



**Anti-Sexual Harassment Committee/Internal Complaints Committee to prevent Sexual Harassment at Work Places t Bharathidasan University, Tiruchirapalli 620 024**  
**icc@bdu.ac.in**

**Report of the Activities of the Internal Complaints Committee (ICC)  
at Bharathidasan University, Tiruchirapalli 620 024**

Bharathidasan University has constituted the present Internal Complaints Committee as per the requirements of Sexual Harassment at Work places (Prevention, Prohibition and Redressal) 2013 Act during March 2016. The Constituted Committee has the following Members – three members internal and one from NGO

1. Prof. N.Manimekalai, Director & Head, Chair Person  
Department of Women's Studies  
Bharathidasan University, Khajamalai  
Campus, Triuchirapalli
2. Prof Vasanthi Nachiappan, Professor, Member  
Department of Bio-Chemistry  
Bharathidasan University, Triuchirapalli-
3. Dr. N. Prasanna, Asst. Prof, Department Member  
of Economics, Bharathidasan University  
Khajamalai Campus, Tiruchirapalli
4. Ms.T. Jayanthi Rani, Senior Advocate External Member & NGO  
High Court Madras, Madurai Bench Representative  
Managing Trustee, Parent Trust, C-2 R.K  
Apartment, C-107 MEE, Sasthri Road,  
Thillainagar, Triuchirapalli

The Committee met on 25.10.2016 discussed and resolved the following:

Ms. T. Jayanthi Rani , External Member and Advocate. NGO Representative has briefly explained the major features, do and don'ts , constitution of Internal Complaints Committee (ICC), in connection with the Sexual Harassment at Work Places, Prevention, Prohibition and Redressal Act 2013 on the first meeting of the ICC.

The Activities of the ICC : Series of the Programmes organized by ICC-BDU in collaboration with Department of Women's Studies Bharathidasan University.

Orientation Workshop on “ Sexual Harassment at Work Places”

S.No	Date	Venue	Resource Persons
1	24.03.17	Bharath College of	Dr.N. Manimekalai

		Science and Management , Thanjavur	Chairperson ICC, BDU orientation on SHWP Act 2013 to affiliated college Teachers for Thanjuavur, Tiruvarur, Nagapatinam and Ariyalur District Colleges
2	23.03.17	Human Resource Development Center , Bharathidasan University, Khajamalai Campus, Tiruchirappalli	Prof.N. Manimekalai Chairperson, ICC, BDU One Day Orientation on SHWP Act 2013 to affiliated college Teachers
3	24.03.2017	Jamal Mohamed College, Tiruchirappalli	Prof.N. Manimekalai Chairperson, ICC, BDU One day orientation on SHWP Act 2013 to affiliated colleges to Tiruchirapalli, Pudukottai, Perambalur and Karur District Colleges
4	27.03.17	Human Resource Development Cetnre, Bharathidasan University, Khajamalai Campus, Tiruchirappalli	Dr.S.Suba,Asst. Professor, Dept. of Women's Studies, Bharathidasan University, Khajamalai Campus, Tiruchirappalli orientation on SHWP Act 2013 to affiliated college teachers at HRDC
5	06.09.17	Human Resource Development Centre, Bharathidasan University, Tiruchirapalli	Dr. N.Manimekalai, Chairperson ICC at Bharathidasan University. orientation on SHWP Act 2013 to affiliated college Teachers at HRDC
6	09.09.17	Bishop Heber College, Tiruchirapalli	Orientation on SHWP Act 2013 to NSS Programme Officers organized by NSS, Bharathidasan University at Bishop Heber College
7	21.09.17	Dept of Women's Studies, Bharathidasan University, Khajamalai Campus,Tiruchirappalli	Prof.N. Manimekalai Chairperson, ICC, BDU One day orientation on SHWP Act 2013 to affiliated colleges at the Department of Women's Studies, Bharathidasan University
8	05.05.17	ADM College for Women Nagapatinam initiated the ICC and conducted orientation	Dr. N.Manimekalai, Chairperson ICC at Bharathidasan University. One day orientation on SHWP Act 2013
9	07.05.17	Bishop Heber College, Tiruchirapalli initiated ICC & conducted Orientation	Prof.N. Manimekalai Chairperson, ICC, BDU One day orientation on SHWP Act 2013
10	09.10.17	Meeting Bharathidasan University Constituent College, Orathanadu, Orientation	Prof.N. Manimekalai Chairperson, ICC, BDU One day orientation on SHWP Act 2013

