

Puducherry Technological University (PTU) - Policy on Prevention, Prohibition and Redressal of Sexual Harassment inside the campus



PUDUCHERRY TECHNOLOGICAL UNIVERSITY
PUDUCHERRY – 605 014



PUDUCHERRY TECHNOLOGICAL UNIVERSITY PUDUCHERRY

OFFICE OF THE VICE CHANCELLOR

No.:PTU/O/o VC/ICC-Reconstitution/2024

19th February 2024

ORDER

Sub : ICC-SHWW-Re-Constitution of Internal Complaints Committee – Reg.

Ref : Ministry of HRD (UGC) vide Notification dated 2nd May 2016 on Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions, Regulations 2015.

In pursuance of Clause 4, Grievance Redressal Mechanism, the Internal Complaints Committee is constituted with the following composition.

Sl. No.	Member	Eligibility
01.	Presiding Officer	Women faculty member employed at a senior level (not below a Professor in case of a University, and not below an Associate Professor or Reader in case of a College) at the education institution, nominated by the Executive Authority Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o) Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization.
02.	Two faculty members and two non-teaching employees	Preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority
03.	Three students if the matter involves students	Who shall be enrolled at the Undergraduate, Master's and Research Scholar levels respectively, elected through transparent democratic procedure
04.	One member from amongst non-government organizations or associations	Committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority

As per the above guidelines, the members of the revised / reconstituted ICC is given below:

Sl. No.	Name	Member designation
01.	Dr.M.Tamilarasi, Professor, ECE	Presiding Officer
02.	Dr.R.Kalpana, Professor, CSE	Member
03.	Dr.G.S.Gunasegarane, Professor, ME	Member
04.	Dr.R.Kavitha Kumar, Programmer, CSE	Member
05.	Mrs.J.Kalaiselvi, Asst. Registrar (Estt.) i/c	Member
06.	Keshav.B (Regn.No.2201115031) II B.Tech (ME)	Student Member
07.	S.K.Thanyasri (Regn.No.2301508102) Research Scholar, CSE	Student Member
08.	K.Sathiyavathi (Regn. No.2201707019) Research Scholar, CSE	Student Member
09.	Ms.Vrintha Mohan Advocate No.29, Pondy-Cuddalore Road, Puducherry -1 (Mobile 9751033460) Email evchandru@gmail.com	Member (Non-Government Organization)

The members shall hold office for a period not exceeding three years with effect from 19/2/24 for effective implementation of the Act. The Presiding Officer may send notice of meeting to the members as and when a meeting of the committee is convened. The functions and duties of the members shall be as specified under the mentioned Act.



VICE CHANCELLOR

To

The Committee Members

Copy to :

1. All Deans and Director
2. All Heads of the Departments / Sections
3. The Chief Warden, Hostels
4. All Faculty / Staff Members
5. All Notice Boards

Sl. No.	Name	Member designation	
1.	Dr. M. Tamilarasi Professor Department of ECE, PTU	Presiding Officer	
2.	Dr. Kalpana R Professor Department of CSE, PTU	Member	
3.	Dr. G. S. Gunasegarane Professor Department of Mech. Engg., PTU	Member	
4.	Dr. R. Kavitha Kumar Programmer Department of CSE, PTU	Member	
5.	Ms. Kalaiselvi Asst. Registrar (Estt.), PTU Office, PTU	Member	
6.	Keshav. B (Reg.No. 2201115031) II B.Tech (Mech), PTU	Student Member	
7.	S.K. Thanyasri (Reg.No. 2301508102) I M.Tech (EDC), PTU	Student Member	
8.	K. Sakthiyavathi (Reg.No. 2201707019) Research Scholar Department of CSE, PTU	Student Member	
9.	Ms. Vrintha Mohan Advocate N0.29, Pondy-Cuddalore Road Pondicherry-1 Contact No. 9751033460 Email: evchandru@gmail.com	Member	

Puducherry Technological University (PTU) Policy on Prevention, Prohibition, and Redressal of Sexual Harassment inside the campus

