

INTERNAL COMPLAINTS COMMITTEE

CHRIST COLLEGE OF SCIENCE AND MANAGEMENT(CCSM) is committed to providing a safe, respectful, and inclusive working environment for all employees, students, and stakeholders. The college has a ZERO TOLERANCE policy for any kind of harassment, abuse on the campus, or instances that may have adverse effects on students, and staff of the college at any place while representing the college. As part of this commitment, the Internal Complaints Committee (ICC) has been established to ensure a safe and protective environment for staff and students by INVESTIGATE and RECOMMEND ACTION AGAINST any kind of SEXUAL HARASSMENT against any individual. It is a campus policy that all students, staff- teaching and non-teaching at all times have the right to lodge a complaint or grievance that they deem important without fear of retaliation of any sort or any other adverse consequence as a result of doing so.

Composition of the Committee

Academic Year 2024-25

SI No	Name of the Member	Position
1	Ms. Amulya Kurian	Faculty Member, Department of Management
2	Dr. Mohanapriya	Faculty Member, Department of Science
3	Ms. Mageswari N	Faculty Member, Department of Science
4	Mr. Abin Mathew	Faculty Member, Department of Social Work
4	Mr. Richard Stalin N	PRO
5	Ms. Lijiya George	Non-Teaching Faculty
6	Ms. Shafna Fathima	Student Representative
7	Ms. Gayanashree	Student Representative
8	Br. Abin Abraham Mathew	Student Representative
9	Mr. S Joel Jeba Kumar	Student Representative
10	Ms. Jeeva Krishna Reddy	Certified POSH and IC Trainer
11	Sr. Valsa	Administrator, St. Mary's Hospital, Malur

Events and Activities conducted in 2024-25

Awareness Session on Prevention of Sexual Harassment- 30th October 2024

The **Internal Complaints Committee (ICC)** and **Anti-Sexual Harassment Cell**, in collaboration with the **Department of Management**, and in association with the **IIC**

and IQAC, organized an awareness session on **Prevention of Sexual Harassment** on **30th October 2024**. Targeted at all third-year students of **BBA, BBA Aviation, BCom, BCom Logistics, BCA, BSc, and BA**, the session aimed to foster a deeper understanding of personal safety, institutional responsibility, and respectful behavior.

The session was led by **Ms. Jeeva Krishna Reddy**, a legal expert and advocate for gender rights, who offered students practical insights into the realities of harassment through legal, psychological, and social lenses. Emphasizing the importance of a zero-tolerance approach, she elaborated on the provisions of the **POSH Act, 2013**, and how institutions can uphold protective mechanisms.

Through a highly engaging two-hour discussion, students were educated on recognizing inappropriate conduct, setting clear boundaries, and seeking support through formal complaint channels. Ms. Reddy's interactive approach encouraged students to reflect on their roles in cultivating a culture of mutual respect and accountability.

This initiative reaffirmed **Christ College's** commitment to ensuring a safe, inclusive, and equitable academic environment. The strong student engagement and thoughtful participation demonstrated the value of integrating awareness programs into the academic framework to prepare students for both professional and personal integrity.

UNIFIED HUES 2024 – Empowering all genders through unity and respect 19th – 23rd August 2024

The Internal Complaints Committee (ICC), in association with the Department of Management, supported by IIC and IQAC, organized UNIFIED HUES 2024 from 19th to 23rd August 2024, as part of its ongoing initiatives to promote gender sensitization, unity, and inclusiveness on campus. The event was held for all first-year students of BBA and BBA Aviation, to instil awareness of gender equality through creative expression and collective participation.

The five-day program used a colour-based theme for each day to represent values such as strength, peace, purity, growth, and diversity. Students actively participated by wearing the designated colours, engaging in reflective discussions, and exploring how these values relate to gender identity, equity, and respect.

On 23rd August, the initiative culminated in a vibrant Flash Dance performed during the lunch break, symbolizing unity in diversity. The performance served as a celebration of individual uniqueness and collective harmony, reinforcing the core message that despite differences, mutual respect and inclusivity must be at the heart of every learning community.

UNIFIED HUES 2024 reflected the ICC's mission of fostering a campus culture rooted in dignity, equality, and zero tolerance toward discrimination. The program inspired students to take conscious steps towards building inclusive spaces, supporting ICC's broader goals of awareness, empowerment, and sustained engagement on gender-related issues.

Other Initiatives

Affirming Accountability: ICC's Ethical Conduct & Gender Sensitization Affidavit Initiative

As part of its ongoing commitment to promoting a safe, respectful, and inclusive institutional environment, the **Internal Complaints Committee (ICC)** at Christ College of Science and Management has introduced a key sensitization initiative for all newly appointed **faculty and office staff**—the mandatory signing of an **Affidavit on Ethical Conduct and Anti-Harassment Commitment**.

This initiative reflects the institution's zero-tolerance stance against **sexual harassment, discrimination, abuse, and any form of unethical behavior**. The affidavit serves not only as a formal declaration of professional accountability but also as an awareness tool that educates new members of the academic and administrative community about the institution's **core values of dignity, equity, and inclusivity**.

By signing the affidavit, every staff member affirms their:

- Responsibility to uphold the reputation and ethical standards of the institution;
- Commitment to a respectful, harassment-free environment;
- Obligation to report any instances of misconduct or abuse;
- Understanding of institutional policies aligned with **State and Central Government regulations**.

The initiative ensures that all stakeholders begin their journey at Christ College with a **clear understanding of behavioral expectations, reporting mechanisms, and disciplinary procedures**. It reinforces the ICC's proactive approach to cultivating a workplace rooted in mutual respect, where professional integrity and human dignity are prioritized.

Through this measure, the ICC not only enforces compliance but also fosters a culture of **awareness, preventive action, and shared responsibility** across all levels of the institution.