



KARPAGAM COLLEGE OF PHARMACY

Coimbatore-641032

COLLEGIATE STUDENT GRIEVANCE REDRESSAL COMMITTEE (CSGRC)

| S. No. | Name of the Member | Designation | Constitution role |
|--------|-------------------------|-------------|-------------------|
| 1. | Dr. S. Mohan, Principal | Principal | Chairperson |
| 2. | Dr. C.S. Kandasamy | Professor | Senior Member |
| 3. | Dr. S. Ramkanth | Professor | Senior Member |
| 4. | Dr. A. Madeswaran | Professor | Senior Members |
| 5. | Mr. V. Girish | PG Student | Student member |

It has been established to address grievances and concerns raised by students, faculty, and parents regarding the institution's operations and campus environment. The members of the Grievance Redressal Committee are appointed by the committee chairperson, depending on the nature of the grievance submitted through the online portal or suggestion box.

Functions:

- **Addressing Complaints:** Resolve grievances and complaints submitted by students related to academic, administrative, infrastructure, or any other aspect of student life.
- **Maintaining Confidentiality:** Ensure that the identity of students submitting grievances remains confidential, if requested, to prevent any repercussions.
- **Investigation and Action:** Investigate the nature of complaints and take necessary actions to resolve them, including coordinating with concerned departments or authorities.
- **Monitoring Grievance Redressal Process:** Ensure that the grievance redressal process is fair, transparent, and timely, and monitor the progress of complaints until they are resolved.
- **Facilitating Communication:** Serve as a mediator between students and the institution, facilitating communication to resolve misunderstandings and disagreements.
- **Providing Feedback:** Provide regular feedback to the administration regarding common issues faced by students and suggest improvements for a better campus environment.
- **Organizing Awareness Programs:** Conduct awareness campaigns to inform students about the grievance redressal process, its importance, and how they can file complaints.
- **Ensuring Fair Treatment:** Ensure that all students are treated fairly and equitably, irrespective of their background or nature of the grievance.
- **Reviewing Policies:** Periodically review institutional policies to identify areas that may lead to grievances and recommend adjustments or improvements.
- **Promoting a Healthy Environment:** Work to maintain a positive and conducive environment for students, where their concerns are heard and addressed promptly.



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INTERNAL COMPLAINTS COMMITTEE (ICC)

(GENDER SENSITIZATION AGAINST SEXUAL HARASSMENT)

| S. No. | Name of the Member | Designation | Constitution role |
|--------|----------------------------|--|---|
| 1. | Dr. B. Meenashi Vanathi | Professor | Presiding Officer |
| 2. | Dr. S. Manodihini Elakkiya | Associate Professor | Member |
| 3. | Ms. Grace Shaji | Assistant Professor | Members |
| 4. | Mrs. P. Sasikala | Office Superintendent | Members |
| 5. | Mrs. S. Savitha | Office Staff | Members |
| 6. | Ms. V. Swathi | B. Pharm Student | Student member |
| 7. | Ms. E. Ilakya | M. Pharm Student | Student Member |
| 8. | Ms. S. Shahira Banu | Pharm D student | Student Member |
| 9. | Mrs. S Pavithra, | Adm Officer, Karupa Foundation Education and Research Centre | External Member from Non-Govt. Organization |

As per the guidelines (Supreme Court Judgment / UGC Guidelines), the Committee acts for prevention / action against sexual harassment of women students and women staff.

Preventive Measures:

- **Awareness and Education Programs:** Conduct regular workshops and training sessions for employees, students, or community members about gender equality, respect, and the impact of sexual harassment. Educating individuals about gender sensitivity and their rights can help create a more respectful environment.
- **Clear Policies and Guidelines:** Organizations and institutions should have clear, written policies that outline what constitutes sexual harassment, the steps for reporting incidents, and the consequences of inappropriate behavior. These policies should be easily accessible to everyone.
- **Encouraging Open Communication:** Establishing safe channels for individuals to report incidents of harassment without fear of retaliation is essential. This includes confidential reporting mechanisms and ensuring that complaints are taken seriously and acted upon promptly.
- **Promoting Respectful Behavior and Attitudes:** Encourage respectful interactions in all aspects of life—workplace, education, public spaces—by fostering a culture where mutual respect is prioritized. This can include addressing and challenging discriminatory jokes, behaviors, or biases in everyday conversations.