Women are stepping out in large numbers every day to shoulder the financial requirement of their family and also to equip themselves to be financially independent in future. Many women face sexual harassment in their working place. The women students, staff and faculty in higher educational institutions also subject to sexual harassment. Based on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) ACT, 2013 (SHWWAct2013), the UGC (Prevention, Prohibition, and Redress of Sexual Harassment of Women Workers and Students in Higher Education Institutions) Regulations, 2015 was issued by the Ministry of Human Resource Development (University Grant Commission) on May 2, 2016 and these regulations shall apply to all higher educational institutions (HEIs) in India. The Regulations bring out the higher educational institutions' duties in terms of preventing sexual harassment in the campus. As the UGC Regulations are statutory in character, they apply to all universities and institutions across the nation.

The Puducherry Technological University (PTU) is committed to create and maintain an environment that is free of all forms of gender based discrimination and sexual harassment. In adhering to the UGC Regulations, the Puducherry Technological University (PTU) has taken steps to ensure a safe environment for the students, employees and academicians. In order to ensure effective administration of the objectives of these Regulations, the Internal Complaints Committee (ICC) of the Puducherry Technological University was constituted by the Vice Chancellor. The ICC of the University is endeavored to sensitize the students and women employees about their fundamental right to have safe and healthy environment inside the campus and what conduct constitutes sexual harassment, the ways and means to prevent occurrence of any such event, and in the chance of an occurrence, to enable a fair mechanism for dealing with such conduct.

The University has a zero tolerance policy towards sexual harassment and shall provide timely and adequate compliance of the directions in this regard as contained in the UGC Regulations.

1. DEFINITIONS

Unless the context otherwise requires, all the terms specified or contemplated, herein, shall have the same meaning and interpretation of such terms as contained in Section 2 of the UGC Regulations 2015, except where differently specified. For immediate reference, definition of certain important terms is reproduced.

- a) **“Regulations”** means UGC (Prevention, Prohibition, and Redress of Sexual Harassment of Women Workers and Students in Higher Education Institutions) Regulations, 2015

- b) “**Act**” means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) ACT, 2013 (SHWW Act 2013).
- c) “**PTU**”/“**University**” means Puducherry Technological University
- d) “**Sexual harassment**” means

(i) 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 includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-

- a) Any unwelcome physical, verbal or , non verbal conduct of sexual nature;
- b) Demand or request for sexual favours;
- c) Making sexually coloured remarks;
- d) Physical contact and advances ;or
- e) Showing pornography

(ii) Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-

- a) Implied or explicit promise of preferential treatment as *quid pro quo* for sexual favours;
- b) Implied or explicit threat of detrimental treatment in the conduct of work;
- c) Implied or explicit threat about the present or future status of the person concerned;
- d) Creating an intimidating ,offensive or hostile learning environment;
- e) Humiliating treatment likely to affect the health, safety, dignity or physical integrity of the person concerned;

e) “**Student**” means a person of any gender, duly admitted and pursuing a programme of study, either through regular or distance mode, including a short term programme in the University.

f) “**Aggrieved woman**” means in relation to the University, a woman—a student, research scholar or employee, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

g) “**Third party harassment**” refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or student of the PTU, but a visitor to the PTU in some other capacity or for some other purpose or reason.

h) “**Campus**” means the location or the land on which the University and its related facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the University including transportation provided for the purpose of commuting to and from the institution, the

location outside the institution on field trips, internships, study tours, excursions, short term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of a student or an employee of the University.

i) **“Employee”** for the purpose of these regulations shall mean a person as defined in the SHWW Act which includes all women staff, faculty members, daily wage workers and also includes trainee, apprentice, interns, volunteers, teaching/research assistants, whether employed or not, including those involved in field studies, projects, short visits and camps.

j) **“University Community”** shall mean and include all its employees as defined including casual, part-time contracted or fulltime, its service providers and its associated persons such as external members of the Board of Studies and Academic Council.

k) **“Victimisation”** means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour.

l) **“Workplace”** means the Campus or Campuses of the University including-

(i) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the University.

