

International Educational Organization for more than 150 Years in 134 Countries.

# DON BOSCO COLLEGE

(Affiliated to Periyar University - Salem 636 011)



 Athiyaman Bypass Road, Sogathur Post, Dharmapuri 636 809.

## Internal Compliance Committee

The Internal Compliance Committee (ICC) is established in Don Bosco College, 2015 under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. It comprises Principal, Dean of boys, Dean of Girls and two senior staff committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

Internal Compliance Committee, Don Bosco College deals with cases of sexual harassment of the students or employees in the college and provides mechanism of dispute redressal. It advocates the empowerment of women and has zero tolerance for any kind of sexual harassment. ICC diligently work towards providing a secure environment to students, teaching, and non-teaching staff. Compliance boxes have been placed in the college premises.

## Sexual Harassment

“An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and induces any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:

1. Any unwelcome physical, verbal or non-verbal conduct of sexual nature.
2. Demand or request for sexual favours.
3. Making sexually coloured remarks.
4. Physical contact and advances.
5. Showing pornography”.

We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation or sexual assault at all levels. If a student, faculty member or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.



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“MENS SANA IN CORPORE SANO”  
A HEALTHY MIND IN A HEALTHY BODY

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An aggrieved person is required to submit a written compliance to the ICC within three months from the date of the incident, and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such compliance cannot be made in writing, any Member of the Internal Compliance Committee shall render all reasonable assistance to the person for making the compliance in writing. For the reasons accorded in the writing, the ICC could extend the time limit by a period not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a compliance within the said period. Friends, relatives, colleagues, co-students, a psychologist, or any other associate of the victim may file the compliance in situations where the aggrieved person is unable to make a compliance on account of physical or mental incapacity or death.

### Committee Members:

S.No.	Name of the Members
1.	Principal (Co-Ordinator)
2.	Dean of Boys - +91 6379513030
3.	Dean of Girls - 8883909204
4.	M. Xavier Denies
5.	M.Periyasamy

The compliance may contact the committee members through the given e-mail ID or phone numbers.

Email ID: dbc155@live.in



Principal



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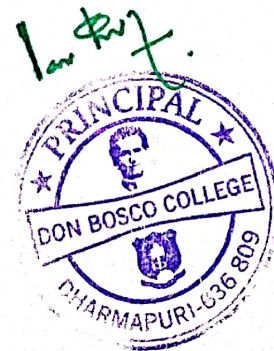
Phone : 9443604446, 9443604447

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## INTERNAL COMPLIANCE COMMITTEE REPORT

ACADEMIC YEAR  
2017-2018





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## INTERNAL COMPLIANCE COMMITTEE REPORT

2017-2018

As per the Indian Law, Don Bosco College, consisting of nearly 100 employees, had constituted an Internal Committee to receive and redress compliance on sexual harassment.

### ROLE OF INTERNAL COMPLIANCE COMMITTEE

The committee follows the principles of natural justices. It conducts thorough inquiry absolutely fairly, in a neutral manner and without any bias for or against anyone. Don Bosco College aims to provide a safe and harassment free study and work place. Any compliance involving physical contacts, unwelcome physical, verbal or non verbal expressions of a sexual nature, it is addressed and appropriate disciplinary action is taken.

### INTERNAL COMPLIANCE COMMITTEE MEMBERS

1. Rev. Dr. C.M.Varghese, Principal
2. V. Rajeswari, Assistant Professor of Mathematics
3. M. Xavier Denies, Director of Physical Education
4. M. Periyasamy, Assistant Professor of Tamil

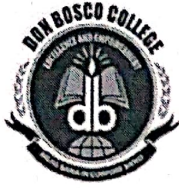


## FUNCTIONS OF INTERNAL COMPLIANCE COMMITTEE

Rev. Dr. C.M. Varghese, Principal of our College conducted an awareness programme on Sexual Harassment and lectured about Gender Sensitization and Gender equality for the first year students. A compliance Drop Box was placed in the office premises and students were encouraged to drop any compliance regarding harassment in the College.

  
Co-Ordinator





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## INTERNAL COMPLIANCE COMMITTEE REPORT

**ACADEMIC YEAR**  
**2018-2019**





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## INTERNAL COMPLIANCE COMMITTEE REPORT

2018-2019

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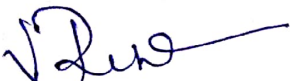
### INTERNAL COMPLIANCE COMMITTEE MEMBERS:

1. Rev. Dr. A. Siluvai Muthu, Principal
2. V. Rajeswari, Assistant Professor of Mathematics
3. M. Xavier Denies, Director of Physical Education
4. M. Periyasamy, Assistant Professor of Tamil
5. Dr. I. James, Assistant Professor of Commerce.



