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MEETING MINUTES - I

DATE: 18.09.2017

Minutes of the meetings held on , September , 2017 at 4.00 pm in the committee room chairperson welcomed all the participants. Mr.R.Aravazhi expressed that there is a smooth and friendly relationship among boys and girls in that there is a smooth and friendly relationship among boys and girls in international women's day celebration of 2017. She also stated that a large number of boys and girls were involved in the run for cause "towards the world of equals". during orange day celebrations and there were campaigns on woman safety. The chairperson appreciated and congratulated all the members for involving both boys and girls in the both the orange Day celebrations and international women's day celebration organized by the women's cell.

Dr.R.D.Sathya suggested that Bhavya-the-women's cell should take initiative in organizing programmers involving both boys and girls and there should be a series of activities that emphasizes on gender equality and gender sensitization. The meeting ended at 4.45 pm as there were no other points for discussion.



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INTERNAL COMPLAINTS COMMITTEE 2017-2018

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Mr.R.ARAVAZHI	R.A.Ju
MEMBER	Dr.P.KAVITHA	(3)v · 828_
MEMBER	Mr.P.SURENDHAR	Span
MEMBER	Ms.H.BAMA	Som
MEMBER	Ms.L.AROKIA MALAR	L. Awmal
MEMBER	Mr.R.TAMIZHSELVAN	h~~~
MEMBER	Ms.P.SANGEETHA	PSee-

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Bharath College of Science and Management
Bharath Avenue (Near New Bus Stand)

THANJAVUR - 613 005.

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MEETING MINUTES - II

DATE: 11.12.2017

Minutes of the Meetings held on DECEMBER, 2017 at 4.00 pm in the committee room chairperson welcomed all the particulars

MEETING MINUTES

- a. The college has established an internal complaint's committee for prevention and redressal of sexual harassment.
- b. The internal complaints committee shall have principals as the chairperson and a women member as coordinator, 50% women members and an NGO external expert oriented towards sexual harassment cases as member.
- c. ICC members shall be appropriate, accessible, committed, sensitive and understanding.
- d. Complainants or victim shall not be victimized or marginalized against while dealing with complaints.
- e. Complaints or victim shall not be victimized or marginalized against while dealing with complaints.
- f. Internal complaints committee shall make an annual report of its activities.
- g. Internal complaints committee shall make an annual report of its activities.



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INTERNAL COMPLAINTS COMMITTEE 2017-2018

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Mr.R.ARAVAZHI	R.Amblu
MEMBER	Dr.P.KAVITHA	9 v. 52
MEMBER	Mr.P.SURENDHAR	Som
MEMBER	Ms.H.BAMA	Barn
MEMBER	Ms.L.AROKIA MALAR	1. Thurst
MEMBER	Mr.R.TAMIZHSELVAN	W~~~
MEMBER	Ms.P.SANGEETHA	Rosee

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M COLLEGE OF SCIENCE & PANISCHUSHY THANLAVUR- 613005

PRINCIPAL Bharath College of Science and Managema Bharath Avenue (Near New Bus Stand)

THANJAVUR - 613 005.

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MEETING MINUTES – III

DATE: 15.03.2018

Procedure for filling a complaints with ICC Bharath college of science and management, Thanjavur.

Complaints regarding sexual harassment must be made in written (Legible handwriting) or typed on paper.

Nature of the complaint should be clearly stated in detail with dates and locations

• As per stipulation of the Act the aggrieved person can make the written complaint of sexual harassment in work place within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last

The complaint must be in no case anonymous and the aggrieved person's name and

As per the sexual harassment of women at work place (Prevention, prohibition and redressal) Rules .2013, in case the aggrieve women or state women commission or any person who has knowledge of the incident. With the written consent of the aggrieved The written complaint should be handed over any internal member of the ICC STC.