(ii) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in the University

(iii) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the University for undertaking such journey for study in the University.

m) **“Executive Authority”** means the Board of Governors of the University to whom the general administration of the University is vested.

n) **“Committee”** means the Internal Complaints Committee.

2. INTERNAL COMPLAINTS COMMITTEE (ICC)

- a) The Internal Complaints Committee shall be the primary authority responsible for dealing with and to adjudicate on any complaint/grievance in the nature of sexual harassment and shall function with full autonomy with power to make recommendations and/or to pass punitive orders in accordance with these Regulations. The ICC shall consist of the following members:

- i. Senior Woman Professor of the University–Presiding Officer.
 - ii. Two faculty members and two non-teaching employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge.
 - iii. Three students, if the matter involves students, who shall be enrolled at the undergraduate, masters, and research scholar levels respectively.
 - iv. One member from amongst non-government organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment.
- b) All the members of the ICC shall be nominated by or with the approval of the Vice Chancellor. At least one-half of the total members of the ICC shall be women.
 - c) The ICC may meet as many times as the need arises for the purpose of the inquiry stated under Clause 4(2) herein but shall be obliged to meet twice in a year to review its performance and compliance under these regulations. At least 2/3 of its members shall be the required quorum.
 - d) Persons of senior administrative positions in the University such as Vice-Chancellor, Pro-Vice-Chancellor, Registrar, Deans, Controller of Examinations, Personnel Officer, Chief Finance Officer, Directors and Heads of Departments etc. shall not be members of ICC though however, under special circumstances and in the context of the nature of the complaint/grievance, any one of them may be invited by the Presiding Officer to attend the proceedings of the ICC.
 - e) The presiding officer shall have power to invite any faculty member, counsellor or any other employee or student or any other ‘covered individuals’ to assist in the proceedings of ICC either as witness or for providing corroboratory evidence with reference to the instance(s) leading to the complaint/grievance.
 - f) The presiding officer may appoint one of the members to be the secretary of the ICC to record and document all its proceedings.
 - g) Any member who is directly or indirectly interested in the subject matter of any of the enquiry proceedings of the ICC shall disclose his/her interest and shall not participate in such proceedings.
 - h) The tenure of members of the ICC shall be three years but may be eligible for renomination at the discretion of the Vice Chancellor.

- i) Notwithstanding the term of office specified for the Members of ICC, the Vice Chancellor at his own discretion may decide to change or withdraw the nomination of any member prior to completion of the term, for any reason he may deem appropriate.
- j) The presiding officer or any member nominated to ICC shall forth with vacate the office if and when disqualified to be a member under the following circumstances:
 - i. Contravenes the provisions of section 16 of the SHWW Act2013 (Not maintaining confidentiality) or
 - ii. Has been convicted for an offence or an inquiry into an offence under these Regulations or any law for the time being in force is pending against him/her; or
 - iii. he/ shehas been found guilty in any disciplinary proceedings oradisciplinary proceeding is pending against him/her by the University; or
 - iv. has failed to disclose his/her interest in any of the enquiry proceedings of the ICC; or
 - v. has so abused his/her position as to render his continuance in office prejudicial to the objectives/policies of these regulations or in public interest.
 - vi. Such disqualified Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with these regulations.

3. RESPONSIBILITIESOFINTERNALCOMPLAINTSCOMMITTEE (ICC)

The Internal Complaints Committee shall be the primary authority responsible for dealing with any complaint / grievance in the nature of sexual harassment and shall function with full autonomy with power to make recommendations to pass punitive orders in accordance with these Regulations.

- a) An aggrieved person is required to submit a duly signed written complaint to the ICC not later than three months from the date of the incident and in case of a series of incidents within three months from the date of last incident.
- b) Provided that where such a complaint cannot be made in writing, the Presiding Officer or any member of the ICC shall render all reasonable assistance to the person for making the complaint in writing.

