



Since 1951

JAMAL MOHAMED COLLEGE (Autonomous)

Accredited (3rd Cycle) with 'A' Grade by NAAC

(Affiliated to Bharathidasan University)

**No.7, RACE COURSE ROAD, KHAJANAGAR, TIRUCHIRAPPALLI - 620020.
TAMILNADU, INDIA.**

Website : www.jmc.eduEmail : principaljmc@ymail.com / princi@jmc.edu

Internal Compliance Committee – Policy and Procedure

Scope:

To eradicate sexual harassment and gender based discrimination in the college campus and ensure protection, prevention and Redressal of sexual harassment complaints of students, teaching and non-teaching staff members of the college.

Internal Compliance Committee:

The Internal Compliance Committee is constituted with the Principal as the Chairperson, Members from the Management Committee, Teacher Representatives, Non-teaching Representatives, Student Representatives and an External Member under the guidelines of the honorable Supreme Court of India and the UGC. The committee has a systematic procedure to redress the grievances pertaining to sexual harassment and ensure safe and secure environment for everyone. Every complaint of the students, teaching and non-teaching staff members is addressed with care and attention.

Objectives

- To frame guidelines and norms for policies against sexual harassment
- To work out details for implementation of these policies
- To implement principles and procedures to combat sexual harassment
- To organize gender sensitization awareness programme
- To address the cases of discrimination and sexual harassment issues in a time bound manner
- To ensure support services to the victims

Sexual harassment at workplace:

“Sexual Harassment” includes anyone or more of the following unwelcome acts or behaviour

(whether directly or by implication), namely:

1. Physical contact or advances
2. A demand or request for sexual favours
3. Making sexually coloured remarks
4. Showing pornography
5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.





Since 1951

JAMAL MOHAMED COLLEGE (Autonomous)

Accredited (3rd Cycle) with 'A' Grade by NAAC

(Affiliated to Bharathidasan University)

No.7, RACE COURSE ROAD, KHAJANAGAR, TIRUCHIRAPPALLI - 620020.
TAMILNADU, INDIA.

Website : www.jmc.eduEmail : principaljmc@ymail.com / princi@jmc.edu

Redressal Mechanism:

All sexual harassment complaints must be submitted in written with proper evidences to the Internal Compliance Committee. The committee conducts fair investigation against the complaints relating to sexual harassment of the students, teaching staff and non-teaching staff. The Committee coordinates with the aggrieved person and treat them with dignity and respect. The committee also ensures the contents of the complaint and the complainant are kept in confidence throughout the trial process.




PRINCIPAL
JAMAL MOHAMED COLLEGE
(AUTONOMOUS)
TIRUCHIRAPPALLI-620 020.