



# MAR THOMA COLLEGE FOR WOMEN PERUMBAAVOOR

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases



## **CRITERION-5**

**STUDENT SUPPORT AND PROGRESSION**

**2017-2022**

**ANNUAL REPORTS OF ANTI- SEXUAL HARASSMENT /  
INTERNAL COMPLAINTS COMMITTEE (ICC)**



**MAR THOMA COLLEGE FOR WOMEN, PERUMBAVOOR**

(Affiliated to Mahatma Gandhi University, Kottayam. Re - Accredited by **NAAC** with 'B+')

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**ANTI- SEXUAL HARASSMENT CELL/  
INTERNAL COMPLAINTS COMMITTEE  
(ICC)  
ANNUAL REPORTS  
2017-22**



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### REPORT OF ACTIVITIES OF THE ANTI- SEXUAL HARASSMENT CELL / INTERNAL COMPLAINTS COMMITTEE (ICC) 2021-22

#### **Committee Members 2021-22**

The Anti- Sexual Harassment Cell/ Internal Complaints Committee (ICC) for the academic year 2021-22 was constituted with the following persons as members:

Sl.No	Name	Designation
1.	Dr. Sujo Mary Varghese	Principal
2.	Dr. Anupama P	IQAC Coordinator
3.	Ms. Sherin T Abraham	Convenor
4.	Ms. Preethi Sara Joseph	Staff Representative

#### **Report 2021-2022**

Two meetings of the Internal Complaints Committee (ICC) were convened during the academic year 2021-22 to review its functioning and also to plan further course of action. Programs relating to gender equality, self defense and protection were conducted during the academic year to sensitize and create awareness among the students. Mentoring of students was also done regularly so that students can voice out their concerns freely and openly. The student counsellor interacts with students and monitors their psychological well-being.



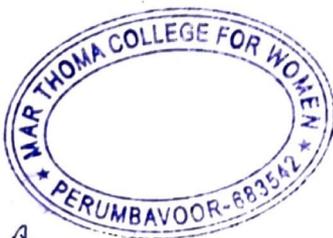
The NSS in association with Women and Child Development Department organised a Gender Sensitisation Campaign 'Kanal' from 01<sup>st</sup> to 3<sup>rd</sup> September 2021. On September 1, a session on 'Gender Relations' was handled by Prof Dr. Shamshad Hussain K T, Sree Shankaracharya University of Sanskrit, Kalady. On 3<sup>rd</sup> September, a session on the topic 'Gender and Law' was handled by Adv. Ferha Azeez, High Court of Kerala. Both these sessions were highly useful for the students.

The College Union and Arts Club observed the 'International Day for the Elimination of Violence against Women' on 25 Nov 2021. Dr. Reshma Bharadwaj, Assistant Professor, Dept of Social Work, Sree Shankaracharya University of Sanskrit, Kalady was the resource person for the session, who talked on the role of womens' rights movements in preventing and eliminating violence against women and girls and the need to mobilise more people to support the efforts in ending such violence.

The English Association organised a round table conference in which the topic for discussion was 'Do dowry deaths reveal the true picture of gender relations in India?' on 2nd December 2021. Students actively participated in the same.

All the above programs proved to be highly effective in creating awareness and understanding among the students.

Regarding matters relating to complaints from students, **no cases of sexual harassment has been reported during the academic year.**



  
DR. SUJODHARY VARGHESE  
Principal-in-charge  
Mar Thoma College For Women  
Perumbavoor - 683 542



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## REPORT OF ACTIVITIES OF THE ANTI- SEXUAL HARASSMENT CELL / INTERNAL COMPLAINTS COMMITTEE (ICC) 2020-21

### **Committee Members 2020-21**

The Anti- Sexual Harassment Cell/ Internal Complaints Committee (ICC) for the academic year 2020-21 was constituted with the following persons as members:

Sl.No	Name	Designation
1.	Dr. Gigi George	Principal
2.	Dr. Anupama P	IQAC Coordinator
3.	Ms. Sherin T Abraham	Convenor
4.	Ms. Preethi Sara Joseph	Staff Representative

### **Report 2020-2021**

Two meetings of the Anti- Sexual Harassment Cell were convened during the academic year 2020-21 to review its functioning and also to plan further course of action. A number of programs were organized by various clubs and departments during the academic year with regard to gender sensitization, women's rights, gender equality etc.

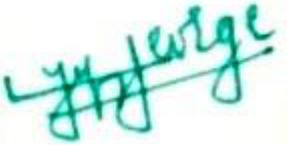
A webinar on the topic "Women Protection Laws" was organized by the Seethalayam project, Ernakulam district at Muvattupuzha Taluk Homeopathic Hospital under the Department of Homeopathy, Govt of Kerala in association with Women's Cell on the occasion of International Day for the Elimination of Violence against Women on 25<sup>th</sup> November 2020.

