

**INTERNAL COMPLAINTS COMMITTEE**  
**VTM NSS COLLEGE, DHANUVACHAPURAM**  
**ANNUAL REPORT 2022-23**

VTM NSS College, Dhanuvachapuram has constituted Internal Complaints Committee solely responsible for addressing and resolving the issues of sexual harassment at the college in pursuance of UGC (Prevention, Prohibition and Redressal of sexual Harassment of Women Employees and students in Higher Education Institutions) Regulations 2015

As per the order of the office of the principal with no. G3/834/2022 dated 14.07.2022, the ICC of the College was reconstituted with the following members

1	Presiding Officer	Dr. Bijini B R Associate Professor, Department of Physics	<b>Chairperson</b>
2	Two faculty members	Dr. Sushama Raj R V, Assistant Professor of Botany.	Member
		Dr. Indu M Kutty Assistant Professor of Zoology	Member
3	Non-teaching Employees	Mr. K.S. Reghukumar, Head Accountant	Member
		Mrs. Sreeragi R G, UGC Librarian	Member
4	Member from NGO or a person familiar with sexual harassment issues	Ad. Radhika G, Advocate	Member
5	Three student nominees	Ms. Anjana Anil Ms. Parvathy M.S. Ms. Thushara S.	Members

The Internal Complaints committee of our college prohibit and redress any kind of sexual harassment that may take place in the institution on women employees or students and create a campus free of discrimination, harassment, retaliation, or sexual assault at all levels. It is empowered to initiate an inquiry into the complaint of sexual harassment according to the internal complaints policy. It also ensures that the provisions of the regulations for the protection of employees and students from sexual harassment are not misused.

Every year ICC of our college conducts awareness program for the first-year students along with the Induction program. Several gender equity programs were also organized for the students of the college by ICC in association with IQAC. In academic year 2022-23, the committee has not received any complaints related to sexual harassment and there are no pending files under the consideration of Internal Complaints Committee. Every year Internal Complaints Committee of the College organises Gender awareness program for the first-year students. During the academic year 2022 – 23 ICC organized two webinars as part of Gender awareness program.

The Webinar on “Gender Sensitivity in Adolescents” was organised by the Internal Complaints Committee, Gender Justice Forum, and Equal Opportunity in association with IQAC for the first-year students to create a safe and supportive learning environment for all students, regardless of gender identity or sexual orientation

The webinar was conducted on 24.05.2023 at 7.00pm as an awareness program for the first-year students on which Dr. B Jayaraj, Assistant Professor, Dept. of Physics, Mahatma Gandhi College, Thiruvananthapuram was the resource person. The webinar started with prayer and Acharyanusmaranam by Hari Krishnan, II BA Malayalam. The presiding officer, Dr Bijini B R welcomed all the dignitaries and participants to the program. The Principal, Dr V M Anandakumar delivered the presidential address. The resource person explained the general notions which are believed to be obeyed by girls and boys in the society, the psychological problems of adolescence and how to tackle these problems. The Council Secretary Sreejith P V and IQAC convenor, Shama Pillai felicitated the program and the webinar ended with the vote of thanks delivered by Dr Kalarani T G, Convenor, Gender Justice Forum by 8.30pm.

VTMNSS College, Dhanuvachapuram, Thiruvananthapuram, Internal Complaints Committee (ICC), Gender Justice Forum, and Department of Commerce in association with IQAC organized a one-day awareness talk on "Gender Equality in the Indian Legal System" as part of the awareness program for first year students. The webinar was held on 31<sup>st</sup> March 2023 at 7 PM through Google Meet online platform. The esteemed resource person for the awareness talk was Dr. (Advocate) Radhika G, an Advocate at the Additional District and Sessions Court in Mavelikkara. She is also a part-time law lecturer at MG College, Trivandrum. With her extensive legal expertise and experience, she provided valuable insights and knowledge to the participants and delivered a comprehensive expert talk on gender equality in the Indian legal system. She shared her

profound knowledge and experiences, discussing relevant legal provisions, landmark judgments, and persistent challenges. The resource emphasized the need for a more inclusive and equitable legal framework, highlighting potential reforms. The event included interactive sessions to encourage active participation and engagement from the attendees. Participants had the opportunity to ask questions and seek clarification on legal aspects related to gender equality. Dr. Radhika G provided guidance and addressed queries effectively.