

Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) is a statutory body, established under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 particularly in workplaces, to address and resolve complaints of sexual harassment. Functions of ICC include: creating awareness and provide training to prevent sexual harassment, receiving complaints of sexual harassment, conducting a thorough investigation while maintaining confidentiality and recommending actions based on the investigation. A complaint can be made in writing by the aggrieved woman within a specified period from the date of the incident. The ICC will complete the inquiry within a stipulated time of within 90 days and submit report to the employer, which is binding. Maintaining the confidentiality of the complainant, the respondent, and witnesses is crucial to ensure a fair and unbiased process.

Constitution of ICC: <https://wcd.nic.in/sites/default/files/Sexual-Harassment-at-Workplace-Act.pdf>

The Internal Complaints Committee (ICC) was constituted at Government College, Kariavattom with effect from October 2021 with the following members.

Presiding Officer: Dr. Radhika A, Associate Professor

Members

Teaching Staff:	Dr. Prakash A, Associate Professor
	Smt. Sunitha S, Assistant Professor
Non-Teaching Staff:	Smt. Nitha S (Senior Clerk)
	Smt. Soorya VS (Clerk)
Student Representative:	Anijith A (College Union Chairman)
	Lekshmi (Vice chairman) Lady Representative
Member from NGO:	Smt. Sreekala TS (Representative from Sakhi)

Contact

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