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INTERNAL COMPLAINTS COMMITTEE 2017-2018

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Mr.R.ARAVAZHI	R.A.
MEMBER	Dr.P.KAVITHA	90. EZ
MEMBER	Mr.P.SURENDHAR	Res /
MEMBER	Ms.H.BAMA	Farr
MEMBER	Ms.L.AROKIA MALAR	L. Hunh
MEMBER	Mr.R.TAMIZHSELVAN	M
MEMBER	Ms.P.SANGEETHA	Paper

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R. ARAVAZHI, M.C.A., M.Phil.,
H.E.A.D.
Department of Computer Applications
B-ARATH COLLEGE OF SCIENCE & MANAGEMENT
THANLAYUR- 613005.

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Bharath College of Science and Management
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MEETING MINUTES - I

DATE: 06.07.2018

- The complainant to give a written complaint to the presiding officer.
- Presiding officer convenes a meeting with the committee within 7 working days of receiving the complaints.
- The committee meets with the compliant and alleged person/persons separately in a closed session.
- Statements of both parties will be recorded and if allegation of sexual harassment are justified on the bastes Of the given guidelines and the consensus of the ICC suitable action will be intimated within 15 working days.
- Punitive action will be taken based on the guidelines of the UGC
- In case of frivolous of false allegation action will be taken against the complaint.
- Confidentiality of all meetings, statements, Recordings will be strictly maintained.



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INTERNAL COMPLAINTS COMMITTEE 2018-2019

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Ms.N.RAJAAJARAESWARI	before
MEMBER	Dr.P.KAVITHA	90.52
MEMBER	Mr.R.KARTHIK	Suco
MEMBER	Mr.M.ARUNKUMAR	Just.
MEMBER	Ms.R.MERCY	P. Myyor
MEMBER	Ms. P.SUBA	(Shaz
MEMBER	Mr.R.RAJESH	for a

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DEPARTMENT OF INFORMATION TECHNOLOGY
BHARATH COLLEGE OF SCIENCE AND MANAGEMENT
THANJAVUR - 613 005.

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Bharath College of Science and Management
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MEETING MINUTES – II

DATE: 05.11.2018

The Constitution of Internal Complaints Committee (ICC) for receiving the complaints of sexual harassment of women is mandatory in all Ministries/ Department of Union as well as state Governments and in the private sector too.

The sexual harassment of women at workplace (prevention, Prohibition and Redressal) Act 2013 mandates all the work places which include any department organizations office, branch or unit which is established. Owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate government or the local authority of Government or the local authority or Government company or a corporate or a co=operative society having more than 10 workers to constitute ICC for receiving complaints of sexual harassment.

In tune with the Act, the University had constituted an Internal Complaints Committee (ICC) and the Chairperson is Dr. A .KADALMANI HOD Department of biology.



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INTERNAL COMPLAINTS COMMITTEE 2018-2019

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Ms.N.RAJAAJARAESWARI	Horry
MEMBER	Dr.P.KAVITHA	90.002
MEMBER	Mr.R.KARTHIK	
MEMBER	Mr.M.ARUNKUMAR	Jus.
MEMBER	Ms.R.MERCY	8- Wolfe
MEMBER	Ms. P.SUBA	(Pho)
MEMBER	Mr.R.RAJESH	FOM

Near Stand New Bus Stand New Bus Stand New Bus Stand

DEPARTMENT OF INFORMATION TECHNOLOGY BHARATH COLLEGE OF SCIENCE AND MANAGEMENT THANJAVUR - 613 005:

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MEETING MINUTES – III

DATE: 16.04.2019

The Constitution of Internal Complaints Committee (ICC) for receiving the complaints of sexual harassment of women is mandatory in all Ministries/ Department of Union as well as state Governments and in the private sector too.

The sexual harassment of women at workplace (prevention, Prohibition and Redressal) Act 2013 mandates all the work places which include any department organizations office, branch or unit which is established. Owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate government or the local authority of Government or the local authority or Government company or a corporate or a co=operative society having more than 10 workers to constitute ICC for receiving complaints of sexual harassment.

