



ST. MOTHER THERESA ENGINEERING COLLEGE

Approved by AICTE | Affiliated to Anna University | Recognised under 2(f) status by UGC

NIRF INNOVATION RANKED INSTITUTION
ISO 9001:2015 Certified Institution

Vagaikulam, Thoothukudi 628 102

 www.mtec.ac.in  e-mail : principal@mtec.ac.in  9942978599

 0461-2269301

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Lr. No: SMTEC/ICC/2025-2026

Date: 06.08.2025

Internal Complaints Committee (ICC) Academic Year 2025-2026

Objective / Aim

The Internal Complaints Committee (ICC) of St. Mother Theresa Engineering College is constituted in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) with the following objectives:

- To prevent discrimination and sexual harassment against women by fostering a culture of gender harmony and mutual respect among students and staff through seminars, workshops, awareness programmes, and competitions.
- To establish and implement clear procedures for the prevention, prohibition, resolution, settlement, and redressal of complaints related to discrimination and sexual harassment involving women, students, and employees.
- To address complaints of discrimination and sexual harassment in a fair, confidential, and time-bound manner, ensuring necessary support and assistance to the aggrieved person.
- To recommend appropriate disciplinary and corrective action against individuals found guilty after due inquiry, in accordance with institutional norms and statutory regulations.

Associated Activities / Functions

- Conduct gender sensitization and awareness programmes through expert talks, guest lectures, and interactive sessions.
- Organize student-centric seminars and workshops on gender equality, prevention of gender bias, elimination of discrimination, and addressing gender-based violence.
- Facilitate intra-college and inter-college competitions to promote awareness on women's rights, dignity, and safe campus initiatives.
- Provide a safe and accessible platform for lodging complaints, ensuring confidentiality and protection against retaliation.
- Conduct orientation programmes for newly admitted students and newly recruited staff regarding ICC policies and procedures.
- Maintain proper documentation of complaints and ensure compliance with statutory reporting requirements.
- Collaborate with external experts, NGOs, or legal professionals when required for guidance and effective redressal.

Composition:

| S.NO | NAME | CATEGORY | PRESENT DESIGNATION/OCCUPATION |
|------|---------------------------|----------------------------|--------------------------------|
| 1 | MS.A.CORDELIA SUMATHY | CONVENOR | HOD-S&H |
| 2 | DR.S.JOE PATRICK GNANARAJ | MEMBER | HOD-MECH |
| 3 | MR.I.RAJA SUBRAMANIAN | MEMBER | HOD-CSE |
| 4 | MR.B.ARULRAJAN | MEMBER | AP/ECE |
| 5 | MS.S.SATHIYA | MEMBER | AP/MECH |
| 6 | DR.T.VELA | FACULTY MEMBER | AP/PHY |
| 7 | MR.M.JENIN | REPRESENTATIVE OF STUDENTS | II YEAR MECH |
| 8 | MS.V.JANANI PRIYA | REPRESENTATIVE OF STUDENTS | II YEAR AI & DS |


26/11/25
PRINCIPAL