

# ANTI-SEXUAL HARASSMENT AND COMPLAINTS CUM REDRESSAL COMMITTEE REPORT

ACADEMIC YEAR – 2023-2024

Name of the College : Nandha Engineering College ( Autonomus)

S.No	Particulars	No. of cases
1	Number of complaints of sexual harassment received in the year	Nil
2	Number of complaints disposed of during the year	Nil
3	Nature of action	Nil

  
Convener

  
Principal

25.11.2023

To

The District Collector,  
Erode District.

**Respected Sir/Madam,**

**Sub: -** Submission of Annual Report as per the requirement of  
Section 21 (1) of Sexual Harassment of Women at  
Workplace (Prevention, Prohibition and Redressal)  
Act, 2013.

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We here by submit that Annual Report to the Internal Committee formed under the Prevention of Sexual Harassment of Women at Workplaces Act 2013 for the period January to November 2023. The report is submitted based on the actual facts and incidents reported in our Institution.

If you need any other clarification or further information, please feel to get back to us.

# Prevention of Sexual Harassment of Women at Workplaces Act 2013

## Annual Report for the year Jan 2023 to Nov 2023

### 1) Basic Details:

S.No	Particulars	
1.1	Date of Formation of IC	04.09.2014
1.2	No. of members in IC	13
1.3	No. of Female members in IC	13
1.4	Details of members	Contact Details
	Dr .S. KAVITHA	Prof & Dean /ECE 9942215651
	Dr.V.MANIMEGALAI	Prof & Head/MBA 9976825440
	Ms. M. PARVATHI.M	Prof & Head/AIDS 7373740011
	Ms.K.SELVI	AP/CIVIL 9597774451
	Ms.R.PRABHA	AP/MBA 9445417261
	Ms.R.SATHYA	Lab Assistant/ Supporting staff 8056930755
	Ms.R.KAVITHA	Panel Lawyer, District Legal Service Authority, Erode. 9942929319
1.5	No. of members changed during the year	4
1.6	Is there an internal policy on POSH	YES
1.7	Places where the Constitution of IC details displayed (Notice board / Canteen / Security etc..) at workplace	Notice board
1.8	Number of Sexual Harassment complaints received during the year	NIL
1.9	Number of Cases disposed of during the year	NIL
1.10	Number of cases pending as on 31 <sup>st</sup> December 2022	NIL
1.11	Number of cases pending as on 31 <sup>st</sup> December 2022 for more than 90 days.	NIL

### 2) Number of workshops or awareness programme for employees against sexual harassment carried out during the year 2023

S.No.	Date	No. of Employees covered	Remarks (if any)
1.	26.10.2023	78	NIL
2.	10.11.2023	86	NIL

S.No.	Date	Total members	N. of Members participated	Remarks (if any)
	Meeting 1	13	10	NIL
	Meeting 2	13	12	NIL
	Meeting 3	13	11	NIL
	Meeting 4	13	10	NIL

4) Summary of the action taken on Complaints of Sexual Harassment:

S.No.	Complaint No.	Complainant	Respondent	Action taken
		Female Employee	Male Employee	
-	-	NIL	NIL	NIL

\*(Conciliation, Written Apology, Warning, Reprimand or Censure, Withholding of Promotion, Withholding of Pay Rise/Increment, Termination, Transfer, Undergo Counseling, Carrying out Community Service, withdrawn)

The report has been prepared in compliance of Section 21(1) of Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Yours faithfully,

  
Dr .S. KAVITHA  
Prof & Dean /ECE

Internal Complaints Committee  
Nandha Engineering College (Autonomous),  
Pichandampalayam (Po)  
Vaikalmedu  
Perundurai  
Erode – 638 052

Date: 25.11.2023



# NANDHA ENGINEERING COLLEGE

(Autonomous)

Affiliated to Anna University Chennai \* Approved by AICTE \* Accredited by NBA-New Delhi

Pitchandampalayam (P.O), Vaikkalmedu, Erode-Perundurai Road, ERODE -638 052.

