



Annual Gender Sensitization plan is as follows

Objectives:

To promote inclusiveness, tolerance, harmony and Women’s empowerment among the students and staff.

S.no	Key Area	Participants	Proposed Action Plan
1	Leadership Commitment for Gender Equality	Student and Staff	To conduct awareness programme on the Topic “Suicide Prevention”
2	Rising awareness and aspirants	Student and Staff	Conduct activities personality development programme. Incinerator for Girls has been installed in our college by the NGO
3	Women to have a wider role in governance and decision-making	Students	Conduct awareness programme on Kavalan SOS App
4	Health and Entrepreneurship Opportunities	Student and Staff	Opened TNC SEWING WING for Girls and Staff by GOW MANAV SEVA SANKAL. Conduct an enlightening session on Feminine Hygiene and Personal Excellence for girl students

V. Devi
09/08/24

PRINCIPAL
Principal

THIRUTHANGAL NADAR COLLEGE
SELAVAYAL, CHENNAI-600 051.



ANTI SEXUAL HARASSMENT COMMITTEE		
S.NO	NAME	STATUS
1.	Mrs.Pamme Nesakumari HOD-English	Chairperson
2.	Mrs.C.Vijayalakshmi Hod-BCA-Shift-II	Convenor
3.	Mrs.V.Gowri Associate Professor	Member
4.	Mr.A.P.Praveen Kumar Assistant Professor	Member
5.	Mr.A.Kannan Assistant Professor	Member

As per the guidelines of UGC and the Supreme Court an Anti-Sexual Harassment Committee has been established by the college to provide a healthy atmosphere to the students at the college.

Anti-Sexual Harassment Committee deals with issues relating to sexual harassment. The committee is formed to prevent sexual assault and other related crimes on girl students.

GOAL:

Prevention of sexual harassment to ensure safe environment for girl students

OBJECTIVES

- To develop principles and procedures to combat sexual harassment.
- To work out details for the implementation of these policies.
- To prepare a detailed plan of action, both short and long term.
- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized.
- Sexual harassment includes unwelcome sexually determined behavior (whether directly or by implication) such as:

Verbal or Physical threats.

- Insulting, Abusive, Embarrassing or Patronizing behaviour or Comments.



Offensive gestures, Language, Rumours, Gossip or Jokes. Humiliating, Intimidating, Demeaning and/or Persistent criticism, Open hostility.

→Suggestive comments or Body language.

Isolation or Exclusion from normal work or study place.

Publishing, circulating or displaying pornographic, Racist, Sexually suggestive or Otherwise offensive pictures or other materials.

→ Unwanted physical contact, ranging from an invasion of space to a serious assault (The above list is not intended to be exhaustive).

V. Devi
09/08/24

PRINCIPAL
Principal

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INTERNAL COMPLAINT COMMITTEE		
S.no	Name	Designation
1	Dr. V. Devi	Principal
2	Dr. K.C. Lalithambika	Vice Principal-Convenor
3	Dr.S.Asaithambi	Vice Principal
4	Dr. S.B. Ninu	Co-Ordinator IQAC
6	Mrs. N. Sathya Bavani	Physical Director
7	Mrs. R. Divya	Advocate Madras High Court
8	Mr. R. Manimaran	Tamil Nadu Police

FUNCTIONS

The Internal Complaints Committee ("ICC") is a body envisaged to receive complaints on sexual harassment at the workplace from an aggrieved woman, as well as to inquire into and make recommendations to the employer on the action required pursuant to its inquiry of such complaint.

Powers of the Internal Complaints Committee

Sec 11(3) of the POSH Act enumerates the powers of the Internal Complaints Committee. The ICC is vested with the powers of a Civil Court under the Civil Procedure Code, 1908 in the following:

- 1) It is entitled to initiate an inquiry into the complaint of a sexual harassment incident at the workplace
- 2) It can summon witnesses and parties before the committee to give a statement
- 3) It can assert its powers and summon evidence to be examined if it is deemed necessary to do so by the Committee.