10	16.10.17	Orientation to Studetns and teachers about SHWP Act 2013, Bharathidasan University Constituent College, Perambalur	Prof.N. Manimekalai Chairperson, ICC, BDU One day orientation on SHWP Act 2013
11	24.10.20 17	Dept. of Women's Studies, Bharathidasan University Tiruchirappalli	Prof.N. Manimekalai Chairperson, ICC, BDU Discussion on various programme to be conducted
12.	06.01.20 18	Workshop on Sexual Harassment at work places to the participants of Refresher course Participants at Human Resource Development Centre, Bharathidasan University, Tiruchirapalli	Prof.N. Manimekalai Chairperson, ICC, BDU Discussion on various programme to be conducted
	07.01.20 18	Workshop on Sexual Harassment at work places to the participants of Refresher course in Nano Science Participants Human Resource Development Centre, Bharathidasan University, Tiruchirapalli	Prof.N. Manimekalai Chairperson, ICC, BDU Discussion on various programme to be conducted
13.	22.02.20 18	Orientation Course Participants Human Resource Development Centre, Bharathidasan University, Tiruchirapalli	Dr.S.Suba Asst. Prof., Dept. of Women's Studies, BDU Discussion on various programme to be conducted
14	27.2.18	Orientation Course Participants Human Resource Development Centre, Bharathidasan University, Tiruchirapalli	Dr.S.Suba Asst. Prof., Dept. of Women's Studies, BDU Discussion on various programme to be conducted

The Chairperson had written the Bharathidasan University to display the names with full contact numbers at the prominent and visible places of the ICC in both Palkalai and Khajamalai Campuses. The University has directed to Estate Maintenance office to display the names of ICC with contact which was given by the Convener at both the campuses. The boards are displayed in both the campuses with the contact details of the Members.



Dr.Suba Asst Prof. Department of Women's Studies interacting at the Orientation Programme at Human Resource Development Centre,, Bharathidasan University, Khajamalai Campus, Tiruchirapalli



Dr.Manimekalai Chairperson conducting the Orientation Programme at Bharath College of Science and Management,Thanjavur 23.03.16



Dr.Manimekalai Chairperson, ICC-BDU addressing in the Orientation Programme at HRDC, Bharathidasan University, Tiruchirapalli



Dr.Manimekalai Chairperson ICC-BDU, Conducting the Orientation Programme at the Department of Women's Studies, Bharathidasan University, Tiruchirapalli



Dr.Manimekalai Chairperson, ICC-BDU addressing in the



### **University has sent the action taken report on the action taken on Perambalur Bharathidasan University Constituent College**

28.03.18 As per the direction of the University and Synidate Resoluatoin, a letter has been sent on all the affiliated colleges on 28.03.18 as per the direction of the University to initiate ICC and report to the University mentioning that Rs 50000 will be imposed as fine for not initiating ICC as per the Sexual harassment at Work Places (prevention, Prohibition and Redressal ) Act 2013. Around 15 Colleges have constituted the ICC and communicated to the University.

### **A one day Orientation workshop on “Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act 2013 on 21.09.17 at the Department of Women’s Studies, Bharathidasan University for College and University Department Faculty Members**

A one day Orientation workshop on “Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act 2013 was conducted by Dr. N. Manimekalai, Director and Head, Department of Women’s Studies, Bharathidasan University, Tiruchirappalli on 21<sup>st</sup> September 2017. She spoke at length on Crime against women and children which should be seen as the crime against humanity. It’s a legal requirement to prevent, prohibit and address this issue at “Workplace” giving a detailed description of what a workplace might constitute.



She illustrated her talk with many examples from the past that led to prominent amendments in the law like the infamous Bhanwari Devi case that led to the formulation Vishakha Guidelines, by Supreme Court of India in 1997. She also discussed the infamous

Nirbhaya case. She spoke about the section 3(1) according to which ””No Women shall be Subjected to Sexual Harassment at any Workplace”.



Prof. N.Manimekalai, Chair Person ICC-BDU conducting the orientation on SHWP Act 2013

She highlighted the need to set up an Internal Complaints Committee with the names and their contact details displayed at prominent places in the institutions and organizations including the websites. She spoke about the rules and procedures to be followed while setting up the ICC and also while redressing a complaint. She stressed on the fact that the confidentiality has to be maintained during the trial. The members of ICC should be sensitive to the various aspects of the case, she observed.



Dr. S. Suba Asst Prof. Department of Women's Studies Bharathidasan University interacting in the orientation on SHWP Act 2013

Her talk was followed by a group discussion session for the participants who were given various case studies and required to share their observations.



Group Discussion where the participant is presenting

Dr. N. Mugeswari, Professor, Department of Women's Studies, Bharathidasan University, Tiruchirappalli and Dr. S. Suba, Assistant Professor, Department of Women's Studies, Bharathidasan University, Tiruchirappalli also addressed the participants.

Complaints Received from Bharathidasan University Constituent College, Perambalur by the Registrar Office, Bharathidasan University and entrusted to the ICC BDU to conduct Enquiry and it was conducted and reports submitted to the University for Action. It has initiated the enquiry process on 16.10.17 and final report was submitted on 27.12.17 by strictly following the enquiry procedure inviting all concerned

23.10.17 one day workshop on Prevention of Sexual Harassment at Work places for college and University Department teachers was conducted Teachers were given with the guidelines and the provisions of the Act. They were informed to conduct similar programme in their respective colleges and report the same to the University.



