



# RAMCO INSTITUTE OF TECHNOLOGY

Approved by AICTE, New Delhi & Affiliated to Anna University  
Accredited by NAAC & An ISO 9001:2015 Certified Institution  
NBA Accredited UG Programs: CSE, EEE, ECE and MECH

Ref: RIT\ICC\2024

29.10.2024

The Internal Complaints Committee and Sexual Harassment Committee has been constituted in our institution for the academic year 2024 –2025 based on the problems faced by women at work place.

## Objectives

1. To create a secure physical and social environment to prevent any act of sexual harassment.
2. To raise awareness on sexual harassment in the campus.
3. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
4. To eliminate act of harassment, either sexual or otherwise and provide appropriate procedure to deal with the problem in case of such occurrence.
5. To deal with it in a sensitive, prompt, unbiased and confidential manner.
6. To equip students, faculty and staff with the knowledge of their legal rights and redressal of their grievances.
7. To encourage the students to express their grievances/ problems freely and frankly without any fear of being victimized.
8. To promote a social and psychological environment to raise awareness of sexual harassment in various forms.
9. To facilitate speedy delivery of justice, through organizing meetings at regular intervals.

## Roles and Responsibilities

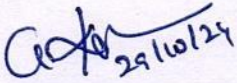
1. Address and resolve complaints of sexual harassment in the workplace.
2. The IC is responsible for receiving and inquiring about it as well as resolving complaints of sexual harassment made by employees of the organization.
3. Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.
4. Make recommendations to the management for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
5. Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.

## List of Committee Members

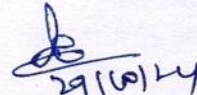
S. No.	Name of the Faculty Member	Designation	Position
1.	Dr.G.Kanthimathi	Professor	Chairperson
2.	Mrs.S.Jeyanthi	Assistant Professor (SG)	Convener
3.	Dr.A.Lakshmi	Professor	Member
4.	Mrs.C.Subha	Assistant Professor (SG)	Member
5.	Dr.M. Swarna Sudha	Associate Professor	Member
6.	Mrs.G.Kavitha	Assistant Professor	Member
7.	Mrs.M.Rethina Kumari	Assistant Professor	Member
8.	Dr.M.Jeya Sundari	Assistant Professor	Member

  
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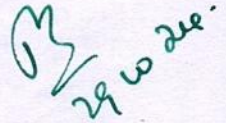
9.	Mrs.N.Muthumari	Junior Assistant/Office	Member
10.	Mrs.T.Gayathiri	Junior Assistant/ Mechanical	Member
11.	Mrs.S.Gandhimathi	Assistant Librarian	Member
12.	Lt.R. Aishwarya Devi	NCC Officer/Physical Director	Member
13.	Ms. B Divya Elsi	APD	Member

 29/10/24

**Chairperson**

 29/10/24

**Vice Principal**

 29/10/24

**Principal**