- c) Upon receipt of the Complaint, the ICC shall get the same scrutinized by the members of ICC. The ICC within 7 working days of such reference shall examine its veracity, by summoning the complainant and respondent by making independent preliminary enquiries.
- d) Any frivolous complaint is liable to be punished.
- e) Any employee of the University found guilty of sexual harassment shall be punished in accordance with the Employment Regulations and the prescribed Code of Conduct.
- f) Any student of the University is found guilty of sexual harassment, depending on the severity of the offence ICC shall recommend/ award any one or more of the following punishments.
 - i. Withhold the student privileges such as access to the library, auditorium, halls of residence, vehicle parking, scholarships, fee concession, and identity card.
 - ii. Suspend or restrict entry into the campus for a specific period.
 - iii. Award reformatory punishments like mandatory counseling and /or community services.
 - iv. Debar from writing the Semester Examination.
 - v. Expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants.
- g) With reference to any complaint filed with the ICC under these Regulations, ICC shall ensure that the identities as well as the complaint details of the aggrieved party or the offender shall be kept strictly confidential by every member of the ICC and shall never be kept in the public domain either during or after the process of the enquiry.
- h) The ICC shall provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining the complainant's rights.
- i) The ICC shall protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department as may be so required during the pendency of the complaint, or also provide for the transfer of the offender.
- j) The ICC shall ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment.
- k) The ICC shall ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
- l) The ICC shall restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant as may be applicable.

- m) The ICC shall ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus.

4. PROCEDURE FOR REGISTERING COMPLAINT OF SEXUAL HARASSMENT

- a) An aggrieved person is required to submit a duly signed written complaint to the ICC as early as possible after the grieving incident but not later than 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 a complaint cannot be made in writing, the Presiding Officer or any Member of the ICC shall render all reasonable assistance to the person for making the complaint in writing.

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the specified period.

- b) Friends, relatives, colleagues, co-students, psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.
- c) In the absence of immediate availability of any of the members of the ICC the complaint by the student may be notified through the Counsellor concerned or the Head of the Department and by any other person through the Dean or Director concerned who shall immediately forward the same to the ICC without recording any comment or opinion. The date of such notification shall be deemed to be the date of submission of the complaint to the ICC.

5. PROCEDURE FOR INQUIRY INTO COMPLAINTS

- a) The ICC upon receipt of the complaint shall get the same scrutinized by reference to a select committee of members of ICC specifically constituted by the Presiding Officer. The select committee within 7 working days of such reference shall examine and report on the Complaint to the Presiding Officer with regard to its veracity, if needed by summoning the Complainant and/or by making independent preliminary enquiries. The Select Committee in its report shall clearly state the reason(s) that hassled to its decision on the veracity of the complaint. The independent enquiry referred to may include examining evidences from CCTV Cameras installed by the University and the opinion about the general behavioural traits of the complainant/offender from discrete sources.
- b) The Presiding Officer on the basis of the report of the Select Committee, if the Complaint is to be further enquired, shall as soon as possible send Notice to the Respondent with a copy of the Complaint seeking his/her appearance before the ICC along with his/her response in writing on a specified date which shall not be earlier than 7 working days from the date of the Notice. Notice will also be sent to the Complainant

for his/her presence on the specified date. If the case needs urgent attention the Notice period may be reduced at the discretion of the Presiding Officer.

- c) If the Select Committee is not convinced of the veracity of the complaint and has so reported, the Presiding Officer shall as soon as possible send notice to the complainant with a copy of the report of the select committee seeking his/her appearance before the ICC along with his/her response in writing on a specified date which shall not be earlier than 7 working days from the date of the notice. If the case needs urgent attention the Notice period may be reduced at the discretion of the Presiding Officer.
- d) Enquiry/Hearing by the ICC shall be conducted dispassionately by following normal judicial practices and if warranted the Parties may be allowed to produce documentary evidence/witnesses in support of his/her claim or defence as the case may be. However, either Party shall not be allowed to be represented by any third party including an Advocate.
- e) The ICC may hear and/or cross examine the parties either independently or in joint presence as may be deemed fit by the presiding officer.
- f) If the respondent does not appear on the specified date of hearing the ICC may post the hearing to the same day of the subsequent week and if the respondent once again fails to appear, the ICC may proceed to decide the case on ex-parte basis.
- g) Either party on appearance if seeks time to defend his/her case, he/she may be allowed time up to not more than 7 days at a time and no such extension of time shall be permitted more than twice.
- h) If the Party does not appear on such extended dates the ICC may proceed to decide the case on ex-parte basis against such party.
- i) The ICC shall complete the enquiry proceedings within a maximum period of 90 days from the date of receipt of the complaint and within the next 7 working days shall submit its report with recommendations to the Vice Chancellor with copy to both the Parties to the Complaint.
- j) The Executive Authority of the University shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.
- k) An appeal against the findings or recommendations of the ICC may be filed by either party before the Executive Authority of the University within a period of thirty days from the date of the recommendations.