### 24.10.17 One day Workshop and discussion with the Students of college and University Departments

24.10.17 One day workshop on Prevention of Sexual Harassment at Work places for students was conducted for both University and College students. They were given the guidelines and the provisions of the Act and prepared an action plan for the students to further disseminate. The students were informed to complaint to ICC of the college and in case if ICC is not there in the college, it was asked to inform



Members name Board with Contact Number has been placed in the entrance of the Bharathidasan University, Khajamalai campus, Tiruchirappalli – 23 and at the Main Campus also





## **One Day Training Workshop on Sexual Harassment at Work Places (Prevention, Prohibition and Redressal) Act 2013 on 26.04.2018**

Bharathidasan University, Department of Women's Studies & Anti Sexual Harassment Cell- Internal Complaints Committee (ICC-SHWP) jointly organized a One Day Training Workshop on Sexual Harassment at Work Places (Prevention, Prohibition and Redressal) Act 2013 for the Corporate, Public Sector, University and College ICC members on 26.04.2018.

Sexual Harassment is a menace, which is quite contradicting to the provisions of the National Policy for Empowerment of Women 2001 which emphasizes that the women must participate in public life and labour market but the Sexual harassment cases reported quite discourage the women and parents shy away or do not prefer sending their daughters to work. The work places must be conducive and women friendly so that more women will join the labour market and contribute to economic development. The reported cases of Sexual Harassment in India and at the global level revealed that it never occurred to only one section of women. It occurred to school students, children, agricultural, construction workers, and garment workers to Executive level women officials. Hence there is need to prevent, by creating awareness and conducting sensitization programme and make the individuals gender sensitive to not to make the work environment hostile and women unfriendly. It is high time that the Internal Complaints and Local Complaints Committees be initiated in all the institutions but not yet done

Prof. N. Manimekalai explained the need for conducting this training. In her presidential address, she highlighted the various recent women's issues happened India. In order to create awareness and also provide the guidelines to initiate ICC in the State and Central Government Institutions, Universities, Colleges etc, a one day training Workshop has been organized for the ICC Members or officials of the above Departments. This is the first time that the Department of Women's Studies Bharathidasan University has been organizing the training for the Government Officials including Central Government Institutes like BHEL, BSNL, IIFPT, National Banana Research Station, IIM-T, NIT\_T, Airport Authorities of India, and Universities and Colleges. Totally 45 persons were participated. On the Completion of the training, they participants were distributed with the training manual and the hand book published by the Ministry of Women and Child Development, Government of India and were informed to initiate ICC in their institutions and if already initiated, make the ICC active in getting the reporting and addressing the Sexual Harassment issues.



Dr. Z. Annie Vijaya, Superintendent of Police, Southern Railway Tiruchirapalli inaugurated the Programme. In her address she motivated the participants to spread out the information gathered from this workshop to the society and help the victim to express their victimization to the public notice without any hesitation or guilty feeling to address the issue to get solution. Self critical analysis is must for every individual with courage to face the atrocities.



Ms. Jayanthi Rani, Shared the Case Studies of Sexual Harassment at Work Places, Child Marriages, Child Abuse. Mr. Martin Susairaj, spoke on Laws Protecting Women and the recent amendments. Dr S. Suba Presented Cases and Guidelines to Constitute Internal Complaints Committee (ICC). Dr. N.Murugeswari, consolidated over all programme and highlighted the Remarks and feed backs of the participants.

07.07.18 Orientation on the Sexual Harassment at Work places (Prevention, Prohibition and Redressal) Act 2013 was conducted to the Refresher Course Participants of Life Sciences organized by the UGC Human Resource Development Centre (HRDC), Khajamalai Campus, Bharathidasan University. Teachers from all over Tamil Nadu around 70 numbers had participated. Prof. N.Manimekalai, Director and Head, Department of Women's Studies, Bharathidasan University, the Chairperson of the ICC, Bharathidasan University conducted the

orientation. The members clarified on the constitution of ICC in their respective colleges and got the contact details from Prof. N.Manimekalai



Sexual Harassment Orientation to the newly admitted students

On 9<sup>th</sup> July 2018, the newly admitted students of Bharathidasan University 2018-19 were exposed to the various facilities available at the University. The students were informed about existence of the Internal Complaints Committee (ICC), and the members of the Committee. It was informed that the students and staff who face any sexual harassment issue may complaint to the ICC members whose details are displayed in both the campuses.

09.07.18 Orientation on the Sexual Harassment at Work places (Prevention, Prohibition and Redressal) Act 2013 was conducted to the Refresher Course Participants of English organized by the UGC Human Resource Development Centre (HRDC), Khajamalai Campus, Bharathidasan University. Teachers from all over Tamil Nadu around 60 numbers had participated. Prof. N.Manimekalai, Director and Head, Department of Women's Studies, Bharathidasan University, the Chairperson of the ICC, Bharathidasan University conducted the orientation.

