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NMSM GOVERNMENT COLLEGE KALPETTA

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Annual Report of the Internal Complaints Committee (ICC) for 2022-23

NMSM Government College Kalpetta

The Internal Complaints Committee (ICC) of NMSM Government College Kalpetta was constituted in accordance with the guidelines of the University Grants Commission (UGC) and the Vishaka Guidelines issued by the Supreme Court of India. The committee is responsible for addressing grievances related to sexual harassment and ensuring a safe working environment for women employees and students in the institution.

For the academic year 2022-23, the following members served on the ICC:

1. Dr. Rajimol M.S (Chairperson)
2. Smt. Vijayalakshmi K.S (Member)
3. Smt. Usha K.V (Member)
4. Smt. Mary Solina (Member)

Objectives of the ICC

- To create awareness about sexual harassment and gender-based discrimination.
- To provide a platform for students and staff to report cases of harassment.
- To ensure that the female community within the institution is empowered to recognize harassment and take appropriate steps to report and address it.
- To provide a timely and confidential mechanism for redressal of complaints related to harassment.
- To promote a gender-sensitive environment that ensures the dignity and respect of all.

Activities and Initiatives (2022-23)

Throughout the year, the ICC undertook various initiatives to promote awareness and create a safe environment for all students and staff. Some of the key activities include:

Awareness Programs:

A series of awareness programs were organized for both students and staff to educate them about their rights and the mechanisms available to report instances of harassment.

These sessions emphasized the importance of recognizing harassment, understanding the legal framework surrounding sexual harassment, and fostering a supportive community.

Complaint Redressal Mechanism:

The ICC ensured that a robust, confidential, and accessible complaint redressal mechanism was in place. A dropbox for anonymous complaints was maintained, and an online reporting portal was introduced for easy access to the ICC.

No formal complaints of sexual harassment were received during the 2022-23 academic year, reflecting the positive impact of preventive measures and awareness.

Collaborations:

The ICC worked in collaboration with external legal experts and NGOs to provide legal awareness and psychological support for the students and staff, ensuring a holistic approach to grievance redressal and empowerment.

Impact and Outcomes

Increased Awareness: By the end of the academic year, the female community at the college demonstrated a significantly heightened awareness of their rights and the available mechanisms to report harassment. The awareness campaigns and workshops had a tangible impact on their ability to identify inappropriate behavior and seek help when necessary.

No Complaints Filed: While no formal complaints were lodged in 2022-23, this is perceived as a positive outcome of the awareness and preventive measures in place. The environment at the college remained safe and inclusive for all.

Feedback Mechanism: Regular feedback was collected from students and staff regarding the efficacy of the ICC. The feedback was overwhelmingly positive, with most respondents expressing confidence in the committee's functioning and its ability to handle potential issues sensitively and efficiently.

Future Plans

For the coming year, the ICC has proposed the following actions to further strengthen its activities:

Advanced Workshops on Cyber Harassment: With the growing use of online platforms, the ICC plans to organize workshops focused on identifying and dealing with cyber harassment.

Collaboration with Local Authorities: The ICC aims to strengthen ties with local law enforcement and legal experts to provide more direct support to victims in case of any reported incidents.

Comprehensive Surveys: The ICC intends to conduct annual surveys to gauge the levels of gender sensitivity among students and staff and tailor future initiatives based on the findings.

The Internal Complaints Committee at NMSM Government College Kalpetta remains committed to ensuring a harassment-free and inclusive environment for all. Through continuous awareness programs and support systems, the ICC will continue to work towards its objective of creating a safe and empowering space for the female community at the college.

Prepared by: ICC NMSM Government College Kalpetta
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