- l) At any time prior to or during the enquiry process the aggrieved (complainant) may seek conciliation of the matter in which case the ICC may facilitate such resolution of the Complaint by conciliation between the parties and on the basis of documented Reconciliation signed by the parties, all the enquiry proceedings of the ICC shall be dropped.
- i. Provided that no such conciliation shall be encouraged in consideration to any monetary payment
 - ii. Provided further that notwithstanding such conciliation if the ICC is of the opinion that the conduct of the employee or the student (as respondent) as the case may be is a serious misconduct/act of indiscipline under the code of conduct and ethics/disciplinary rules prescribed by the University it may recommend for appropriate punitive action under Clause 6 (a) or 6(b) of these Regulations or the Vice Chancellor may in *suo moto* take such action. Any such action taken shall be independent of these Regulations and there shall be no appeal allowed.

6. PUNISHMENT AND COMPENSATION

- a) Any employee of the University found guilty of sexual harassment shall be punished in accordance with the Employment Regulations and the prescribed Code of Conduct.
- b) Where the respondent is a student who is found guilty of sexual harassment, depending on the severity of the offence ICC shall recommend/ award any one or more of the following punishments.
 - i. Withhold the student privileges such as access to the library, auditorium, halls of residence, vehicle parking, scholarships, fee concession, and identity card.
 - ii. Suspend or restrict entry into the campus for a specific period.
 - iii. Award reformatory punishments like mandatory counseling and/or community services.
 - iv. Debar from writing the semester examinations.
 - v. Expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants.
- c) In the following circumstances and on that basis the aggrieved may be entitled for monetary compensation as may be appropriately determined and recommended by the ICC subject to approval of the Vice Chancellor. The compensation so payable shall be recovered from the offender.
 - i. Mental trauma, pain, suffering and distress caused to the aggrieved person.
 - ii. Loss of career opportunity due to other incident of sexual harassment.
 - iii. Medical expenses incurred by the victim for physical, psychiatric treatment.

7. FRIVOLOUS COMPLAINT

If any complaint filed under these regulations on its scrutiny/independent inquiry is found to be false, untrue or malicious by the select committee and is so concluded by the ICC based on its enquiry proceedings the complainant shall be liable to be punished as if the offence was perpetrated by the complainant and shall be in accordance with Clause 6(a), if the complainant happens to be an employee and clause 6(b) if the complainant happens to be a student.

- i. Provided that mere inability to substantiate a complaint or provide adequate proof thereof shall not by itself be sufficient reason for concluding the complaint as frivolous.
- ii. Provided further that malicious intent of the Complainant must be substantiated by appropriate supporting evidence.

8. CONFIDENTIALITY

- a) With reference to any complaint inquired into by the ICC under these Regulations, it shall ensure that the identities as well as the complaint details of the aggrieved party or the offender shall be kept strictly confidential by every member of the ICC and shall never be kept in the public domain either during or after the process of the enquiry.
- b) As provided in Section 16 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, no personal or other information with regard to any complaint received and enquired and/or disposed of by the ICC shall be furnished or shared under the Right to Information Act 2005.

