

Internal Complaints Committee (ICC)

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, Internal Complaints Committee is constituted as under to deal with the complaints relating to Sexual Harassment at work place.

Members of Institute ICC:

Sl. No	Name of Committee member	Profession	Associated With	Designation	Gender	Mobile Number	Appointment Order Ref.No:
1	Dr.K.Shanmugapriya	HOD/EC E	LJCET	Chairperson	Female	9629365220	LJCET/ICC/20-21/001
2	Dr.A.Manikandan	Vice Principal	LJCET	Member	Male	9524124334	LJCET/ICC/20-21/002
3	Mr.B.Manikandan	Asst.Prof ./Mech	LJCET	Member	Male	9976733161	LJCET/ICC/20-21/003
4	Mrs.Brindha Sherly	Asst.Prof ./EEE	LJCET	Member	Female	8903008736	LJCET/ICC/20-21/004
5	Mr.Thavasilingamani	Office	LJCET	Member	Male	9789305084	LJCET/ICC/20-21/005
6	Mrs.P.Thangam	A.O.	LJCET	Member	Female	9894550811	LJCET/ICC/20-21/007
7	Ms. M.S. Mahizha	Student	LJCET	Student Member	Female	7538818627	LJCET/ICC/21-22/004
8	Mr.R.Alphan	Student	LJCET	Student Member	Male	7708306336	LJCET/ICC/21-22/002
9	Ms.B.Girija	Student	LJCET	Student Member	Female	8838730243	LJCET/ICC/21-22/003

The chairperson shall receive the complaints of sexual harassment, if any, on behalf of ICC and shall coordinate the deliberations of the ICC on the complaints received. On receipt of a complaint, ICC shall conduct preliminary enquiry to ascertain the truth of the allegations by collecting the evidences. ICC shall then submit the report of the preliminary enquiry to the Principal. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute.

The following actions may be recommended:

- A written apology

- Warning
- Reprimand or censure
- Withholding of promotion
- Withholding of pay rise or increments
- Undergoing a counseling session
- Carrying out of community service
- Terminating the respondent from service
- Any other punishment according to the service rules applicable to the respondent.

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 aforementioned UGC Regulations 2015.