



Don Bosco College

Co-Ed ♦ Affiliated to Thiruvalluvar University ♦ Accredited by NAAC with "A" Grade in Cycle 1
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ESTABLISHMENT OF INTERNAL COMMITTEE (IC)

The Internal Complaint Committee (ICC) of Don Bosco College (Co-Ed), Yelagiri Hills, is constituted in accordance with UGC guidelines to ensure a safe, respectful, and supportive environment for all students and staff. The committee actively addresses grievances, ensures preventive measures, and promotes gender sensitization across the campus.

COMMITTEE MEMBERS

| S.No | Name | Role | Phone Number | Email |
|------|-------------------|------------|--------------|--------------------------------|
| 1 | Dr. Jayamary A | Head | 9629577114 | jayamary@dbcyclagiri.edu.in |
| 2 | Dr. Latha D | Member | 9003513420 | latha@dbcyclagiri.edu.in |
| 3 | Fr. Jerome Henry | Member | 8940038224 | jeromehenrydsdb@gmail.com |
| 4 | Dr. Divyakumari P | Member | 9585890070 | divyakumari@dbcyclagiri.edu.in |
| 5 | Mrs. Latha P | Counsellor | 9677896272 | lathamunuswamymsw@gmail.com |

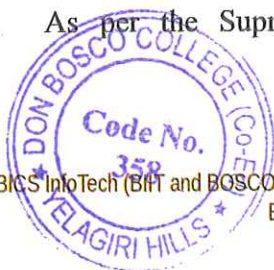
Principal's Details

| S.No | Name | Role | Phone Number | Email |
|------|------------|-----------|--------------|------------------------------|
| 1 | Dr. Ravi L | Principal | 94432 80319 | principal@dbcyclagiri.edu.in |

Functions of Committee

- Prevent discrimination and sexual harassment by promoting gender amity among students and employees.
- Make recommendations to the management for changes or elaborations in the rules for students in the Prospectus and the Bye-Laws, to make them gender-just and to lay down procedures for prohibition, resolution, settlement, and prosecution of acts of discrimination and sexual harassment by the students and the employees.
- Deal with cases of discrimination and sexual harassment against women in a time-bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- Recommend appropriate punitive action against the guilty party to the Management.

As per the Supreme Court guidelines, sexual harassment can be defined as



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“unwelcome” sexually determined behavior (whether directly or by implication), such as:

1. Physical contact and advances
2. Demand or request for sexual favors
3. Sexually colored remarks
4. Showing pornography
5. Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature (*Vishaka Judgment by the Supreme Court*)


The following are also considered sexual harassment and are covered by the Committee:

- *Eve-teasing*
- *Unsavory remarks*
- *Jokes causing or likely to cause awkwardness or embarrassment*
- *Innuendos and taunts*
- *Gender-based insults or sexist remarks*
- *Unwelcome sexual overtones in any manner, such as over the telephone (obnoxious telephone calls) and the like*
- *Touching or brushing against any part of the body and the like*
- *Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets, or sayings*
- *Forcible physical touch or molestation*
- *Physical confinement against one's will and any other act likely to violate one's privacy*

The Committee shall meet as often as may be needed and appropriate.

The ICC diligently investigates complaints related to harassment, promotes awareness programs, conducts preventive workshops, and ensures compliance with statutory requirements. The committee functions with confidentiality, fairness, and sensitivity, extending support to all members of the academic community.




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