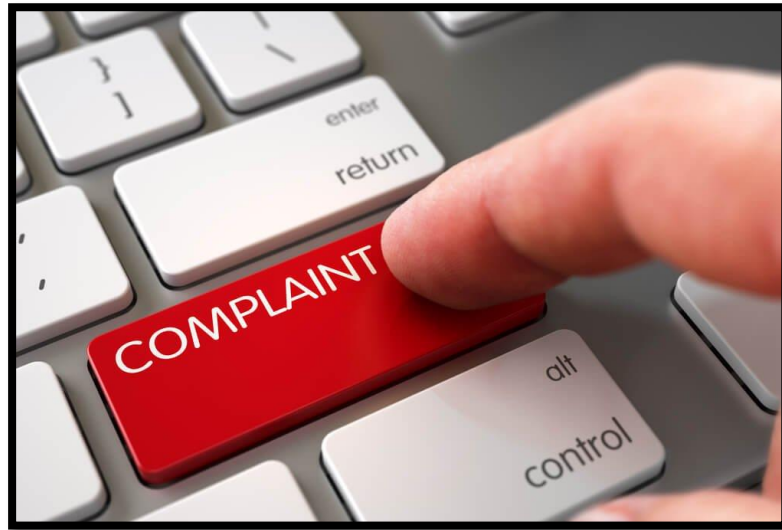


KOTTAKKAL FAROOK

ARTS & SCIENCE COLLEGE

PARAPPUR P.O, KOTTAKKAL, MALAPPURAM DISTRICT, KERALA, 676503



POLICY & REGULATIONS

INTERNAL COMPLAINTS COMMITTEE(ICC)

AGAINST SEXUAL HARASSMENT

Policy and Regulations:

Introduction:

In accordance with the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, Kottakkal Farook Arts and Science College has constituted an Internal Complaints Committee (ICC) to address complaints of sexual harassment and promote gender sensitization. The ICC is dedicated to creating a safe and congenial atmosphere for staff and students, ensuring zero tolerance towards sexual harassment.

Objectives:

1. **Prevention:** To prevent sexual harassment through proactive measures and awareness programs.
2. **Prohibition:** To enforce strict prohibition of sexual harassment within the college premises.
3. **Redressal:** To provide a fair, transparent, and timely redressal mechanism for complaints of sexual harassment.
4. **Sensitization:** To promote gender equality and sensitivity through educational and awareness programs.

Prohibition of Sexual Harassment:

1. Sexual harassment in any form is strictly prohibited within the campus and during any college-related activities.
2. Any individual found guilty of sexual harassment will face strict disciplinary action, which may include suspension, expulsion, or legal proceedings.

Measures for Prevention:

1. **Awareness Programs:** Conduct regular awareness programs, workshops, and seminars to educate students and staff about the consequences of sexual harassment and the importance of gender equality.
2. **Training:** Provide training to ICC members, faculty, and staff on handling complaints and creating a gender-sensitive environment.

Reporting Mechanism:

1. **Helpline:** Establish a helpline number for reporting incidents of sexual harassment.
2. **Complaint Box:** Set up complaint boxes at accessible locations on campus for anonymous reporting.
3. **Online Reporting:** Provide an online platform for students and staff to lodge complaints.

Investigation and Redressal:

1. **Prompt Action:** The ICC shall conduct prompt and thorough investigations into reported incidents.
2. **Fair Hearing:** Ensure a fair hearing for both the complainant and the respondent, following principles of natural justice.
3. **Confidentiality:** Maintain confidentiality of the complainant and the details of the complaint.
4. **Disciplinary Measures:** The ICC shall recommend appropriate disciplinary actions against the perpetrator, which may include suspension, expulsion, or legal action.

Monitoring and Evaluation:

1. **Regular Meetings:** Conduct regular meetings of the ICC to review the status of complaints and the effectiveness of preventive measures.
2. **Surveillance:** Install CCTV cameras in strategic locations to monitor and deter sexual harassment activities.
3. **Feedback:** Collect feedback from students and staff to continuously improve the effectiveness of anti-sexual harassment measures.