



MIC ARTS AND SCIENCE COLLEGE

Recognised by UGC under Section 2(f), 9001:2015 ISO Certified by IAC
(Affiliated to University of Calicut & Recognised by Govt. of Kerala)



INTERNAL COMPLAINTS COMMITTEE

**INTERNAL QUALITY ASSURANCE CELL
(IQAC)**



Internal Complaints Committee (ICC)

MIC Arts & Science College (MICASC) is dedicated to upholding a zero-tolerance policy against the disrespect and exploitation of women. Formed on January 6, 2019, and initially known as the Anti-Sexual Harassment Cell, the ICC was established to comply with the University Grants Commission Regulations of 2015 and the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013.

Key Objectives of the ICC

- Develop policies to address sexual harassment and gender-based violence.
- Establish mechanisms for the prevention and redressal of complaints.
- Ensure a safe and non-discriminatory environment for all students, staff, and faculty.
- Create a secure atmosphere free from sexual harassment.

Complaint Registration:

- Complaint submission options: Complaints can be submitted to any member of the ICC, via the online portal on the college website, or by dropping a grievance letter into the Complaint Box located near the office.

Functions of the Committee:

1. Establish a confidential, accessible, and sensitive mechanism for complaints.
2. Conduct enquiries, offer assistance, and ensure redressal of complaints.
3. Recommend disciplinary action or immediate measures against the harasser.
4. Provide the necessary support such as medical intervention, psychological counselling, and security to the victim.
5. Ensure follow-up actions are taken to monitor the resolution process.

For more information and to understand the relevant legal frameworks, you can explore these resources:

- [SHC Act 2013](#)
- [Handbook on Sexual Harassment at the Workplace](#)
- [National Commission for Women](#)
- [DST Official Guidelines](#)