



National College

(Autonomous)
College with Potential for Excellence
Nationally Re-accredited at 'A+' Grade by NAAC
A Unit of Dr.V. Krishnamurthy Educational Foundation



Tiruchy - Dindigul Road, Karumandapam, Tiruchirappalli - 620 001

Internal Compliance Committee

Minutes of the Meeting

Internal Compliance Committee Meeting was held on 11/08/2022 in the Principal's Chamber.

The committee members took up for discussion the following points:

In accordance with the provisions outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act & Rules 2013, and specifically as stipulated in section 4(1) of the Act, National College (Autonomous), Tiruchirappalli (NCT), has established an Internal Compliance Committee (ICC).

Sexual harassment encompasses any one or more unwelcome acts or behaviors, whether explicit or implied, including:

- Physical contact and advances
- Demand or request for sexual favors
- Making sexually colored remarks
- Displaying pornography and sending explicit messages
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

The responsibilities of the College Management (the employer) include:

- Providing a safe working environment
- Displaying information prominently in the workplace
- Conducting workshops and awareness programs for employee sensitization
- Orienting Internal Compliance Committee (ICC) members
- Offering necessary facilities for ICC to handle complaints and conduct inquiries
- Assisting in securing the attendance of respondents and witnesses before the ICC.
- Overseeing compliance to UGC (University Grants Commission) and TANSCH (Tamilnadu State Council for Higher Education) guidelines
- Ensuring that the government rules and policies are implemented

Name	Department	Signature
Dr. K. Kumar	Principal and Chairperson	
Dr. M.S. Mohamed Jaabir	Member (Biotechnology)	
Dr. P.S.S. Akilashri	Member (Computer Science)	



National College

(Autonomous)

College with Potential for Excellence

Nationally Re-accredited at 'A+' Grade by NAAC

A Unit of Dr.V. Krishnamurthy Educational Foundation



Tiruchy - Dindigul Road, Karumandapam, Tiruchirappalli - 620 001

Internal Compliance Committee

Action Taken Report

Internal Compliance Committee Meeting was held on 20/03/2023 in the Principal's Chamber.

- The college provided a safe working environment with no complaint from any quarter
- Information was disseminated through electronic billboard, circulars, public address system and through WhatsApp messages
- Periodical UGC (University Grants Commission) and TANSCH (Tamilnadu State Council for Higher Education) guidelines were passed on to the teachers, non-teaching staff, students and research scholars
- All the staff and students were given their due rights in all matters academic


Principal and Chairperson