


**INTERNAL COMPLAINTS COMMITTEE (ICC) UNIVERSITY COLLEGE**  
**CAMPUS, MANGALURU**

In pursuance of University Grant Commission [Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions] Regulations 2015 and Sexual Harassment of women at work place [Prevention, Prohibition and redressal] Act 2013, an Internal Complaints Committee is reconstituted to deal with complaints of Sexual Harassment of women at workplace.

**ICC Committee Composition:**


The ICC of the college comprises of the following members:

1.	Dr. K.R. Shani Associate Professor	Co-Ordinator	90089266162
2.	Smt. Aruna Kumari Associate Professor	Member	9480158240
3.	Dr. Sanjay Annarao Associate Professor	"	9481020688
4.	Smt. Bhagyalaxmi Office Superintendent	"	9449143457
5.	Smt. Poornima Shenoy K. First Division Assistant	"	9448726337
6.	Smt. Devika NGO Member, Prajna Counselling Centre	"	8762363136
7.	Sri. Prashanth Research Scholar	"	9986863919
8.	P.G. Student Representative	"	
9.	U.G. Student Representative	"	
10.	Dr. Jagadeesh B. Associate Professor	Special Invitee	8762221944

  
**Principal**  
University College, Mangaluru

**Responsibilities of Internal Complaints Committee:**

1. To spread awareness about gender related issues and the functions of ICC.
2. To hear and address complaints regarding sexual harassment in work place.
3. Provide assistance if an employee or a student chooses to file a complaint with the Police.
4. Provide mechanisms of dispute redressal and address issues through just and fair conciliation without undermining complainant's rights and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence.
5. Protect the safety of the complainant by not divulging the person's identity and provide the mandatory relief.
6. Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.

  
**Principal**  
**University College, Mangalore**