



National College



(Autonomous)
(College with Potential for Excellence)
(Nationally Re-accredited at 'A+' Grade by NAAC)
(A Unit of Dr.V.Krishnamurthy Educational Foundation)

Tiruchy - Dindigul Road, Karumandapam, Tiruchirappalli - 620 001

email: principal@nct.ac.in

Website: www.nct.ac.in

Phone No: 0431-2482995

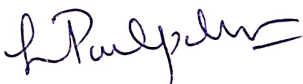

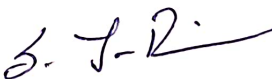

2017 – 2018

**Minutes of the Internal Compliance Committee (ICC) meeting held at
National College (Autonomous), Tiruchirappalli-620001**

Date : 14.07.2017

Venue : Conference Hall - Secretary's Office

The presiding officer Dr.L.Pushpalatha, welcomed all the members and described the role of the ICC. She also welcomed suggestions to make it function effectively. Further it was decided to create awareness by organizing orientation and legal rights programmes in collaboration with Women's Cell. A decision was also taken to conduct meetings on an annual basis. The following members attended the meeting.

1.	Dr.L.Pushpalatha	
2.	Dr.Maju Somanath	
3.	Prof.S.Jamuna Rani	
4.	Mrs.K.Savithri	<i>Absent</i>
5.	Mrs.K.Abarna	



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2018 – 2019

Minutes of the Internal Compliance Committee (ICC) meeting held at National College (Autonomous), Tiruchirappalli -620001

Date : 28.06.2018

Venue : Meeting Hall - Library

The meeting was convened by the Presiding Officer in the Meeting hall (Library) at 3.00 p.m. Dr. L. Pushpalatha, welcomed all the members and invited suggestions on how to raise awareness regarding sexual harassment and abuse.

Suggestions given are as follows: Awareness classes on sexual harassment could be organized as part of the NSS camp. Orientation on these issues can be handled by Class Tutors, and other teachers who handle common course like value education and gender studies. Legal experts could be invited to give awareness.

The Committee further noted that no complaints of sexual harassment were received.

1.	Dr.L.Pushpalatha	
2.	Dr.Maju Somanath	
3.	Prof.S.Jamuna Rani	
4.	Mrs.K.Vijayalakshmi	
5.	Mrs.K.Abarna	



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2019 – 2020

Minutes of the Internal Compliance Committee (ICC) meeting held at
National College (Autonomous), Tiruchirappalli-620001.

Date : 03.07.2019

Venue : Conference Hall at Secretary's Office

The presiding officer Dr.M.Sharmila, welcomed the members and invited suggestions from the members regarding any improvements needed in the functioning of ICC. The members recommended the following; To conduct awareness programmes in collaboration with NSS and Women Cell. Recommendations are given to instruct tutor-in-charges to notice any issues like sexual harassment and to bring it to the notice of the authorities concerned immediately. Advocates handling POISO cases are invited to take orientation on this aspect.

As of now the ICC has not received any complaints with regard to sexual harassment and harassment of any sort.

The following members attended the meeting.

1.	Dr.M.Sharmila	<i>M. Sharmila</i>
2.	Dr.Maju Somanath	<i>Maju</i>
3.	Dr.L.Pushpalatha	<i>L. Pushpalatha</i>
4.	Prof.S.Jamuna Rani	<i>S. J. Rani</i>
5.	Mrs.K.Vijayalakshmi	<i>K. Vijayalakshmi</i>
6.	Mrs.K.Abarna	<i>K. Abarna</i>
7.	Mrs. B.S. Hajira Basha (Advocate)	<i>Absent</i>
8.	Mrs. R. Padma (Advocate)	<i>Absent</i>



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2020 – 2021

Minutes of the ICC meeting held at National College (Autonomous), Tiruchirappalli-620001

Date : 18.03.2021

Venue : Library – Meeting Hall

The meeting was convened by the presiding officer. As the classes were shifted to online mode due to prevailing Covid pandemic, the cell decided to inform the tutor in-charges to be in touch with each and every student of their class and to create a rapport with them, so that the student will feel free to inform issues of sort to the teachers, including the sexual harassment.

The following members attended the meeting are.

1.	Dr.B.Muthukumar	
2.	Dr.D.Prasanna Balaji	Absent
3.	Dr.P.S.S Akilasri	
4.	Dr.M.S.Mohamed Jaabir	Absent
5.	DrV.Srividhya	
6.	Dr.K.Bhuvaneshwari	
7.	Prof.S.Jamuna Rani	
8.	Dr.K.Vijayalakshmi	
9.	Dr.K.Abarna	K. Abarna



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Internal Compliance Committee

Minutes of the Meeting

Internal Compliance Committee Meeting was held on 11/08/2022 in the Principal's Chamber.

The committee members took up for discussion the following points:

In accordance with the provisions outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act & Rules 2013, and specifically as stipulated in section 4(1) of the Act, National College (Autonomous), Tiruchirappalli (NCT), has established an Internal Compliance Committee (ICC).

Sexual harassment encompasses any one or more unwelcome acts or behaviors, whether explicit or implied, including:

- Physical contact and advances
- Demand or request for sexual favors
- Making sexually colored remarks
- Displaying pornography and sending explicit messages
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

The responsibilities of the College Management (the employer) include:

- Providing a safe working environment
- Displaying information prominently in the workplace
- Conducting workshops and awareness programs for employee sensitization
- Orienting Internal Compliance Committee (ICC) members
- Offering necessary facilities for ICC to handle complaints and conduct inquiries
- Assisting in securing the attendance of respondents and witnesses before the ICC.
- Overseeing compliance to UGC (University Grants Commission) and TANSCH (Tamil Nadu State Council for Higher Education) guidelines
- Ensuring that the government rules and policies are implemented

Name	Department	Signature
Dr. K. Kumar	Principal and Chairperson	
Dr. M.S. Mohamed Jaabir	Member (Biotechnology)	
Dr. P.S.S. Akilashri	Member (Computer Science)	



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Internal Compliance Committee

Action Taken Report

Internal Compliance Committee Meeting was held on 20/03/2023 in the Principal's Chamber.

- The college provided a safe working environment with no complaint from any quarter
- Information was disseminated through electronic billboard, circulars, public address system and through WhatsApp messages
- Periodical UGC (University Grants Commission) and TANSCH (Tamilnadu State Council for Higher Education) guidelines were passed on to the teachers, non-teaching staff, students and research scholars
- All the staff and students were given their due rights in all matters academic


Principal and Chairperson