In tune with the Act, the University had constituted an Internal Complaints Committee (ICC) and the Chairperson is Dr. A .KADALMANI, HOD Department of biology.



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INTERNAL COMPLAINTS COMMITTEE 2018-2019

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Ms.N.RAJAAJARAESWARI	Sylvery
MEMBER	Dr.P.KAVITHA	6) N. 152
MEMBER	Mr.R.KARTHIK	Care
MEMBER	Mr.M.ARUNKUMAR	Just.
MEMBER	Ms.R.MERCY	J. Nel Ma
MEMBER	Ms. P.SUBA	(D) An
MEMBER	Mr.R.RAJESH	tan

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MEETING MINUTES - I

DATE: 11.09.2019

- The complainant to give a written complaint to the presiding officer.
- Presiding officer convenes a meeting with the committee within 7 working days of receiving the complaints.
- The committee meets with the compliant and alleged person/persons separately in a closed session.
- Statements of both parties will be recorded and if allegation of sexual harassment are justified on the bastes Of the given guidelines and the consensus of the ICC suitable action will be intimated within 15 working days.
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INTERNAL COMPLAINTS COMMITTEE 2019-2020

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Ms. R. KAVITHA	20L
MEMBER	Ms. S. KRISHNAVALLI	Sh
MEMBER	Ms. N. VANITHA	N Vita
MEMBER	Mr. V. MOHANA SUNDARAM	openinh
MEMBER	Ms. U. SANGEETHA	Valeguette
MEMBER	Ms. K. HEMALATHA	X. Hemal
MEMBER	Mr. P. JAYARAMAN	No.

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MEETING MINUTES – II

DATE: 17.02.2020

The Constitution of Internal Complaints Committee (ICC) for receiving the complaints of sexual harassment of women is mandatory in all Ministries/ Department of Union as well as state Governments and in the private sector too.

The sexual harassment of women at workplace (prevention, Prohibition and Redressal) Act 2013 mandates all the work places which include any department organizations office, branch or unit which is established. Owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate government or the local authority of Government or the local authority or Government company or a corporate or a co=operative society having more than 10 workers to constitute ICC for receiving complaints of sexual harassment.

In tune with the Act, the University had constituted an Internal Complaints Committee (ICC) and the Chairperson is Dr. N. Praveen HOD Department of Physics



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INTERNAL COMPLAINTS COMMITTEE 2019-2020

INTERNAL	COMI LANTIS COMMISSION	THE COLUMN THE PERSON OF THE P
PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Ms. R. KAVITHA	200
MEMBER	Ms. S. KRISHNAVALLI	h->
MEMBER	Ms. N. VANITHA	N Utu
MEMBER	Mr. V. MOHANA SUNDARAM	spermen
MEMBER	Ms. U. SANGEETHA	Valgalte
MEMBER	Ms. K. HEMALATHA	J. Hemal
MEMBER	Mr. P. JAYARAMAN	PR

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MEETING MINUTES - III

DATE: 27.03.20

The Constitution of Internal Complaints Committee (ICC) for receiving the complaints of sexual harassment of women is mandatory in all Ministries/ Department of Union as well as state Governments and in the private sector too.

The sexual harassment of women at workplace (prevention, Prohibition and Redressal) Act 2013 mandates all the work places which include any department organizations office, branch or unit which is established. Owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate government or the local authority of Government or the local authority or Government company or a corporate or a co-operative society having more than 10 workers to constitute ICC for receiving complaints of sexual harassment.

In tune with the Act, the University had constituted an Internal Complaints Committee (ICC) and the Chairperson is Dr. N. Praveen HOD Department of Physics



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INTERNAL COMPLAINTS COMMITTEE 2019-2020

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Ms. R. KAVITHA	80L
MEMBER	Ms. S. KRISHNAVALLI	Sur.
MEMBER	Ms. N. VANITHA	N With
MEMBER	Mr. V. MOHANA SUNDARAM	ovenh
MEMBER	Ms. U. SANGEETHA	young wither
MEMBER	Ms. K. HEMALATHA	Jr. Hemal
MEMBER	Mr. P. JAYARAMAN	

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MEETING MINUTES - I

DATE: 25.09.2020

• The complainant to give a written complaint to the presiding officer.

