MAATRAM Foundation – External member from NGO
7. Ms.Atsaiya R, Student member
8. Ms.Vaishnavi Melanta N, Student member
9. Ms.Reshmiya Shakhthivel- Student member

RESPONSIBILITY OF THE COMMITTEE MEMBERS:

- Proactive initiatives towards ensuring the respect of women in the campus
- Conducting awareness programs towards gender equality to address gender bias and insensitivity through various modes such as seminars, events, announcements in forums and poster display.
- Examining all the sexual harassment and gender discrimination related grievances with utmost integrity and self-discipline.
- Assisting administrative authorities with suggestions/ inputs/ recommendations in updating policies/ rules and regulations pertinent to handling sexual harassment and gender related issues in the institution.
- Investigating, analyzing and recording the grievances related to sexual harassment and gender discrimination.
- To recommend punitive/ disciplinary action against the guilty to Management/ Administrative Authorities of the institution within stipulated time period

Copy to:

1. All Deans and Heads
2. Research Centres
3. Administrative Offices


Registrar

Dr.S.S.RAO, M.B.A., Ph.D.,
REGISTRAR
SATHYABAMA
INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)
Jeppiaar Nagar, Rajiv Gandhi Salai
Chennai – 600 119.