



## Internal Complaints Committee (ICC)

(2022-2023)

MEMBERS OF ICC (2022-2023)

SL NO	NAME	DESIGNATION	POSITION
1	Abdurahiman P	Principal	Chairman
2	Ummer M	Assistant Professor	Member
3	Azhar VA	Assistant Professor	Member
4	Bajeena VP	Assistant Professor	Member
5	Rabiya KK	Assistant Professor	Member
6	Sumayya E	Assistant Professor	coordinator

Principal  
JNW Arabic College  
Edavanna - 676541



## Objectives of ICC

The Internal Complaints Committee (ICC) at Jamia Nadwiyya Women's Arabic College aims to prevent sexual harassment of women within the institution by:

1. Developing and enforcing a comprehensive policy against sexual harassment.
2. Ensuring effective implementation of this policy through proper reporting and follow-up procedures.
3. Upholding the institution's commitment to maintaining a discrimination-free environment.
4. Promoting awareness about various forms of sexual harassment and their social and psychological impacts.
5. Creating a secure environment that actively deters sexual harassment.
6. Establishing a permanent mechanism for preventing and addressing sexual harassment and gender-based violence within the institution.



## Background & Rationale

Sexual harassment infringes on two fundamental rights guaranteed under the Indian Constitution: the right to gender equality (Article 14) and the right to life and dignity (Article 21).

In 1997, the Supreme Court of India issued binding guidelines for addressing sexual harassment, which include defining it, preventing it, disciplining offenders, and ensuring that employers maintain a harassment-free workplace.

To uphold these guidelines, Jamia Nadwiyya Women's Arabic College has established an Internal Complaints Committee (ICC). This committee is responsible for handling complaints related to workplace sexual harassment against women. Additionally, the ICC focuses on raising awareness, offering counseling, and educating the college community on gender issues. These topics are integrated into induction programs and gender sensitization workshops for both staff and students.

## Jurisdiction

The policies and regulations of the ICC apply to all students, faculty, and non-teaching staff at Jamia Nadwiyya Women's Arabic College. They also extend to service providers and visitors within the college premises at the time of any incident.

## Composition

The ICC is composed of three to four members, with at least half being women. The Coordinator is a female faculty member. Members of ICC (2022-23)

- **Principal** : Abdurahiman P, Principal, Jamia Nadwiyya Women's Arabic College
- **Coordinator**: Sumayya E, Assistant Professor
- **Members**:
  - Ummer M Assistant Professor
  - Sumayya E Assistant Professor and Coordinator
  - Bajeeva Vp Assistant Professor
  - Rabiya KK Assistant Professor

## Powers and Duties of the Committee

The ICC's role is not to act as a moral authority or invade individual privacy. Instead, it focuses on the following:





**A. Preventive:**

- Ensure a safe, harassment-free environment for everyone on campus, including protection from external visitors.

**B. Gender Sensitization:**

- Raise awareness about gender and sexuality issues, fostering an environment of gender justice, security, and dignity.

**C. Remedial:**

- Provide a safe, accessible, and sensitive mechanism for registering complaints related to sexual harassment.