



St. JOSEPH'S COLLEGE OF ARTS AND SCIENCE FOR WOMEN
(Affiliated to Periyar University, Salem)
Mookandapalli, Sipcot, Hosur – 635126



Report for ICC

Event: Institute Complaint Committee Formation

Venue: St. Joseph's College of Arts and Science for Women, Hosur

Date: [09.07.2024]

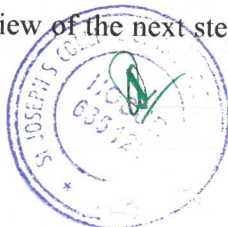
Participants: 6 Faculty and 2 students

Objective

- The primary objective of the Institute Complaint Committee Formation event held on July 9, 2024, was to establish a structured and effective mechanism for addressing grievances and complaints within St. Joseph's College of Arts and Science for Women, Hosur.
- The committee is designed to provide a transparent, impartial, and efficient process for resolving issues related to academic and administrative matters, ensuring that all concerns raised by students and faculty are addressed with fairness and integrity.
- By forming this committee, the institution aims to foster a supportive environment that upholds the principles of justice and respect within its academic community.

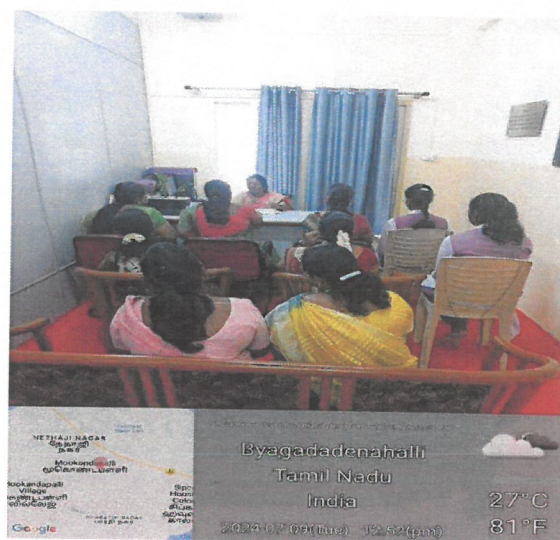
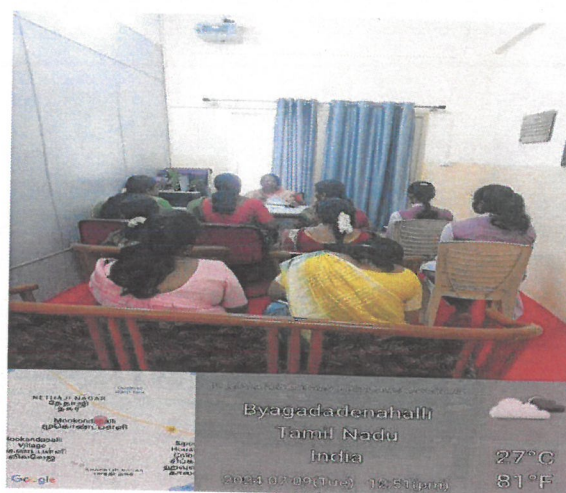
On July 9, 2024, St. Joseph's College of Arts and Science for Women, Hosur, convened to form its Institute Complaint Committee. The event was attended by six faculty members and two students, marking a significant step in enhancing the institution's grievance redressal mechanism. The session began with an introductory speech by the college principal, who emphasized the need for an effective system to handle complaints and maintain a harmonious academic environment. This was followed by a detailed presentation on the committee's proposed structure and functions. The participants engaged in constructive discussions to finalize the committee's composition and operational procedures. The committee was established with representatives from diverse departments to ensure comprehensive representation and fairness. The responsibilities outlined include receiving and investigating complaints, maintaining confidentiality, and providing timely resolutions.

Key points of discussion included the procedure for submitting complaints, the investigation process, and the expected timelines for resolution. Participants emphasized the importance of impartiality and transparency in all proceedings. The meeting concluded with the formal appointment of the committee members and a review of the next steps for implementing the committee's functions.



This formation is expected to significantly enhance the institution's ability to address concerns effectively, thereby contributing to a more respectful and equitable academic atmosphere. The establishment of this committee marks a proactive approach in reinforcing the college's commitment to a fair and supportive educational environment.