• Presiding officer convenes a meeting with the committee within 7 working days of receiving the complaints.

• The committee meets with the compliant and alleged person/persons separately in a closed session.

• Statements of both parties will be recorded and if allegation of sexual harassment are justified on the bastes of the given guidelines and the consensus of the ICC suitable action will be intimated within 15 working days.

• Punitive action will be taken based on the guidelines of the UGC

• In case of frivolous of false allegation action will be taken against the complaint.

• Confidentiality of all meetings, statements, Recordings will be strictly maintained.



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E-Mail: bharathcollege@gmail.com - Website: www.bharathcollege.edu.in

INTERNAL COMPLAINTS COMMITTEE 2020-2021

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Mr.M.SADHANANDAM	Commer-
MEMBER	Mr.R.RAJESH	66~
MEMBER	Ms.R.VANATHI	
MEMBER	Mr. TAMILSELVAN	Nort
MEMBER	Ms.P.SANGEETHA	Perce
MEMBER	MEMLARUNKUMAR	dur.
MEMBER	Ms.R.MERCY	P.H.S. bys

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MEETING MINUTES - II

DATE: 24.12.2020

The Constitution of Internal Complaints Committee (ICC) for receiving the complaints of sexual harassment of women is mandatory in all Ministries/ Department of Union as well as state Governments and in the private sector too.

The sexual harassment of women at workplace (prevention, Prohibition and Redressal) Act 2013 mandates all the work places which include any department organizations office, branch or unit which is established. Owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate government or the local authority of Government or the local authority or Government company or a corporate or a co=operative society having more than 10 workers to constitute ICC for receiving complaints of sexual harassment.

In tune with the Act, the University had constituted an Internal Complaints Committee (ICC) and the Chairperson is Mr.M.SADHANANDAM HOD Department of Tamil.



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INTERNAL COMPLAINTS COMMITTEE 2020-2021

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Mr.M.SADHANANDAM	Cours
MEMBER	Mr.R.RAJESH	boom
MEMBER	Ms.R.VANATHI	Bonato
MEMBER	Mr. TAMILSELVAN	M
MEMBER	Ms.P.SANGEETHA	Pager
MEMBER	Mr.M.ARUNKUMAR	Lus.
MEMBER	Ms.R.MERCY	D. Melgra

Bharath College of Science & Management Trichy Road, (New New Bus Stand) Thenfavur - 613 005,

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MEETING MINUTES – III

DATE: 18.02.2021

1. The first stage for the election of the student representatives, i.e., election from each class a member of the MCC, call be over a period of a week.

2. The election will be through a secret ballot.

3. Three students polling a maximum number of votes will be elected as representatives, the student representatives include at least one from 2nd year in the ICC.

4. The elections will be conducted by the principal as returning officer and convenor, women development cell as presiding officer.

5. At the time of counting the votes, candidates/ a nominee of each candidate can be present as an observer.





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INTERNAL COMPLAINTS COMMITTEE 2020-2021

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PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Mr.M.SADHANANDAM	Lemme +
MEMBER	Mr.R.RAJESH	eor
MEMBER	Ms.R.VANATHI	MANN
MEMBER	Mr. TAMILSELVAN	N.~
MEMBER	Ms.P.SANGEETHA	Page
MEMBER	Mr.M.ARUNKUMAR	Jus-
MEMBER	Ms.R.MERCY	8. Milyan

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Head of the Dept.
Terril

Bharsh College of Science & Management
Trichy Road, (New New Bue Stand)
Thanjavur - 613 005.

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MEETING MINUTES - I

DATE: 02.09.2021

The Constitution of Internal Complaints Committee (ICC) for receiving the complaints of sexual harassment of women is mandatory in all Ministries/ Department of Union as well as state Governments and in the private sector too.