9. SUPPORTIVE RESPONSIBILITIES OF ICC

With reference to any complaint inquired into by the ICC under these Regulations and to the extent it is warranted, it shall be the responsibility of the ICC to:

- i. Provide appropriate assistance, if an employee or a student chooses to file a complaint with the police.
- ii. Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence.
- iii. Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department as may be so required during the pendency of the complaint, or also provide for the transfer of the offender.

iv. Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment.

v. Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

vi. Where the respondent is a faculty who is found guilty of sexual harassment, depending on the severity of the offence ICC shall restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant as may be applicable.

vii. Ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus.

10. INSTITUTIONAL RESPONSIBILITIES

a) Create awareness about these Regulations by publishing these regulations in the University website along with details of the members of the ICC including their contact phone and email address.

b) Organize training programmes or workshops for the officers, functionaries, faculty and students.

c) Enable sensitisation of the problem through Counselling Committee/Peers among the University community in general and vulnerable groups in particular who are hesitant to complain.

d) Organize regular orientation or training programmes for them members of the ICC to augment their functional skills.

e) Orientation sessions to be provided for students, staff and administrators on gender sensitization and sexual harassment issues.

f) Provide infrastructure and administrative support to the ICC including but not limited to Office with computer, photocopier, audio-video equipment, Administrative staff, access to counselling and legal experts and allocation of finances.

g) Conduct an annual review of the efficacy of the implementation of these Regulations towards prevention, prohibition and redressal of Sexual Harassment in workplace by participating in the review meetings of the ICC.

- h) Monitor the documentations and timely submission of reports by the ICC with reference to complaints received and issues handled.
- i) Maintaining confidentiality as may be applicable.
- j) Preparation and submission of annual reports as may be required by UGC.

11. AMENDMENTS TO THE POLICY

Amendments to improve or alter this policy may be formulated and recommended by the ICC and forwarded to the Vice Chancellor for consideration and approval by the Vice Chancellor/Board of Governors.

Activities of ICC, PTU during the academic year 2022-23

S.No	Brief description of the activity
.	<p>The Internal Complaints Committee of Puducherry Technological University (PTU) had organized a special lecture on “PREVENTION OF SEXUAL HARASSMENT AT WORK PLACE” to create an awareness among the staff and students of PTU on Wednesday, <u>19th October 2022</u> from 11.00 am to 01.00 pm at the PTU Auditorium.</p> <p>Ms. Marie Anna Dayavady, Advocate & Notary public and member of District Level Complaints Committee, Puducherry, delivered the lecture about what constitutes Sexual Harassment, how to prevent it and the contents of SHWW Act 2013. She had also briefed about the role of ICC and DLCC with a case study. Students of all UG and PG programmes, research scholars, faculty members and staff members of PTU attended the special lecture and got benefitted.</p> 
	<p>The Internal Complaints Committee of Puducherry Technological University (PTU) had organized a special lecture on “RESILIENCE IN THE CONTEXT OF CRIMES AGAINST</p>

WOMEN” on the occasion of International day for the elimination of violence against women to create an awareness among the staff and students of PTU on Friday, 25th November 2022 from 11.00 am to 01.00 pm at PTU Auditorium.

Dr. Vidhya Ramkumar, Chairperson, Dowry Prohibition Advisory Board, Govt. of Puducherry spoke about sexual harassment in workplace, sexual harassment in online, child abuse, domestic violence, sexualized bullying etc. and the redressal mechanisms in place. She also detailed the role of ICC and the content of sexual harassment of women at workplace (prevention, prohibition and redressal) act-2013, UGC guidelines (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher education institutions) and regulations-2015. Students of all UG and PG programmes, research scholars, faculty members and staff members of PTU attended the special lecture and got benefitted.