Photos:



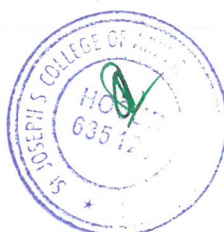
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Signature of the Co-ordinator

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Signature of the Principal

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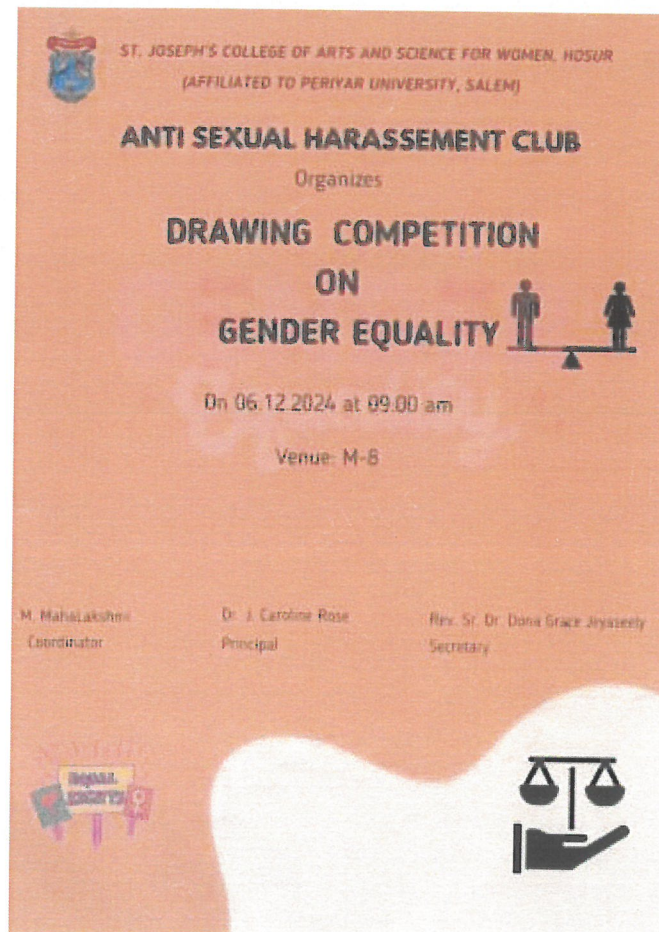
St. JOSEPH'S COLLEGE OF ARTS AND SCIENCE FOR WOMEN
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Report on Gender Equality Drawing Competition

Name of the Club : Anti Sexual Harassment Club
Date : 06.12.2024
Title of the Programme : Gender Equality Drawing Competition
Venue : M-8
Beneficiaries : 20 students
Resource Person : Mrs. C. Magila

A Gender Equality Drawing Competition was conducted on 6th December 2024 at St. Joseph's College of Arts and Science for Women, Hosur. The session aimed to raise awareness about gender equality and promote an inclusive environment where individuals are treated with respect, dignity, and fairness. The event attracted twenty participants who creatively expressed their views on gender equality through various artistic mediums, including pencils, crayons, and watercolors.



Objectives:

- To educate and inspire participants to reflect on the importance of equal opportunities, rights, and respect for all genders.
- To provide a platform for individuals to express their thoughts, ideas, and emotions about gender equality through art
- To reinforce the principles of respect, dignity, and equality, supporting a harassment-free community.



Each artwork captured themes of empowerment, respect, and the importance of equal rights for all genders. Submissions were evaluated by a panel of judges based on creativity, relevance to the theme, and overall presentation.

The winners were:

- **First Prize:** *V. Girija* from **I Chemistry**
- **Second Prize:** *Sabina Begum* from **II Physics**

All participants received appreciation for their contributions.

The competition effectively fostered discussions on gender equality and showcased the power of art in advocating for social change. The Anti-Sexual Harassment Club remains committed to organizing events that promote respect, inclusivity, and awareness of critical social issues, emphasizing the vital role of creativity in addressing gender-related challenges.





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Signature of the Co-Ordinator

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Signature of the Principal

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*St. Joseph's College of Arts and Science for
Women, Hosur*

(Affiliated to Periyar University) Mookandapalli, Hosur

Anti-Sexual Harassment

Organizes

Legal Awareness Program on Anti-Sexual Harassment

10-10-2024

Venue: M22, Mary's *Block*



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Report on Legal Awareness Program on Anti-Sexual Harassment

Date: 10th October 2024

Venue: M22, Mary's Block, St. Joseph's College of Arts and Science for Women, Hosur

Organized by: St. Joseph's College of Arts and Science for Women, Hosur

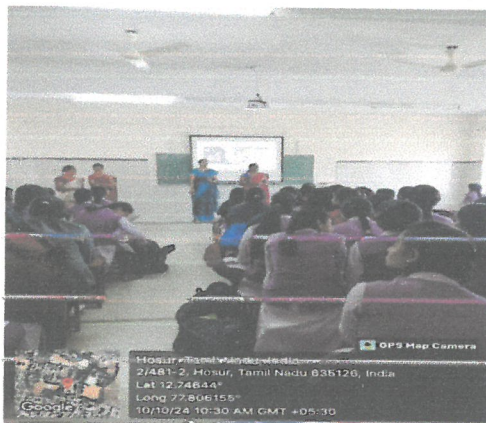
Speaker: Mrs. Anusha Prem I and Mrs. Logeswari.

