



# KARPAGAM COLLEGE OF PHARMACY

Coimbatore-641032

## 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.