



# TAGORE DENTAL COLLEGE & HOSPITAL

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Recognized by The Dental Council of India, New Delhi

Affiliated to the Tamilnadu Dr. M.G.R. Medical University, Chennai.

INTERNAL COMPLAINTS COMMITTEE (ICC)

## COMMITTEE COMPOSITION

Tagore group of institutions is headed by Professor M Mala, M.A, M Phil, an educationist and philanthropist. As a female headed institution, women equity is prioritized and gender harassment prevention is of prime concern.

In pursuance of guidelines issued by Supreme Court, UGC and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, Anti-Sexual Harassment Cell (Internal Complaints Committee) is reconstituted in Tagore Dental College & Hospital to provide effective enforcement of the basic human rights of gender equality and guarantee against sexual harassment and abuse, and to provide conducive atmosphere in the campus, to all the staff members, employees and students of Tagore Dental College.

It functions to be proactive by developing a conducive atmosphere on the campus, where the women are respected and treated with dignity. The cell has been established to spread awareness on women centric issues. With this view in mind, this cell organizes activities pertaining to women's issues emanating time to time, in society and the media, sensitizing gender consciousness. The students are earnestly exhorted to take an active part in the activities of the cell. The ICC handles issues related to women's welfare.

## Objectives of the Committee

1. To prevent sexual harassment by promoting gender amity among staff, students and other employees.
2. To deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized, prevention and termination of the harassment.
3. To uphold Women's Right to Protection against Sexual Harassment and for the prevention and redressal of sexual harassment of women.
4. To evolve a permanent mechanism for the prevention, prohibition and redressal of sexual harassment of women.
5. To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.
6. To undertake all necessary and reasonable steps including the constitution of appropriate committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.

S NO	DESIGNATION	ROLES & RESPONSIBILITIES
1	Chairman of Committee	<ul style="list-style-type: none"> <li>• Heads the committee and plays a major role in implementing gender equity in the campus.</li> <li>• Takes appropriate decision when a complaint is filed.</li> </ul>
2	Presiding Officer	<ul style="list-style-type: none"> <li>• Incharge of arranging meetings.</li> <li>• Documents the meetings and other programmes.</li> <li>• Checks regularly for complaints in the mail id</li> <li>• Helps in organizing the guest lectures and sensitization programme</li> </ul>
3	External Expert	<ul style="list-style-type: none"> <li>• Gives input on gender sensitization</li> <li>• Attends the monthly meetings and gives valuable suggestions to faculty and students against gender harassment</li> </ul>
4	Member	<ul style="list-style-type: none"> <li>• Actively participates in meetings and lectures, workshops etc.</li> <li>• Communicates with students and other faculties</li> <li>• Receives complaints if there are any gender harassment issues</li> <li>• Reports any issues from teaching and non teaching faculty</li> </ul>
5	Student Member	<ul style="list-style-type: none"> <li>• Student representee from all the batches and</li> <li>• Complaint on behalf of other students would be reported by them</li> <li>• They suggest any safety or needs required by other students of their class</li> </ul>

PRESIDING OFFICER

CHAIRMAN OF THE COMMITTEE/ PRINCIPAL