## FUNCTIONS OF INTERNAL COMPLIANCE COMMITTEE:

Rev. Dr. A. Siluvai Muthu, Principal of our College conducted an awareness programme on Sexual Harassment and lectured about Gender Sensitization and Gender equality for the students. The important topic of the day was about Vishaka Guidelines which assures the Safety of Women employee and the applicable service rules.

  
Co-Ordinator







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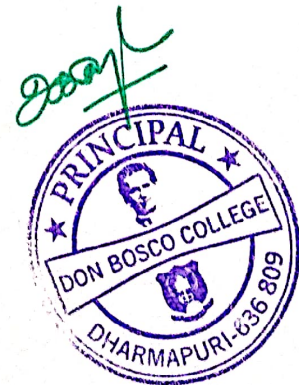
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## INTERNAL COMPLIANCE COMMITTEE REPORT

**ACADEMIC YEAR**  
**2019-2020**





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## INTERNAL COMPLIANCE COMMITTEEREPORT

2019-2020

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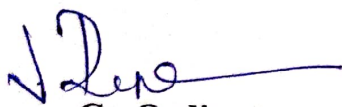
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1. Rev. Dr. A. SiluvaiMuthu, Principal
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4. M. Xavier Denies, Director of Physical Education
5. M. Periyasamy, Assistant Professor of Tamil
6. Ms. VaishaliJanavi, M.A., L.L.B(Honors), Legal Advisor
7. K. Pagalavan - Student Representative
8. V. Bhuvaneshwari - Student Representative.



## **FUNCTIONS OF INTERNAL COMPLIANCE COMMITTEE:**

To provide conducive environment and congenial atmosphere, Rev. Dr. A. SiluvaiMuthu, Principal of our College conducted an awareness programme on Sexual Harassment of Women at work place and lectured about Gender Sensitization. The lecture was held to all Staff Members and students irrespective of gender.

  
Co-Ordinator



  
Principal





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## INTERNAL COMPLIANCE COMMITTEE REPORT

ACADEMIC YEAR  
2020-2021





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## INTERNAL COMPLIANCE COMMITTEE REPORT

2020-2021

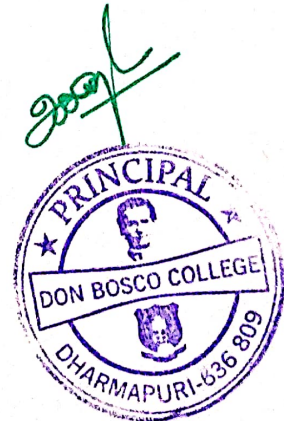
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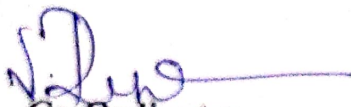
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**Co-Ordinator**



  
**Principal**





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## INTERNAL COMPLIANCE COMMITTEE REPORT

**ACADEMIC YEAR  
2021 - 2022**





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## INTERNAL COMPLIANCE COMMITTEE REPORT

2021 - 2022

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### INTERNAL COMPLIANCE COMMITTEE MEMBERS:

1. Rev. Dr. A. SiluvaiMuthu, Principal
2. I. James, Assistant professor of Commerce.
3. M. Xavier Denies, Director of Physical Education
4. M. Periyasamy, Assistant Professor of Tamil
5. D.S. Sumathi, Assistant Professor of Mathematics.





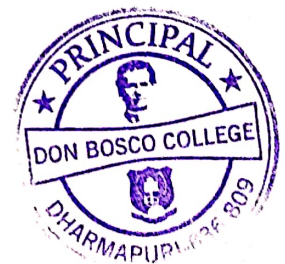
## FUNCTIONS OF INTERNAL COMPLIANCE COMMITTEE

D. S. Sumathi, Assistant professor of Mathematics, of our College conducted awareness programme on the importance of justice, humanity and dignity at workplace. The role and responsibilities of the faculty members to prevent sexual harassment and gender Sensitization in an educational institution. Faculty members should ensure that there are clear processing in place for raising grievances and compliance. Taking action of the department is aware of any behavior which could constitute sexual harassment, when of no compliance has been lodged. Monitoring the implementation of this policy. Treating compliance of sexual harassment with appropriate sensitivity and confidentiality.

  
Co-Ordinator



  
Principal





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