



# St. Joseph's College of Arts and Science for Women

*(Affiliated to Periyar University, Salem)*

*An ISO 9001:2015 Certified Institution*

*Recognised U/s 2(f) and 12(B) of the UGC Act*

**Mookandapalli, SIPCOT, Hosur - 635 126**

## **INTERNAL COMPLIANCE COMMITTEE**

### **Policy:**

To ensure a safe, respectful, and inclusive environment for all the students.

To address complaints related to discrimination, harassment, and misconduct within the college community.

### **Procedure:**

Any member of the college community who experiences or witnesses' discrimination, harassment, or misconduct is encouraged to report the incident to the ICC.

Reports can be through the college's online reporting system.

The ICC will treat all reports with the utmost confidentiality to protect the privacy of individuals involved.

Upon receiving a report, the ICC will promptly initiate an investigation, led by trained and impartial members.

### **Outcomes:**

By addressing complaints in a fair and timely manner, the ICC promotes accountability for behaviour that violates college policies and standards of conduct.

Through education, training, and awareness-raising initiatives, the ICC works to prevent discrimination, harassment, and misconduct from occurring in the future.

By upholding principles of fairness, confidentiality, and respect, the ICC fosters trust and confidence within the college community, ensuring that all members feel safe and valued.