Attendees: 110 Students

A legal awareness program on Anti-Sexual Harassment was conducted on 10th October 2024 at St. Joseph's College of Arts and Science for Women, Hosur. The session aimed to educate students on the legal frameworks, rights, and preventive measures related to sexual harassment. The program was conducted by our college staff members.

Objectives:

- To create an environment where individuals feel safe, respected, and valued, regardless of their gender or background.
- To establish clear policies and guidelines that define and prohibit sexual harassment.
- To foster trust within organizations and communities by ensuring transparency and consistent enforcement of anti-harassment policies.
- To build an inclusive culture where every individual can contribute and participate without fear.



Forms of Sexual Harassment

- **Physical harassment:** Unwanted touching, groping, or physical advances.



- **Verbal harassment:** Inappropriate comments, sexual jokes, suggestive remarks, or unwelcome compliments.
- **Non-verbal harassment:** Staring, leering, displaying sexually explicit materials, or making suggestive gestures.
- **Digital harassment:** Sending inappropriate messages, images, or videos through electronic means such as emails, social media, or texting.

Prevention Mechanisms

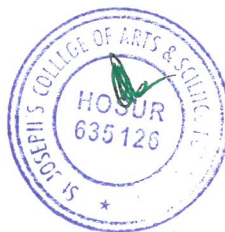
- **Policies:** Establish clear anti-harassment policies in organizations.
- **Awareness programs:** Conduct workshops and training sessions.
- **Grievance committees:** Set up Internal Complaints Committees (ICC) or similar bodies.
- **Encourage reporting:** Provide safe and confidential methods for victims to report incidents.

Conclusion:

The staff members have covered all the objects are mentioned. The **Legal Awareness Program on Anti-Sexual Harassment** has been a significant step toward fostering a safe, respectful, and inclusive environment. This program provided participants with essential knowledge about recognizing, preventing, and addressing sexual harassment in workplaces, educational institutions, and public spaces. The program highlighted the need for effective reporting systems, confidentiality, and support for victims, while promoting a culture of accountability and mutual respect where everyone feels empowered to stand against harassment.


Signature of the Co-Ordinator


Signature of the Principal



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Report on Legal Awareness Program on Anti-Sexual Harassment

Date: 30th September 2024

Venue: M33, Mary's Block, St. Joseph's College of Arts and Science for Women, Hosur

Organized by: ICC, St. Joseph's College of Arts and Science for Women, Hosur

Guest Speaker: Advocate Mrs. Vahitha, Kelamangalam, Hosur Court

Attendees: 60 Students

A legal awareness program on Anti-Sexual Harassment was conducted on 30th September 2024 at St. Joseph's College of Arts and Science for Women, Hosur. The session aimed to educate students on the legal frameworks, rights, and preventive measures related to sexual harassment. The program was led by Advocate Mrs. Vahitha from Kelamangalam, Hosur Court, along with her legal team.

Objectives:

- To create awareness among students about laws related to sexual harassment.
- To empower women with knowledge of their legal rights and mechanisms for protection.
- To provide practical advice on handling cases of sexual harassment.



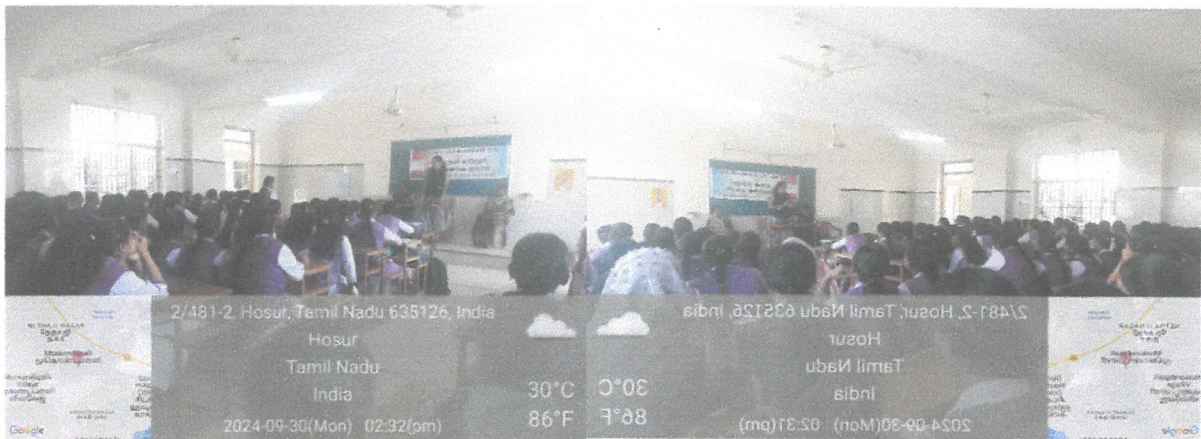
Key Highlights:

