

**(UGC-AUTONOMOUS)**

**Report on ORIENTATION PROGRAM FOR MBA STUDENTS organised by Internal Complaint Committee of MITS on 25.10.23**

Dr.K.V.Geetha Devi, Chair person of ICC has explained about ICC as it was set up to deal with complaints of sexual harassment of women in the workplace and also to focus on creating awareness, counselling and educating about gender issues.

Internal Complaints Committee(ICC) is a mandatory committee that every organization is required to constitute. An Internal Committee is a body that is constituted within an organization to address and resolve complaints of sexual harassment in the workplace.

Dr. Geetha Devi had explained the definition of sexual harassment and various types of conducts or acts, both implicit or explicit which fall under the sexual harassment at workplace.

she had elaborately discussed on the UGC Regulation Act, 2015 focusing on the primary duties that the ICC is required to perform in a higher educational Institution as per the Act and the guidelines given by the Act with regard to the formation an ICC.

The ICC is responsible for receiving, and inquiring about it. She has explained how students can approach the ICC cell and register the complaint as well as resolving complaints of sexual harassment made by employees and students of the college.

She also highlighted about MITS-policy, “As the college has a zero-tolerance policy towards any such transgression. The college is committed to providing a safe and conducive work and academic environment to students and its employees and is extremely alert to matters pertaining to any kind of harassment and gender sensitivity”.

She shared about the number of activities are organized throughout the year by the cell, in order to create awareness about Sexual Harassment, apart from an orientation programme which is conducted with students, to acquaint them about the guidelines in the Jurisdiction. The committee conducted many activities including Poster Making Competition, celebration of Women day and arranging guest lectures and many other such activities to highlight the menace of Sexual Harassment.



