

Internal Complaint Committee (ICC)

Latha Mathavan Arts and Science College (LMASC) is a co-educational institution that upholds the principle of equal opportunity, dignity, and respect for all. While we strive to maintain a congenial and inclusive academic and professional environment, we also recognize the importance of having a formal redressal mechanism in place to address issues related to sexual harassment. LMASC follows a **Zero Tolerance Policy** towards sexual harassment in any form.

LMASC has constituted an **Internal Complaints Committee (ICC)** in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and as per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

The ICC ensures that any complaint involving unwelcome behaviour — such as physical contact or advances, demands for sexual favours, sexually coloured remarks, or any other verbal, non-verbal, or physical conduct of a sexual nature — is taken seriously and addressed promptly, fairly, and confidentially.

Objectives of the ICC

- **To prevent** sexual harassment in the college by promoting awareness and sensitivity among students, faculty, and staff.
- **To ensure a safe and dignified workplace** and learning space that respects the rights of all, regardless of gender.
- **To provide a fair, confidential, and accessible mechanism** for redressal of complaints related to sexual harassment.
- **To uphold the principles of gender equality and justice** through impartial inquiry and timely resolution of grievances.
- **To organize awareness and sensitization programmes** on issues related to gender, sexual harassment, and women's rights.

Who can approach the ICC

Any **aggrieved woman** who experiences sexual harassment in the college or during any college-related activity can file a complaint with ICC. This includes:

- Women who are **employees** of the institution. (Teaching and Non-Teaching)
- **Students** enrolled at the college.
- **Visitors** to the college campus.

Note:

If the aggrieved woman is unable to file the complaint due to physical or mental incapacity, or in the event of her death, a legal heir or a person prescribed under the Act can submit the complaint on her behalf.

ICC Committee Composition (A.Y. 2026 - 2027)

Name	Designation	Position	
1	Mrs.B.Manimegalai	Head	Presiding Officer
2	Mrs.M.Jeyanthi	Head	Member
3	Mr.Gajendren	Assistant Professor	Member
4	Ms.N.Kousikha	Assistant Professor	Member
5	Mrs.P.Hemalatha	Office Manager	Member, Non-Teaching Staff
6	Mr.Ramasamy	External Member	Advocate , High Court , Madurai

Contact :

Mrs.B.Manimegalai (ICC Presiding Officer) : 6374975773

Any student / teaching staff / non-teaching staff who wishes to file a sexual harassment complaint can contact any member of the ICC committee in college.

OR

Email us at icc.lmasc@gmail.com

OR

Students can [File the complaint online.](#)

Activities Organized by ICC at LMASC

1. Workshop on 'Creating Safe Campus: Awareness on Sexual Harassment and Women's Safety' organized by Internal Complaints Committee of LMASC on 17th September 2025.
2. Workshop on 'Legal Implication of Drug Abuse, Illicit Trafficking and Sexual Harassment' Organized by Internal Complaint Committee of LMASC on 31 st July 2024.
3. Women's Self-Defense program for girl students & women staff of College on 8th March, 2025



INTERNAL COMPLAINT COMMITTEE FOR PREVENTION OF SEXUAL HARASSMENT

The committee deals with all cases of sexual harassment and sexual abuse inside the campus.

**SILENCE HIDES
VIOLENCE** **NO**

SPEAK UP AGAINST SEXUAL HARASSMENT

NO

YOUR IDENTITY WILL BE
KEPT CONFIDENTIAL,
SO DO NOT HESITATE

RESPECT AT WORK ISN'T NEGOTIABLE. IGC MAKES IT OFFICIAL



CONSTITUTE YOUR
INTERNAL COMPLAINTS COMMITTEE (IGC),
AS PER POSH ACT, 2013

