



NMSM GOVERNMENT COLLEGE KALPETTA

NAAC ACCREDITED B+

Annual Report for the Internal Complaints Committee (ICC) for the Academic Year 2020-21:

NMSM Government College Kalpetta Internal Complaints Committee (ICC) Annual Report 2020-21

The Internal Complaints Committee (ICC) of NMSM Government College Kalpetta continued to work diligently during the academic year 2020-21 to ensure a safe and equitable environment for all students, staff, and faculty members, particularly focusing on addressing and preventing issues related to sexual harassment and discrimination. Given the unique challenges posed by the COVID-19 pandemic and the subsequent shift to online learning, the ICC adapted its operations to remain accessible and responsive to the needs of the college community.

1. Constitution of the Committee:

For the academic year 2020-21, the ICC consisted of the following members:

Chairperson: Dr. Rajimol M.S

Members:

1. Smt. Prasanna A.C
2. Mary Solina (Office Assistant)
3. Usha K.V (LD Clerk)
4. Adv. Chitra P.C (External Member, Kalpetta Bar Association)

The committee also included an external member from a local NGO, Adv. Chitra P.C, to strengthen the ICC and bring in expertise in legal and gender-sensitive matters. This addition was unanimously accepted during the initial meetings.

2. Key Activities:

A. Awareness Programs:

Due to the college functioning online throughout the year, the committee faced challenges in organizing in-person events. However, recognizing the importance of raising awareness about the ICC's role and ensuring students and faculty members knew how to access the committee's services, the following online activities were conducted:

Online Awareness Sessions for Students and Faculty:

The ICC organized virtual awareness sessions for both undergraduate and postgraduate students, as well as for the faculty members.

The sessions aimed to familiarize participants with the ICC's role, the procedures for filing complaints, and their rights under the Prevention of Sexual Harassment (POSH) Act.

Undergraduate Sessions: Conducted by Dr. Rajimol M.S and Mary Solina

Postgraduate and Faculty Sessions: Conducted by Smt. Prasanna A.C and Usha K.V.

Special Sessions on Gender Sensitization:

A series of gender sensitization workshops were conducted online, addressing the importance of gender equality and respect, especially in digital spaces. These workshops saw active participation from students and staff, promoting an environment of mutual respect and understanding.

B. Handling Complaints:

Although the pandemic led to fewer in-person interactions, the ICC maintained its availability for addressing complaints online. An email helpline was set up to ensure that students and staff could report grievances without any obstacles. The following is a summary of cases addressed by the ICC during the academic year:

Total Complaints Received: 0

Complaints Resolved: 0

Complaints Pending: 0

Given the reduced number of in-person interactions, no major complaints were received during the year, although the ICC remained vigilant and open to addressing any issues that arose.

3. Challenges Faced:

The COVID-19 pandemic posed several challenges for the ICC, primarily due to the shift to remote learning and the limited opportunities for direct interaction. However, the committee responded by transitioning its operations online and ensuring continued awareness and support for the college community.

4. Future Plans:

The committee has laid out a proactive plan for the upcoming academic year, which includes:

Continuing Online Awareness Programs: As the pandemic situation evolves, the ICC will continue to host online awareness programs and workshops on topics such as sexual harassment, gender equality, and mental health.

Collaborating with NGOs: The ICC plans to deepen its collaboration with local NGOs to offer expert-led workshops and sessions on legal rights, gender issues, and workplace harassment.

Interactive Programs Post-Pandemic: If the college returns to regular in-person sessions, the ICC plans to conduct campus-wide interactive sessions, including seminars, workshops, and interactive discussions to further enhance awareness.

Despite the unique challenges of the 2020-21 academic year, the ICC at NMSM Government College Kalpetta continued its commitment to fostering a safe, inclusive, and respectful environment for all students and staff. The committee remained responsive, adapted to new modes of operation, and laid the foundation for continued awareness and action in the coming years.

The ICC looks forward to the resumption of in-person activities and remains committed to addressing grievances, raising awareness, and promoting a healthy and respectful environment on campus.




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