



# ADHIYAMAAN COLLEGE OF ENGINEERING

[An Autonomous Institution Affiliated to Anna University, Chennai]

[Approved by AICTE, New Delhi & Accredited by NAAC – 'A' Grade]

Dr.M.G.R Nagar, Hosur- 635 130, Krishnagiri District, Tamil Nadu, India.

Website: [www.adhiyamaan.ac.in](http://www.adhiyamaan.ac.in), Email:principal@adhiyamaan.ac.in

## **Internal Complaints Committee (ICC)**

**SEXUAL HARASSMENT OF WOMEN AT WORKPLACE  
(PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013**



## ***Annual Report 2023-2024*** ***(01/04/2023 to 31/03/2024)***

**Prepared by,**

***Dr T Menakadevi, M.Tech, Ph.D,***

***Presiding Officer,***

***Professor/ECE,***

***Adhiyamaan College of Engineering,***

***Hosur, Tamil Nadu***



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Dr.M.G.R Nagar, Hosur- 635 130, Krishnagiri District, Tamil Nadu, India.

## Internal Complaints Committee (ICC)

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### Annual Report 2024-2025 (01/04/2024 to 31/03/2025)

**Preamble:** As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee (Anti-Sexual Harassment Cell) has been established by the Institution. Adhiyamaan College of Engineering (NAAC accredited) is committed to provide a safe, secure and congenial atmosphere to the girl students and women employees of the Institution.

The Institution has entrusted the task of developing principles and procedures for combating sexual harassment to this ICC. ICC promotes measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment, and other acts of gender-based violence by organising awareness programmes and campaigns for the benefit of all members of the Institution.

#### Functions of ICC:

- To provide an environment free of gender-based discrimination.
- To work out details for the implementation these policies.
- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized.

**Internal Complaints Committee (ICC)** assures all the complaints of the students, teaching and non-teaching staffs are treated with dignity and respect and the complaints should be maintained confidential.

**False Reporting:** Intentionally making a false report or providing false information is grounds for indiscipline.

#### For any Complaints, Queries & Assistance

**Contact person: Dr. T.Menakadevi,**  
**Email : [menakadevi.ece@adhiyamaan.in](mailto:menakadevi.ece@adhiyamaan.in)**

### Members of Internal Committee:

Name of the Committee Member	Profession	Association with	Mobile Number	Email Address	Designation	Gender
Dr Menakadevi T	Presiding Officer	ACE	9629350444	menakadevi.ece@adhiyamaan.in	Professor/ECE	Female
Dr Prameela Kaladhran	Faculty Member	ACE	9894368276	hod_maths@adhiyamaan.ac.in	Professor& Head/Maths	Female
Ms. Sukanya M	Faculty Member	ACE	9994538345	sukanyavisagan@gmail.com	Assistant Professor/EEE	Female
Mrs.Kavinmozhi.V	Faculty Member	ACE	9789324808	ar.kavinrajan@gmail.com	Assistant Professor/Arch	Female
Ms. Sujatha.S	Faculty Member	ACE	9698834438	suji.tech90@gmail.com	Assistant Professor/IT	Female
Mrs.Janaki S	Faculty Member	ACE	9043888891	sjanaki284@gmail.com	Assistant Professor/MBA	Female
Adv. Selvi.K	External Member	NGO	9443598980	advocatekselvi@gmail.com	Advocate, First Floor, KCS Tower, Opp. BDO Office, Hosur.	Female
Mr. Sathyanarayanareddy	Instructor	ACE	9894467351	sathyareddy@gmail.com	Non-Teaching Staff	Male
Ms. Shanthi M	Instructor	ACE	8428083132	anandavelu60@gmail.com	Non-Teaching Staff	Female
Ms. Anupama S Kumar	Student Member	ACE	9847451793	askanu1992@gmail.com	Full Time Research Scholar/ECE	Female
Ms. KrishithaLakshmi S P	Student Member	ACE	7708861138	krishithaswetha@gmail.com	Student/MBA	Female
Ms. Keerthana R	Student Member	ACE	6374075953	Keerthana.mca2024@adhiyamaan.in	Student/MCA	Female
Ms.Charitha.R	Student Member	ACE	8438027892	charithar0723@gmail.com	Student/ECE	Female
Ms.Sahana K	Student Member	ACE	6383095143	sahanakathamuthu@gmail.com	Student/CSE	Female
Mr.Kalaitharan C	Student Member	ACE	8754954545	kalaitharanc@gmail.com	Student/EEE	Male
Ms. Akshya A	Student Member	ACE	7975105945	akshyaasha2004@gmail.com	Student/BME	Female

**(i) Issues/cases:** The ICC has not received any cases during the period (01/04/2024 to 31/03/2025)

**(ii) Displaying contact details of ICC members:** The names and contact details of the members of the ICC Committee, Adhiyamaan College of Engineering, Hosur are displayed in all the buildings of the Institute.

**(iii) Organization of a training program to sensitize the employees of the Institute:**

Name of Event	Awareness Program on “POSH”
Name of Resource Person	Mrs. K Selvi, M.L, Advocate, Legal Adviser- Tamil Nadu Science Forum, Hosur.
Date	05 December 2024
Number of Participants	200 (First year UG & PG girls students of ACE, Hosur)
Organized By	Internal Complaints Committee, ACE, Hosur
Name of the Convener	Dr T Menakadevi, Presiding Officer- ICC & Professor/ECE



**Program Report:**

The Internal Complaints Committee, Women Empowerment Committee and IIC 7.0 jointly organized an "Awareness Program on POSH" on December 5, 2024. Adv. K. Selvi, Legal Adviser of the Tamil Nadu Science Forum, Hosur, served as the resource person for this program. She discussed the definition of sexual harassment, the POSH Act, the punishments and penalties for sexual harassment and issues related to sexual harassment faced by students. Dr. R. Radhakrishnan, Principal, presided over the program. Around 200 first-year students actively participated in the event.

**Dr T Menakadevi.**  
Presiding Officer – ICC