RAGGING REDRESSAL COMMITTEE	
Thiru. A. Narayanamurthy, M.Tech.,	Secretary & Correspondent
Dr. V. Devi	Principal
Dr. K.C. Lalithambika	Vice-Principal
Dr. S. Asaithambi	Vice-Principal
Mr. C.Kandasamy - Head, Dept. of B. Com (BM)	Student Advisor
Mr. B. Ravi Kumar - Head, Dept. of BBA	
Inspector of Police Kodungaiyur & Manali	Special Invitee

The following are the possible punishments for those who are found guilty of ragging in the campus.

1. Cancellation of admission
2. Suspension from the College.
3. Debarring from appearing for examination.
4. Expulsion from the institution and consequent debarring from admission to any other institution.
5. Imprisonment for a Term which may extend to three years and a fine of Rs.25,000/-
6. Handed over to the Police Department

Note -A complaint box is placed near the office to register complaints related to ragging in the campus.



GRIEVANCE REDRESSAL COMMITTEE	
Dr. V. Devi	Principal
Dr. K.C. Lalithambika	Vice-Principal
Dr. S. Asaithambi	Vice-Principal
Mrs. S.Jayasutha	Head Department of B.A(Criminology)
Mrs. R.Sharmila	Head, Dept. of B.com. (A/F)

FUNCTIONS OF GRIEVANCE REDRESSAL

Grievance Redressal primarily covers the receipt and processing of complaints regarding discontent in the institution. Grievance will be knowledge within three to four days and action will be taken on any issues raised by them to avail services to more effectively.

NATURE:

The students express their dissatisfaction with reference to infrastructure, basic amenities, teaching methodologies etc.,

OBJECTIVE:

To identify, analyse the nature of the grievance, to solve the problem and strengthen the relationship.

To detect the flaws in the college premises and ensure the corrective measures.

To build good morale, maintain code of discipline and develop the faith of the students.

ACTIVITIES:

Investigate and handle each case by interacting to the student individually to identify the student's expectation. Examining and determining the witnesses and assessing them in proper time.

Ensuring proper information and keep superiors informed.



WOMEN’S SAFETY & WELFARE CLUB

SUICIDE PREVENTION – 21st Sep 2023

Women’s safety & Welfare club conducted an Awareness programme on the Topic “Suicide prevention” on 21.09.2023. All first & second year girl students participated in the awareness programme. Resource person of the event Mrs.K.Saradhadevi , Head, Department of Social work provided participants with an elaborate Positive coping mechanisms such as problem-solving skills, effective communication skills, and good conflict resolution skills are all essential in lessening the likelihood that a teen exhibiting depressive behaviors will go forth and take their own life.





PERSONALITY DEVELOPMENT PROGRAMME - INCINERATOR FOR GIRLS HAS BEEN INSTALLED – 11th Aug 2023

As a Part of Women Safety and Welfare club (Queen), 02 Incinerators for Girls has been installed in our college by the NGO "Marwari Yuva Munch". The chief guests were Ms. Nirmala Challani, Chair Person & Advisor, And Rishi Singhvi, and President of "Marwari Yuva Munch". It's really helpful for the personal hygiene of our girls. Thanks to Management, Principal and the entire team for the support.





AWARENESS PROGRAMME ON KAVALAN SOS APP – 13th Sep 2023

Women's Safety and Welfare Club conducted Awareness Programme on Kavalan SOS App by Mr.JAGAN ANANDHAN Organizing Secretary Police Charity Forum Namakkal at M.G.ErulangudiNadar E. Valliyammal Auditorium on 13/09/23. More than 400 girls from first and Second year participated in this programme.It was very useful and very interactive.





TNC SEWING WING – 11th Jan 2024

Women’s Safety and Welfare Club organized an inauguration of TNC SEWING WING for Girls and Staff by GOW MANAV SEVA SANKALP at M.G.Erulangudi Nadar E. Valliyammal Auditorium 11-1-2024 . In this programme more than 50 girls from Second and third year participated. They are happy to join sewing classes. SDC Students also joined and helped to make the event a grand success.

