

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 2023-24

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. Godwin George	Faculty Member, Department of Arts
5	Mr. Richard Stalin N	PRO
6	Ms. Lijiya George	Non-Teaching Faculty
6	Ms. Zainab Haneen	Student Representative
7	Ms. Sai Keerthana	Student Representative
8	Mr. Bogesh Kumar V	Student Representative
9	Ms. Jeeva Krishna Reddy	Certified POSH and IC Trainer
10	Sr. Valsa	Administrator, St. Mary's Hospital, Malur

Initiatives of 2023-24

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.