

**PSG COLLEGE OF ARTS & SCIENCE
COIMBATORE 14
INTERNAL COMPLAINTS COMMITTEE**

About POSH Act:

- Enforced on 9th December 2013, the POSH Act mandates that all organizations with 10 or more employees establish an ICC.
- The Act provides guidelines for preventing, prohibiting, and redressing sexual harassment.
- Recognized and reinforced by the UGC Regulations, 2015 for higher educational institutions.

Definition of Sexual Harassment:

Includes physical contact, demands for sexual favors, sexually colored remarks, unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Why ICC Is Essential:

- To implement the POSH Act provisions.
- To safeguard the rights and dignity of women at the workplace.
- To foster a gender-sensitive environment in academic and administrative spaces.

Who Can Approach the ICC:

Any aggrieved woman who is:

- An employee (teaching or non-teaching)
- A student
- A visitor to the workplace

If the woman cannot file a complaint, her legal heir or representative may file on her behalf.

Functions and Responsibilities of ICC:

- Prevent sexual harassment in the workplace.
- Promote gender amity among students and staff.
- Conduct awareness and sensitization programmes regularly.
- Receive complaints of harassment and conduct unbiased inquiries.
- Maintain confidentiality and ensure redressal in a timely and just manner.
- Submit annual reports to the District Officer and the Employer.

Email Complaints: internalcomplaints@psgcas.ac.in

PSG COLLEGE OF ARTS & SCIENCE
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INTERNAL COMPLAINTS COMMITTED (2024-2027)

S. N O.	Name	Role	Mail ID	Phone No.	Designation
1	Dr R Selvi	Presiding Officer	internalcomplaints@psgcas.ac.in	9488202797	Associate Professor of Tamil
2	Mrs Latha Sundaram	NGO	lathaagv@gmail.com	7373750650	Founder cum Managee Trustee, ANT Foundation & Charitable Trust
3	Dr J Mallika	Member	mallika@psgcas.ac.in	9600328444	Associate Professor of Chemistry
4	Dr M Venkatraman	Member	venkatraman@psgcas.ac.in	9894559707	Associate Professor of Commerce
5	Dr E M Rajesh	Member	rajesh@psgcas.ac.in	9597960617	Assistant Professor of Microbiology
6	Dr B Bharthi	Member	bharthi@psgcas.ac.in	9629726376	Associate Professor of English
7	Dr R Soundara Rajan	Member	soundararajan@psgcas.ac.in	9865555599	Associate Director of Physical Education
8	Mrs B Prabhavathi	Member	manopraba1967@gmail.com	9629182531	Assistant (Sel.Gr)
9	Mrs C Velvizhi	Member	velvizhi@rediffmail.com	9894076126	Assistant
10	Ms Harini Saroja Ganesan	Member	sgharini2006@gmail.com	6369916038	Student member from Commerce
11	Ms P Neharika	Member	spneha08@gmail.com	9344971420	Student member from Commerce with Computer Applications
12	Ms R Subashini	Member	subhathangamrajendran97@gmail.com	8438470097	Student member from Commerce
13	Mr D Sanjai	Member	sanjairoshan16@gmail.com	9025014500	Student member from Corporate Secretaryship

In case of any complaint, email us at internalcomplaints@psgcas.ac.in

Your identity will be confidential.



PSG COLLEGE OF ARTS & SCIENCE

An Autonomous College - Affiliated to Bharathiar University
Accredited with 'A++' Grade by NAAC(4th Cycle)
College with Potential for Excellence (Status awarded by the UGC)
Star College Status Awarded by DBT-MST
An ISO 9001:2015 Certified Institution
Coimbatore-641014



INTERNAL COMPLAINTS COMMITTEE

For Prevention of Sexual Harassment

ZERO TOLERANCE FOR SEXUAL HARASSMENT



- Physical contact and advances
- A demand or request for sexual favours
- Sexually colored remarks
- Showing pornography
- Cat calls
- Turning group discussions into sexual topics

- Touching an employee's clothing, hair and body
- Personal questions about sexual life
- Telling lies or spreading rumors about a person's personal sex life
- Unwanted pressures for date
- Crude gestures or talks
- Sexual innuendos or stories
- Any other unwelcome physical, verbal or non-verbal sexual nature



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