

MAR BASELIOS COLLEGE OF ENGINEERING AND TECHNOLOGY

INTERNAL COMPLAINTS COMMITTEE(ICC)

**MAR BASELIOS COLLEGE OF ENGINEERING AND
TECHNOLOGY, THIRUVANANTHAPURAM**

INTERNAL COMPLAINTS COMMITTEE(ICC)

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (SHWW Act 2013), and as per the AICTE Regulations, Internal Complaints Committee (ICC) which was constituted) to deal with the complaints relating to Sexual Harassment at workplace.

On receipt of a complaint, ICC shall conduct preliminary enquiry so as to ascertain the truth of the allegations by collecting the documentary evidence and the recording statements of possible witnesses including the complainant. ICC shall then submit the preliminary enquiry report to the Principal along with all the original documents collected during the preliminary enquiry proceedings. In case the allegations are not in the nature of sexual harassment, ICC may refer such complaints to the Grievance Redressal Cell or the other sections concerned.

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

ICC shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged, or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the UGC Regulations 2015.

Who can approach ICC FOR HELP?

Any female (faculty, student or staff) of MBCET Thiruvananthapuram.

Definition of Sexual Harassment:

‘Sexual Harassment’ includes any unwelcome sexually inclined behavior, whether directly or indirectly, such as:

Physical contact and advances

Demand or request for sexual favours

Sexually coloured remarks

Showing any pornography,or

Any other unwelcome physical,verbal or non-verbal conduct of sexual nature.

What are the possible actions that can be taken against the respondent?

Warning Written Apology Bond of good behavior Adverse remark in the Confidential Report Stopping of increments/ Promotion Suspension Dismissal Any other relevant actions

If you think you are harassed or being harassed, what should you do?

Inform the chairperson by email chairperson.icc@mbcet.ac.in. To know more about ICC procedure , you may refer to the related documents , the details of which are given below.

Your complaint will be kept CONFIDENTIAL.

Inquiry process:

The inquiry shall be completed within a period of 90 days from the date of the complaint. On completion of the inquiry, the ICC shall provide a report of its findings to the employer within a period of 10 days from the date of completion of the inquiry and such report be made available to the parties concerned.

If the allegations against the respondent has been proved, it shall recommend punitive actions to be taken against the respondent to the employer. The employer shall act upon the recommendation within 60 days of receiving it.

Useful Documents and Notices: . (Available at MBCET website)

1) Office Orders 2) Handbook on Sexual Harassment of Women at Workplace 3) Ministry of Women & Child Development Order dated 27 October, 2014 4) UGC Regulations for Higher Educational Institutions, 2015 (The Gazette of India, May 2, 2016) 5) UGC Orders dated 14 May 2019 & 10 June 2021

LINK FOR THE DETAILS LINK FOR DETAILS : <https://mbcet.ac.in/internal-complaints-committee-icc/>

ACTIVITIES CONDUCTED (FROM JUNE 1ST 2022 TO MAY 31ST 2023)

SL.NO.	ACTIVITY DETAILS	Venue& DATE/Participants
1	Observance of International Day of Elimination of Violence against Women&Girls StreetPlay Performance by Students	College Campus Amenity Center November 25, 2022 Students
2	As part of UNiTE Campaign by UN-Awareness Programme-Violence Against Women-Legal Measures Adv Amrutha Satheesan	College Auditorium December6,2022 Faculty &Students
3	Observance of International Women's Day ,March 08,2023 Talk on 'Gender Equity' – Adv.Reeya Susan John	College Auditorium March 08,2023 Faculty &Staff Members,MBCET
4	ICC Meeting at regular intervals and is documented	
5	Gender Sensitisation/Gender Equity	College Senatus Hall April 4 th .2023 Students of second and fourth semester.

LINK FOR ALL THE DETAILS - <https://mbcet.ac.in/internal-complaints-committee-icc/>

MAR BASELIOS COLLEGE OF ENGINEERING AND TECHNOLOGY,THIRUVANANTHAPURAM(MBCET)

AWARENESS PROGRAMME

Organized by

INTERNAL COMPLAINTS COMMITTEE(ICC) MBCET

AS PART OF THE UNiTE CAMPAIGN LAUNCHED BY UN FROM NOVEMBER 25TH 2022 TO DECEMBER 10TH 2022.

TOPIC: GENDER SENSITISATION -VIOLENCE AGAINST WOMEN- LEGAL MEASURES

RESOURCE PERSON : Adv. AMRUTHA SATHEESAN(ASST.PROFESSOR, ON LEAVE –MARGREGORIOS COLLEGE OF LAW)

DATE : 06/12/2022

VENUE: SENATUS HALL,MBCET

PARTICIPANTS : REPRESENTATIVES OF STUDENTS,FACULTY AND STAFF, MBCET

SUMMARY OF THE SESSION:

- 1 Dr.Elizabeth C.Kuruvilla ,Chairperson ,ICC,MB CET introduced the chiefguest and also welcomed the gathering.
- 2 A general overview of violence faced by Women was given as introduction.
- 3 Details was given about Domestic Violence Act .What women can do in such circumstances of hardships ,Adv.Amrutha described in detail.
- 4 Various challenges faced by women in workplaces also was discussed in detail.
- 5 As a student, what are the various means by which students can address their problems in the Campus, Cyber crimes etc. was discussed.
- 6 Students should be specially cautious about cyber crimes and should be kept themselves away from such things and for that, they should have the correct awareness about these matters, she added.
- 7 Students' queries were also cleared .
- 8 Vasundhara, final year student and ICC member proposed the vote of Thanks.

Dr.ELIZABETH C.KURUVILLA

CHAIRPERSON,ICC

SESSION PHOTOS



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**MAR BASELIOS COLLEGE OF ENGINEERING AND TECHNOLOGY(MBCET)
THIRUVANANTHAPURAM**

OBSERVANCE OF INTERNATIONAL DAY OF ELIMINATION OF VIOLENCE AGAINST WOMEN&GIRLS

PROGRAMME	: STREETPLAY PERFORMANCE BY STUDENTS
JOINTLY ORGANIZED BY	: ICC, PERFORMING ARTS CLUB, SHE(ISTE),WOMEN'S STUDIES UNIT OF MBCET
VENUE	: AMENITY CENTER,MBCET
DATE	: NOVEMBER 25,2022
TIME	:1 P.M



LINK FOR DETAILS : <https://mbcet.ac.in/internal-complaints-committee-icc/>

AWARENESS PROGRAMME ON GENDER EQUITY

VENUE: COLLEGE AUDITORIUM

DATE: MARCH 08,2023

RESOURCE PERSON : Adv.REEYA SUSAN JOHN

PARTICIPANTS : FACULTY&STAFF MEMBERS OF THE COLLEGE

JOINTLY ORGANIZED BY : ICC & WOMEN'S STUDIES UNIT, MBCET



LINK FOR DETAILS : <https://mbcet.ac.in/internal-complaints-committee-icc/>

AWARENESS PROGRAMME ON GENDER SENSITISATION FOR STUDENTS

Women's Studies Unit(WSU),MBCET in association with ICC ,MBCET conducted an invited talk on Gender Sensitization/Equity on April 4th 2023 at Senatus Hall of the College. Students' representatives from second and fourth semester participated in the session. Adv. Reeya Susan John,Asst.Professor, Mar Gregorios College for Law was the Resource person. Various Laws in Indian Constitution related with Women's Rights were detailed during the session. Clarity was given of Gender equality vs.Gender Equity . Session was very informative for the students. Faculty members representing,WSU and ICC also were present for the talk.