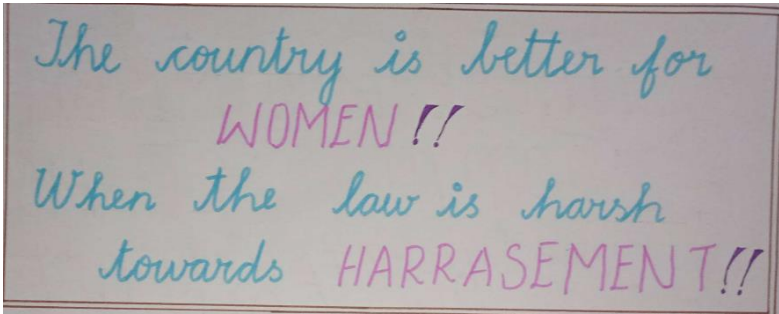
The Internal Complaints Committee of Puducherry Technological University(PTU) had conducted a Slogan Writing Competition in the theme of Prevention of Sexual Harassment of Women at Work Place. From the several entries received from students five slogans were selected and prizes were given to the slogan writers.

SOME OF THE SLOGANS




“Beat your anger, not your partner”

**"Women and Men are equal in every aspect
They deserve our Respect"**



An awareness programme was conducted for the I year UG students during the induction programme held on 18.01.2023, about the role of ICC on prevention, prohibition and redressal of sexual harassment of students inside and outside the campus.

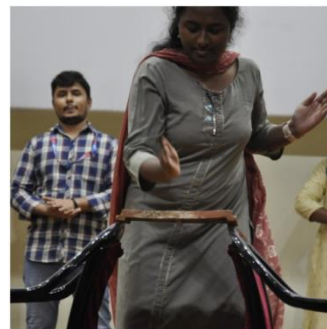
Activities of ICC, PTU during the academic year 2023-2024

Sl.No.	Description of the activity
5.	<p>An awareness lecture on the role of ICC in the prevention, prohibition and redressal of sexual harassment of students inside and outside the campus was presented by the Chairperson, Internal Complaints Committee(ICC) of Puducherry Technological University(PTU)to the I year B.Tech students during the induction programme held on 12.10.2023.</p>  A photograph showing a woman with glasses and a white top, wearing a colorful shawl, speaking at a purple podium. The podium features the logo of Puducherry Technological University (PTU). The logo is a shield-shaped emblem with the text 'TECHNOLOGICAL' at the top, 'PUDUCHERRY' on the left, and 'UNIVERSITY' on the right. The woman is looking towards the camera and has a microphone in front of her. <p></p>
6.	<p>During the induction programme held on 12.10.2023, the ICC had organized a special lecture cum interaction programme on “Sexual Harassment and its Impact on Youth Mental Health and Wellbeing” which was delivered by Dr.A.Shahin Sultana, Professor, Dept. of Social Studies, Pondicherry Universityat the University Auditorium.</p>



7. The Internal Complaints Committee of Puducherry Technological University(PTU) in association with the Women Cell of PTU had organized a **Self Defence Programme** for the students on **15.12.2024** at PTU Auditorium.**Mr.Renshi S Muthukumaran (a 5th dan black belt karate master) and his team** presented a **demonstration session** on self-defence to the students and the other audience.






8. The Chairperson, ICC and Ms..J.Kalaiselvy, Asst. Registrar (Estt.) attended the **POSH Certification Program on Train the Trainer Session** organized by the **Indian Women Network(IWN) Puducherry and CII** on Thursday, 21st Sep 2023

9.	The Chairperson, ICC and Dr.Kalpana, Member, ICC attended an online panel discussion on “Overcoming Gender Stereotyping in Work-Places and Community: A Need or Necessity?” on Friday, 6 October 2023.
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Activities of ICC, PTU during the academic year 2023-2024

Sl.No.	Description of the activity
1.	<p>An awareness lecture on the function of ICC in the prevention, prohibition and redressal of sexual harassment of students inside and outside the campus was presented by the Presiding Officer, Internal Complaints Committee (ICC) of Puducherry Technological University (PTU) to the I year PG students during the induction programme held on 02.09.2024.</p> 
2.	<p>An awareness lecture on the function of ICC in the prevention, prohibition and redressal of sexual harassment of students inside and outside the campus was presented by the Presiding Officer, Internal Complaints Committee (ICC) of Puducherry Technological University (PTU) to the I year B.Tech students during the induction programme held on 11.09.2024.</p>