The English Association organised a webinar on LGBT Communities titled 'Each Voice Matters' as a part of study on gender and sexualities on 08th December 2020. The Department of English organised a National Webinar on the topic 'Coming out and Leaving the closet

behind: Dismantling Gender in the times of Social Polarisation' on 02nd February 2021. All these programs were found to be highly effective in creating awareness and understanding among students. The names and contact details of the members of the cell were communicated to students in their Whatsapp groups. The members of the committee are also given in the college handbook. All these measures help promote transparency and enables prompt resolution of grievances.

Regarding matters relating to complaints from students, **no cases of sexual harassment has been reported during the academic year.**



  
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### REPORT OF ACTIVITIES OF THE ANTI- SEXUAL HARASSMENT CELL / INTERNAL COMPLAINTS COMMITTEE (ICC) 2019-20

#### **Committee Members 2019-20**

The Anti- Sexual Harassment Cell/ Internal Complaints Committee (ICC) for the academic year 2019-20 was constituted with the following persons as members:

Sl.No	Name	Designation
1.	Dr. Gigi George	Principal
2.	Dr. Anupama P	IQAC Coordinator
3.	Ms. Sherin T Abraham	Convenor
4.	Ms. Preethi Sara Joseph	Staff Representative

#### **Report 2019-2020**

Two meetings of the Anti- Sexual Harassment Cell were convened during the academic year 2019-20 to review its functioning and also to plan further course of action. The Committee reviewed the various programs organized relating to gender equality, self defense and health. The student counselor meets with the students regularly and provides them emotional and mental support. Complaint boxes are checked periodically to identify and resolve grievances at the earliest.

An AIDS awareness campaign in association with Health Department, Perumbavoor Municipality and NSS, NCC and YRC units was conducted on 19<sup>th</sup> December 2019.

A program on Adolescent health issues and care was held on 17 February 2020 which gave a clear insight to the students about the importance of maintaining a healthy lifestyle and also the common health issues in teenagers. All these programs were found to be highly effective

in creating awareness and understanding among students. The names and contact details of the members of the cell were communicated to students in their Whatsapp groups. The members of the committee are also given in the college handbook. All these measures help promote transparency in the whole mechanism.

Regarding matters relating to complaints from students, **no cases of sexual harassment has been reported during the academic year.**



A handwritten signature in green ink, appearing to read "George" with a stylized flourish below it.

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## REPORT OF ACTIVITIES OF THE ANTI- SEXUAL HARASSMENT CELL / INTERNAL COMPLAINTS COMMITTEE (ICC) 2018-19

### Committee Members 2018-19

The Anti- Sexual Harassment Cell/ Internal Complaints Committee (ICC) for the academic year 2018-19 was constituted with the following persons as members:

Sl.No	Name	Designation
1.	Dr. Lisy Cherian	Principal
2.	Dr. Anupama P	IQAC Coordinator
3.	Ms. Sangeetha Rachel Koruth	Convenor
4.	Dr. Annie Kurian K	Staff Representative

### Report 2018-2019

Two meetings of the Anti- Sexual Harassment Cell were convened during the academic year to review its functioning and plan further course of action. As decided in the meetings, a number of programs were organized during the academic year to sensitise the girl students and also to empower them.

Women's Cell in association with Kerala State Women's Development Corporation organized a gender sensitization program titled 'Gender Sensitization: Expectation and Reality' on 19<sup>th</sup> March 2019. Gender related short films are played in the Conference Hall for all the students on every Thursdays from 21<sup>st</sup> June 2018 to 21<sup>st</sup> March 2019 to create awareness among students. Complaint boxes are periodically checked to identify and redress cases of harassment. Students are also addressed by their respective Heads of Departments and class teachers regarding the same.

Regarding matters relating to complaints from students, **no cases of sexual harassment has been reported during the academic year.**



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## REPORT OF ACTIVITIES OF THE ANTI- SEXUAL HARASSMENT CELL / INTERNAL COMPLAINTS COMMITTEE (ICC) 2017-18

### Committee Members 2017-18

The Anti- Sexual Harassment Cell/ Internal Complaints Committee (ICC) for the academic year 2017-18 was constituted with the following persons as members:

Sl.No	Name	Designation
1.	Dr. Lisy Cherian	Principal
2.	Ms. Chaithanya Elsa Achankunju	Convenor
3.	Dr. Biju Jacob Thomas	Staff Representative
4.	Ms. Mini P. K	Staff Advisor – Arts Club
5.	Ms. Simi Paulose	Staff Advisor – Arts Club
6.	Mr. Gismon Thomas	Staff Representative

### Report 2017-2018

Three meetings of the Anti- Sexual Harassment Cell were convened during the academic year. The meetings stressed on fact that the need for empowering the girl students, making them aware of their rights and ensuring their safety is of primary concern in the present scenario. For this purpose, a number of programs were organized during the academic year relating to the above topics. Women's Cell organized a seminar on the topic 'Protection of Women from Domestic Violence' on 01<sup>st</sup> March 2018. Dr.Kochurani, Department of Economics, Bharath Matha College, Thrikkakara delivered the keynote address. Speakers Club initiated a series of thought-provoking speeches on the topic 'Transgender Issues' during the months of November and December 2017.

Regarding matters relating to complaints from students, **no cases of sexual harassment has been reported during the academic year.**



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