1. **Introduction by Advocate Mrs. Vahitha:** Mrs. Vahitha began the session by introducing the concept of sexual harassment and emphasizing its prevalence in various sectors, including workplaces and educational institutions. She provided a comprehensive overview of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** and other relevant laws.
2. **Types of Sexual Harassment:** The session covered the different forms of sexual harassment, such as physical, verbal, and non-verbal behaviors, and how to identify inappropriate conduct. Advocate Vahitha highlighted both direct and indirect forms of

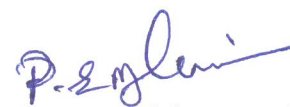


harassment and provided real-life examples to make the students aware of subtle forms of harassment that may go unnoticed.


3. **Legal Framework and Rights:** Mrs. Vahitha explained the legal procedures for reporting sexual harassment, including filing complaints, legal proceedings, and seeking redressal through the **Internal Complaints Committee (ICC)**. She also discussed the role of the police and judiciary in handling such cases.
4. **Role of Institutions and the ICC:** The importance of the Internal Complaints Committee (ICC) within educational institutions was stressed. Mrs. Vahitha outlined the process of filing a complaint with the ICC, the protection of victims' identities, and the support systems in place for victims of sexual harassment.
5. **Preventive Measures and Student Participation:** The team discussed practical steps that students can take to prevent sexual harassment, such as being aware of their surroundings, reporting incidents immediately, and supporting peers who may be victims. The students were encouraged to be vigilant and proactive in creating a safer environment.
6. **Interactive Session:** An interactive Q&A session followed, where students raised concerns about the challenges in reporting harassment, fear of retaliation, and the societal stigma attached to victims. Advocate Vahitha addressed each concern, providing clarity on the legal protections available to prevent victimization and encouraging students to speak out without fear.



The legal awareness program was a success in educating the students on the critical issue of sexual harassment and the legal measures available for their protection. The students left with a deeper understanding of their rights and the procedures they can follow to safeguard themselves and others. The session, led by Advocate Mrs. Vahitha and her team, played a crucial role in empowering the students of St. Joseph's College with knowledge and confidence to address and combat sexual harassment. It also reinforced the importance of a supportive institutional framework, encouraging open dialogue on sensitive issues like sexual harassment.


Signature of the Co-Ordinator




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Report on Anti-Sexual Harassment Awareness Programme

Event Date: 21st September 2024

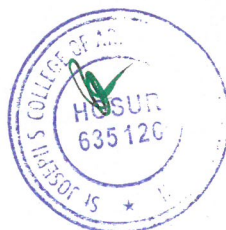
Time: 10:00 AM

Venue: Ravel Seminar Hall, St. Joseph's College of Arts and Science for Women, Hosur.

Resource Person: Ms. Malavika, Lawyer, Chennai.

On 21st September 2024, the Institutional Compliance Committee of St. Joseph's College of Arts and Science for Women, Hosur, organized an Anti-Sexual Harassment Awareness Programme for 100 students. The session commenced at 10:00 AM and was led by Ms. Malavika, a renowned advocate and social activist. The objective of the programme was to create awareness among young women about the various aspects of sexual harassment, both in the workplace and educational institutions, and to empower them with the knowledge to recognize, prevent, and address such issues.

Ms. Malavika began the session by defining sexual harassment, explaining its various forms, and highlighting the importance of understanding what constitutes inappropriate behavior. The speaker provided insights into the Sexual Harassment of Women at Workplace in Prevention, Prohibition, and Redressal Act, 2013. She emphasized the legal rights women have under this act and how they can take action against perpetrators.





Several case studies were presented to the students to illustrate real-life incidents of harassment and the methods of redressal that were employed. This practical approach helped the students grasp the severity of the issue and encouraged them to be proactive in their approach. The interactive session allowed students to raise concerns, share their thoughts, and clarify their doubts. Ms. Lawanya provided valuable suggestions on how to maintain safety and seek help when faced with harassment. She encouraged students to report any such incidents without fear or hesitation.

The session concluded with tips on how students can help prevent sexual harassment in their surroundings and promote a culture of respect and dignity. The awareness programme successfully enlightened the students about their rights, legal recourse, and preventive measures to combat sexual harassment. The session was well-received, with students actively participating and showing keen interest in promoting a safe and respectful environment within and beyond the campus. This event marked a significant step towards educating young women about the importance of safety and awareness in today's world.

Signature of the Co-Ordinator: *P. S. M. S.*

Signature of the Principal:

Dr. S. S. S.
26/09/2024
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