



FRANCIS XAVIERTM **ENGINEERING COLLEGE** **AN AUTONOMOUS INSTITUTION**

ACCREDITED BY NBA

ISO 9001:2015 Certified | DST-FIST Supported Institution
Recognized under Section 2(f) & 12(B) of the UGC Act, 1956
Vannarpettai, Tirunelveli - 627003, Tamil Nadu

INTERNAL COMPLAINTS COMMITTEE (ICC)

As per the directions of AICTE, Francis Xavier Engineering college has constituted the Internal Complaints Committee (ICC) for Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students This is in compliance with the Ministry of Human Resource Development, Govt. of India, (All India Council for Technical Education, Official Gazette Notification, Dated: 10th June, 2016, vide AICTE No.: F.AICTE/WH/2016/01, Regulations, 2016).

In, an Internal Complaints Committee (ICC) typically serves as a specialized body tasked with addressing issues related to sexual harassment and discrimination. The Internal Complaints Committee consists of the following members:

INTERNAL COMPLAINTS COMMITTEE MEMBERS(2023-2024)

Sl.No.	Name	Position	Designation	Email-id
1	Dr.L.R.Priya	Presiding Officer	ECE Department /Professor	academic@francisxavier.ac.in
2	Mrs.P.Brundha	Member	CSE Department / Assistant Professor	brundha@francisxavier.ac.in
3	Dr.Samuel Hanson	Member	Mech Department / Professor	mechhod@francisxavier.ac.in
4	Ms.Uma Indhu	Member	Non teaching staff	umaindhu277@gmail.com
5	Mr.Kumaresan	Member	Non teaching staff	Kumaresan29@gmail.com
6	Ms.M.Ragasudha	Member	III CSBS student	ragasudham.ug.21.cb@francisxavier.ac.in
7	Ms.D.Ashitha Angel	Member	III CSE student	ashithaangeld.ug.21.cs@francisxavier.ac.in

8	Ms. S.Karthika	Member	III IT student	karthikas.ug.21.it@francis xavier.ac.in
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The ICC's main duty is to accept, look into, and settle sexual harassment claims that are made by college employees, instructors, or students. It guarantees the accused and the complainant a private, impartial process. The ICC makes sure that the college's guidelines and policies for preventing and resolving sexual harassment are appropriately carried out and adhered to.

Upon receiving a complaint, the ICC looks into the matter thoroughly. This may include obtaining information, speaking with witnesses, and determining the parties' level of credibility. The committee suggests suitable measures or penalties based on its findings. The ICC guarantees that information is shared only with those who are required to know and resolves complaints with the strictest confidentiality.

Throughout the complaint process, the ICC offers counseling services, legal advice, and referrals to pertinent resources to assist complainants. The ICC actively strives to stop sexual harassment and discrimination within the campus community in addition to handling complaints. This could entail planning conferences, training sessions, and public awareness campaigns to advance gender equality, consent education, and civil behavior. In order to address systemic issues and concerns, the ICC works closely with pertinent stakeholders, such as college administration, human resources, student organizations, and outside agencies.

By fulfilling these functions, the Internal Complaints Committee plays a crucial role in fostering a safe, inclusive, and respectful environment within the engineering college, where all members of the community can thrive without fear of harassment or discrimination. The committee will be effective for a period of 2 years. Registered complaints received will be directed to icc@francisxavier.ac.in, which is operated by the Dr.L.R.Priya/Professor/Academics.