

Mother Teresa Women's University, Kodaikanal

Internal Compliance Cell

The Cell is to function with an aim to prevent sexual harassment, promote well-being of all the female students and staff members and create a gender sensitized community within campus as well as in the society. It has been constituted as per the section Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2013). This committee is comprising of staff members (both teaching and non-teaching) and student representative of University.

Objectives:

1. Ensure the protection of employees and students from sexual harassment.
2. Organize training programmes, workshops for the students to sensitize them and to create awareness on the rights, entitlements and responsibilities.
3. Provide assistance if an employee or a student chooses to file a complaint.
4. Provide mechanism of dispute redressal and dialogue to anticipate and address issues.

Roles and Responsibilities:

- To assist ladies with realizing their rights of Freedom.
- To regard inappropriate behaviour as an offense and start reformatory activities for such wrongdoing.
- To help the distressed lady to put the grumbling.
- To protect the person who is exploited.

Procedure of Complaint:

Any bothered woman would hold up the objection in composed and would submit it to the Committee shaped in the organization. The Internal Committee may before starting the procedure of request find a way to determine the issue between the distressed lady and the respondent through mollification.

The punishment may be in terms of severe disciplinary action/ Heavy Fine as per norms.

Internal Compliance Committee / Committee for Prevention of Sexual Harassment

Name & Designation	Position in CICC	Gender	Mobile Number & E-mail ID
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