



NMSM GOVERNMENT COLLEGE KALPETTA

NAAC ACCREDITED B+

Annual Report of the Internal Complaints Committee (ICC) for the Academic Year 2021-22

The Internal Complaints Committee (ICC) of NMSM Government College, Kalpetta, was constituted in accordance with the guidelines provided by the UGC (University Grants Commission) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The primary aim of the ICC is to address and prevent any incidents of sexual harassment at the institution and to promote a safe and supportive environment for students, staff, and faculty.

The ICC for the academic year 2021-22 was composed of the following members:

1. Shaji Thaddeus- Principal
2. Dr. Rajimol M.S – Chairperson
3. Smt. Prasanna A.C.– Teaching Faculty Member
4. Mary Solina– Non-teaching Staff Representative
5. Usha K.V – Non-teaching Staff Representative
6. Adv. Chitra P.C. – External Member (Legal Advisor)

Roles and Responsibilities:

The ICC members are responsible for:

- Promoting gender sensitivity and awareness through workshops and seminars.
- Receiving complaints related to sexual harassment and conducting impartial inquiries.
- Maintaining confidentiality and ensuring fair treatment for all parties involved.
- Providing counseling and support to complainants if needed.

Activities Undertaken During 2021-22:

Despite the proactive efforts of the ICC to raise awareness and create a safe campus environment, no complaints of sexual harassment were received during the academic year 2021-22. However, the committee remained vigilant and ensured the continuous dissemination of information related to the prevention of sexual harassment.

Key initiatives and activities during the year included:

Awareness Programs: The ICC organized awareness programs at the beginning of the academic year to inform students and staff about the mechanisms available for lodging complaints and the role of the ICC. These programs emphasized gender sensitization, legal provisions, and the importance of maintaining a respectful campus culture.

Posters and Pamphlets: Posters and pamphlets were distributed across the campus, and notices were placed in common areas like the library, classrooms, and administrative blocks, informing students and staff about the ICC's role and how to reach out in case of any grievances.

Feedback Mechanism: The ICC sought feedback from students and faculty regarding the effectiveness of the committee's initiatives to create a supportive environment. No issues were raised during this period.

The academic year 2021-22 was free from any complaints regarding sexual harassment, which can be attributed to the continuous efforts of the ICC in fostering a gender-sensitive atmosphere. However, the committee remains committed to its mission of creating an inclusive and safe environment for all members of the college community.

The ICC would like to acknowledge the support of the institution's administration, faculty, and student body in promoting a culture of respect and equality. The committee will continue to work diligently to ensure that all individuals on campus feel safe, respected, and protected from any form of harassment.




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