

**Criterion VII – Institutional Values and Best Practices****7.1 Institutional Values and Social Responsibilities****Gender Equity**

**7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.**

**Specific facilities provided for women in terms of:**

- a) Safety and security
- b) Counseling
- c) Common Room

**a) Safety and Security. CCTV Cameras**







Courtesy: CCTV Cameras and CCTV monitoring system installed in the college campus.







Courtesy: Common Room for students.

Security Service





Security guard at the college gate.



Security Room at the Main Gate





Staff Common Room/Cafeteria

### Parking Facility for Students







### **INTERNAL COMPLAINTS COMMITTEE**

According to Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, against sexual harassment, the University Grants Commission (UGC) has issued circulars since 1998, insisting the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act -Sexual Harassment Act in April 2013) to all the universities, advising them to establish a permanent cell and a committee; to develop guidelines to Prevent sexual harassment, violence against women and ragging at the universities and colleges. As per the above guidelines of UGC, NAAC and the Supreme Court, Patrician college of arts and science has established Internal Complaints Committee.

#### **The Vision:**

To provide congenial and conducive atmosphere free of sexual intimidation and gender violence, each Patrician will work together towards an environment free from violence, harassment and exploitation.

#### **The Mission:**

To extend competent, consistent and comprehensive response to heal the victims of aggrievement and extend support to them.

#### **The Objectives:**

- ❖ To develop healthy and safe atmosphere to the faculty and students of the College and prevent sexual harassment.
- ❖ To develop policy and procedures together with anti-harassment training for combating sexual harassment.
- ❖ To ensure that all understand the policy and procedures for dealing with harassment – through seminars and outreach programs.
- ❖ To facilitate safe environment, protection and support for the students and staff members of the college.
- ❖ To provide a mechanism for addressing sexual harassment in a confidential and sensitive manner if a grievance has been filed.
- ❖ To take a proactive measure so that college will be an excellent and safe place for all.





## POLICY

As per the guidelines of UGC, NAAC and the Supreme Court, the college has established the Internal Complaints Committee for effective enforcement of basic human rights of gender equality and assurance of an environment free of sexual harassment and abuse.

The Objective of the ICC is to develop healthy and safe atmosphere for the faculty and students of the College and to prevent sexual harassment or exploitation of any kind. Policy measures and procedures are laid down to combat sexual harassment, if any arises, and the students are made aware of these proactive measures through seminars and outreach programmes. The college's Internal Complaints Committee addresses the grievances filed in a confidential and sensitive manner.

### Members of the Internal Complaints Committee are as follows:

1. **Principal**
2. **Vice Principal**
3. **ICC Coordinator**
4. **3 Senior Faculty**
5. **Student Chairperson**
6. **Student Vice Chairperson**
7. **Student Coordinator**
8. **NGO Representative**

### Roles and Responsibilities

If any student approaches a committee member either through the complaint box placed in front of the college office or by telephone, necessary action is taken through counseling and conciliatory methods. If it requires an inquiry, it will be conducted, and the matter will be sorted within one week from the date of complaint. The Committee will take the responsibility to ensure that no such incident happens in the campus.

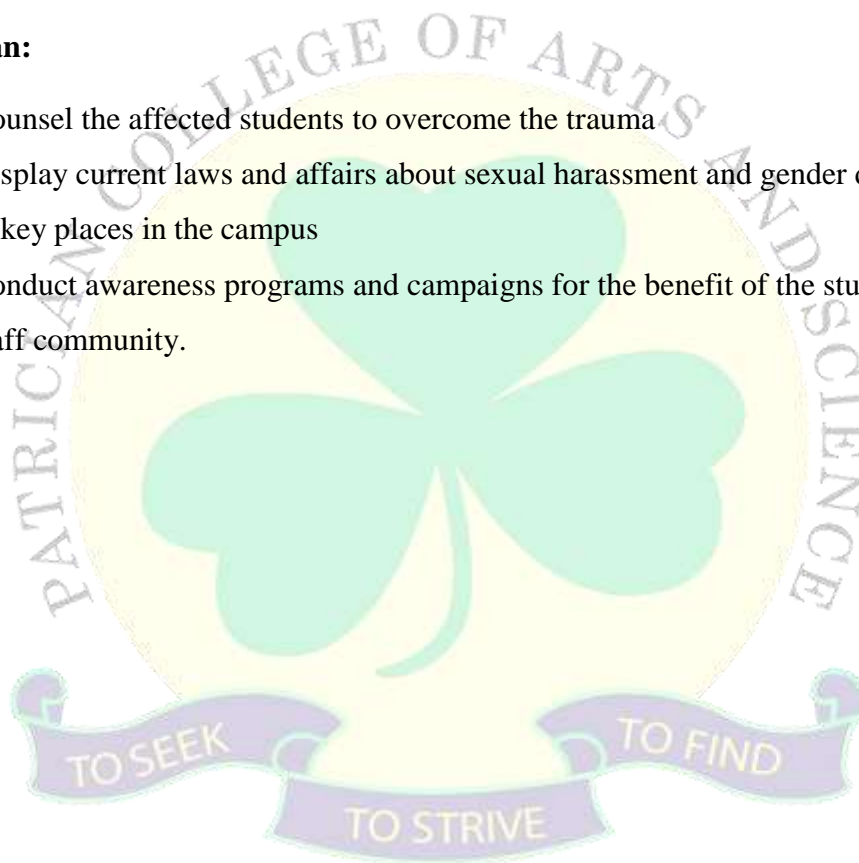


**Procedure upon filing of complaint:**

1. Meeting will be held if a complaint is received by any member.
2. The written complaint is taken and the committee prepares and submits the detailed statement of the incidents within two days.
3. An enquiry will be held with the members of Internal complaints Committee
4. The issue will be discussed and finalized within seven days
5. File the minutes of the inquiry.

**Action Plan:**

- ❖ Counsel the affected students to overcome the trauma
- ❖ Display current laws and affairs about sexual harassment and gender discrimination in key places in the campus
- ❖ Conduct awareness programs and campaigns for the benefit of the students and staff community.







**PATRICIAN COLLEGE OF ARTS AND SCIENCE**  
**INTERNAL COMPLAINTS COMMITTEE**  
**ACTION TAKEN REPORT 2021 - 2022**

The College has zero complaint with regards to any grievances from both students and faculty which is a huge success for the College. The vision of **Internal Complaints Committee** is to insist zero – tolerance attitude towards gender based harassment as per the guidelines of Government and the College.

Academic year	Complaints regarding harassment –Students	Complaints regarding harassment –Faculty
2021-2022	Nil	Nil

- ❖ **Complaints Status [2021-2022]**
- ❖ Total Complaints Received : NIL
- ❖ Complaints Closed : NIL
- ❖ Complaints Active(Students): NIL
- ❖ Complaints Active (Faculty): NIL
- ❖ Complaints Active in UGC: NIL



  
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