The sexual harassment of women at workplace (prevention, Prohibition and Redressal) Act 2013 mandates all the work places which include any department organizations office, branch or unit which is established. Owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate government or the local authority of Government or the local authority or Government company or a corporate or a co-operative society having more than 10 workers to constitute ICC for receiving complaints of sexual harassment.

In tune with the Act, the University had constituted an Internal Complaints Committee (ICC) and the Chairperson is Ms. R.SUMITHRA HOD Department of Computer Science.



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INTERNAL COMPLAINTS COMMITTEE 2021-2022

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Ms. R.SUMITHRA	Dalle
MEMBER	Mr.K.MURUGANANTHAM	'b. Many under
MEMBER	Ms. SUBHA	Pro
MEMBER	Mr. R. SEMBIAN	R-Senh-
MEMBER	Ms.P.ILAKKIA	PELA
MEMBER	Ms.K.RATHINAVELPANDIYAN	K. Johnson.
MEMBER	Mr. A.M. SIVA ARAVINDAN	

HEAD,

Department of Computer Science, sharoth College of Science & Managemen.

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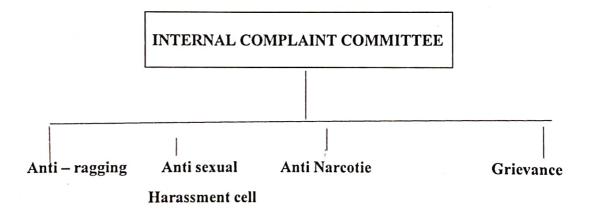
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MEETING MINUTES - II

DATE: 02.11.2021

- 1. In compliances with the instructions of central and state government agencies and guidelines issued in implementation of supreme court indument on the subject of institutional workplace complaints. This institution had duly constituted a Internal Complaint committee.
- 2. It consist of Anti-Ragging Committee, Anti sexual Harassment cell. Anti-Narcotie Cell and Grievance Cell.
- 3. The structure of Internal Complaint cell is explained below.





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INTERNAL COMPLAINTS COMMITTEE 2021-2022

PARTICULARS	NAME	SIGNATURE
CHAIRPERSON	Ms. R.SUMITHRA	Dalle
MEMBER	Mr.K.MURUGANANTHAM	6. Menyember
MEMBER	Ms. SUBHA	Stee
MEMBER	Mr. R. SEMBIAN	R-5=-4-
MEMBER	Ms.P.ILAKKIA	P200
MEMBER	Ms.K.RATHINAVELPANDIYAN	14 O others Dup
MEMBER	Mr. A.M. SIVA ARAVINDAN	Blex

Near New Bus Stand F HEAD,

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MEETING MINUTES – III

DATE: 15.03.2022

- 1. The first stage for the election of the student representatives, i.e., election from each class a member of the MCC, call be over a period of a week.
- 2. The election will be through a secret ballot.
- 3. Three students polling a maximum number of votes will be elected as representatives, the student representatives include at least one from 2nd year in the ICC.
- 4. The elections will be conducted by the principal as returning officer and convenor, women development cell as presiding officer.
- 5. At the time of counting the votes, candidates/ a nominee of each candidate can be present as an observer.



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INTERNAL COMPLAINTS COMMITTEE 2021-2022

INTERNAL COM LAINIS COMM				
PARTICULARS	NAME	SIGNATURE		
CHAIRPERSON	Ms. R.SUMITHRA	DOME		
MEMBER	Mr.K.MURUGANANTHAM	b. Mnynnlh		
MEMBER	Ms. SUBHA	(Jan)		
MEMBER	Mr. R. SEMBIAN	R-Se-1		
MEMBER	Ms.P.ILAKKIA	P.Dlig		
MEMBER	Ms.K.RATHINAVELPANDIYAN	V. Odhou		
MEMBER	Mr. A.M. SIVA ARAVINDAN	But		

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Department of Computer Science & Munugament
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