Phone: 04294-225585, 223711, 223722, 226393, Fax: 04294-224787

Website : www.nandhaengg.org

E.Mail: info@nandhaengg.org

**Dr. N.Rengarajan, B.Sc., B.Tech. M.E., Ph.D**  
**PRINCIPAL**

NEC/Cir/2023-24/CASH001

Date: 19.07.2023

Time: 11.30 am

## CIRCULAR

Classification	ROUTINE	IMMEDIATE
Academic	Originator : PRINCIPAL	Circulated to : Deans and HODs

Sub: Committee Against Sexual Harassment – req

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Based on the report SAKSHAM "Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses" from University Grants Commission a committee is reconstituted to develop guidelines to combat sexual harassment, violence against women and ragging and to deal with cases reported

### COMPOSITION

The Committee consists of members of the faculty, administration, supporting staff and students' representatives. The members of the committee for the academic year 2023-24 are:

Sr. No	Name	Designation	E-mail id
1	Dr.V.MANIMEGALAI	PROF. / MBA (Convenor)	manimegalai.v@nandhaengg.org
2	Ms.R.KAVITHA	Panel Lawyer, District Legal Service Authority, Erode.	kavithasujeeth4@gmail.com
3	PARVATHI.M	Prof/CSE (Faculty Member)	hodai@nandhaengg.org
4	PARAMESWARI.J	AP/ECE (Faculty Member)	crparam@gmail.com
5	SELVI.K	AP/CIVIL (Faculty Member)	selvi.kaliappan@nandhaengg.org
6	PRABHA.R	AP/MBA (Faculty Member)	prabha.r@nandhaengg.org
7	KAMALI. R	Lab Assistant/CSE Supporting staff	kamali21041997@gmail.com
8	SATHYA.R	Lab Assistant/MBA Supporting staff	sathya1562001@gmail.com



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Website : www.nandhaengg.org

Dr. N.Rengarajan , B.Sc., B.Tech. M.E., Ph.D  
PRINCIPAL

9	SUMATHI.C	Office Superintendent Office Staff	sumathinivi2001@gmail.com
10	SHRUTHI.A	II MBA Student	shruthiarivasan2002@gmail.com
11	DEVASHREE. S	IV CIVIL Student	devashreeshanmugam@gmail.com
12	SOWDHARSHINI. P	IV CSE Student	sowdharshini@nandhaengg.org
13	PRIYANKA. S	IV AGRI Student	priyankashelladurai7@gmail.com

## OBJECTIVES

- To receive complaints from women faculty, Staff and Students regarding sexual harassment, sexual advances, ragging, eve-teasing and related issues.
- To deal all the reported cases and submit a recommendation to the Principal for punitive action.
- To make recommendations to compact the discrimination against women and other related issues to the Principal.
- To organize workshops, seminars, and other related activities to educate the women in the campus.

## PROCEDURE FOR MAKING COMPLAINTS TO THE COMMITTEE

A complaint on discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint maybe addressed to the Convener of the Committee. Any complaint received by the higher authorities will be forwarded to the Committee for further action.

The committee is valid for one year

PRINCIPAL



NANDHA ENGINEERING COLLEGE (Autonomous)

(Affiliated to Anna University, Chennai and approved by AICTE, New Delhi)

ANTI SEXUAL HARASSMENT MEETING

CIRCULAR

25.07.2023

The Anti Sexual Harassment Meeting for the academic year 2023-24 is scheduled on 26.07.2023 at 11.00 am. The members of the faculty, administration, supporting staff and student's representatives are asked to attend the meeting. The committee will discuss about discrimination against sexual harassment for women employee at work place and students.

Venue: MBA Laboratory



Convenor

(Dr. V. Manimegalai)

Copy to

1. The principal
2. Deans and HoDs
3. Committee Mmembers



# NANDHA ENGINEERING COLLEGE

(Autonomous)

Erode – 638052, TamilNadu.

(Affiliated to Anna University, Chennai. Approved by AICTE, Accredited by NAAC & NBA Included under Sections 2(f) and 12(B) of the UGC Act)

## ANTI SEXUAL HARASSMENT CELL

Awareness Program on



## SEXUAL HARASSMENT FOR WOMEN AT WORK PLACE



Resource Person

**Ms.GOMATHI**

Advocate

Erode



21-10-2023

9.30 AM



Conference Hall

Organizing Chair

Dr. V. Manimegalai

Co coordinator /

Harassment Committee

*VISHAKA*

Principal

Dr. N. Rengarajan

NEC





**NANDHA ENGINEERING COLLEGE (AUTONOMOUS), ERODE - 52**

**ANTI SEXUAL HARASSMENT CELL**

**REPORT ON AWARENESS PROGRAM**

**23.10.2023**

Awareness Program on Sexual Harassment for Women at Work Place was organized on 21.10.2023 at Conference Hall, Nandha Engineering College.

Dr. V. Manimegalai, co-chair of the harassment committee, praised our resource person, Ms. Gomathi, B.A.B.L., advocate. Ms. Gomathi also clarified the purpose of the Act 2013 and the workplace sexual harassment policy. She discussed how to prevent sexual harassment, the procedures for reporting, investigating, and imposing appropriate disciplinary actions, as well as the Women's Rights to Protect from Sexual Harassment and Punishment Act.