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- **Training Leaders and Managers:** Ensure that leaders, supervisors, and managers are trained not only to identify sexual harassment but also to handle complaints and sensitive situations with care. Leaders should be role models for respectful behavior and proactive in addressing inappropriate conduct.
- **Zero-Tolerance Approach:** Adopt a strict zero-tolerance policy towards sexual harassment, ensuring swift and fair disciplinary actions against perpetrators. This sends a clear message that any form of harassment is unacceptable and will not be tolerated, helping deter future incidents.

Functions:

- **Promoting Equality and Respect:** Gender sensitization fosters an understanding of the importance of equality between genders, helping individuals recognize and respect each other's rights, dignity, and personal space. This creates an atmosphere of mutual respect and fairness, reducing the likelihood of harassment.
- **Raising Awareness:** One of the key functions is to increase awareness about what constitutes sexual harassment, the different forms it can take, and the harmful impacts it can have on victims. It educates individuals to recognize unacceptable behaviors and act accordingly.
- **Empowering Victims:** Gender sensitization provides individuals with the knowledge and confidence to stand up against sexual harassment. It ensures that victims are aware of their rights and know how to seek support, report incidents, and access available resources.
- **Creating a Safe Environment:** By educating people on appropriate behavior, gender sensitization helps build a safer environment—whether in workplaces, schools, or communities—where harassment is not tolerated, and individuals can work, study, or socialize without fear of discrimination or harassment.
- **Fostering Accountability:** Gender sensitization encourages individuals to take responsibility for their actions and understand the consequences of harassment. It promotes the idea that everyone is responsible for contributing to a safe and respectful environment by holding individuals accountable for inappropriate conduct.
- **Shifting Cultural Norms:** The long-term goal of gender sensitization is to challenge and change entrenched cultural norms, stereotypes, and biases that enable harassment to occur. It aims to reshape attitudes and behaviors towards gender relations, helping to dismantle harmful practices and promote a more inclusive, equal society.



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ANTI-RAGGING & DISCIPLINE COMMITTEE

| S. No. | Name of the member | Designation |
|---------------------------|--|-------------------------------|
| 1. | Dr. S. Mohan | Principal, Chairperson |
| 2. | Dr. C.S.Kandasamy | Prof. & Head, Convener |
| 3. | Dr. M. Karpakavalli | Prof. & Head, Member |
| 4. | Dr.S.Ramkanth | Prof. & Head, Member |
| 5. | Dr. R. Sivasakthi | Prof. & Head, Member |
| 6. | Dr.A.Madeswaran | Prof. & Head, Member |
| 7. | Dr.M.Sasikala | Prof. & Head, Member |
| 8. | Dr.S.Satheesh Kumar | Prof. & Member |
| 9. | Dr. T. Janarthanan | Prof., & Member |
| 10. | Dr.S.Manodhini Elakiya | Assoc. Prof. & Member |
| 11. | Mrs.S.Swarnakumari | Ass. Prof. & Member |
| 12. | Ms.Grace Shaji | Asst. Prof. & Member |
| 13. | Mr. C. Lenin Prasath | Asst. Prof. & Member |
| 14. | Mrs. P. Sasikala | Office Superintendent, Member |
| 15. | Mr.R.Naveen Raj | Warden-Boys Hostel |
| 16. | Ms.S.Logeshwari | Warden-Girls Hostel |
| ANTI RAGGING SQUAD | | |
| 17. | Dr.C.S.Kandasamy All Male teaching Faculties | Co-ordinator All Members |
| 18. | Dr.M.Karpakavalli All Female teaching Faculties | Co-ordinator All Members |