

## ANNUAL REPORT- INTERNAL COMPLAINTS COMMITTEE (ICC) – 2024-25

MES Kalladi college has constituted an Internal Complaints Committee (ICC) for Gender Sensitization and Complaints against Sexual Harassment. The committee shall address discriminatory behaviour including Sexual Harassment that they observe or of which they become aware of. The committee will also advise remedial actions including punishment to the offender.

The ICC comprises of the following members:

1. Dr. C Rajesh Principal
2. Mrs. Fathimath Thasleena K Coordinator
3. Mrs. Sajna A Member
4. Mrs. Yasmin CK Member
5. Mrs. Sharafuneesa Sayed Member

Details of the meetings of the committees held are as follows:

The first meeting of ICC was held on June 4, 2025, at Principal chamber. Meeting was chaired by the principal. ICC cell coordinator welcomed the members present and provided an overview of the purpose of the meeting. The members expressed their commitment to work for the welfare of the students. ICC cell coordinator outlined the purpose of the cell. The main aim of the cell is to prevent and prohibit incident of sexual harassment of female employees and students of the college. Discussions were made on gender discrimination and inequality faced by the students and solutions to overcome those problems and measures to be taken in the college for the prevention of Sexual harassment. Discussion about the preparation of action plan for the cell was started by the principal and other members gave valuable suggestions. Based on the discussions an action plan was prepared. To conduct awareness sessions to educate students and staff on eve-teasing and sexual harassment issues. Decided to nominate class wise mentors to deal with the issues.

The second meeting was held on 31<sup>st</sup> March 2025 at Principal chamber. Meeting was chaired by the principal. ICC cell coordinator welcomed the members present and provided an overview of the purpose of the meeting. The committee decided to approve annual return on case of sexual harassment for the period 01/04/2024 to 31/03/2025. There were no cases of sexual harassment reported during this period.

### Annual Return on case of Sexual Harassment: First April, 2023 to 31<sup>st</sup> March 2025

S.No		Number of cases
1	Number of complaints of sexual harassment received in the year	Nil
2	Number of complaints disposed off during the year	Nil

3	Number of cases pending more than 90 days	Nil
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	Nil
5	Nature of action	NA

## **MES Kalladi Colleg, Mannarkkad**

### **ICC and Anti Sexual Harassment Cell**

#### **Report: Understanding Sexual Harassment Laws and Policies**

The Women Development Cell of MES Kalladi College, Mannarkkad in association with ICC and Anti Sexual Harassment Cell organized an invited talk on Understanding Sexual Harassment Laws and Policies on 27th June 2024 at Satyajith Ray Audio visual Theatre. Adv. Abdul Salam MT, was the resource person. In his talk he explained the obstacles faced by the women in various circumstances and her experience in her daily working place. Dr. Yasmin C, K, Assistant Professor in commerce and Women cell Coordinator of our College welcomed the gatherings, Dr. C. Rajesh, Principal of our College gave presidential address and Dr. Jaleel T.K, Vice Principal, Dr. Azhar A, IQAC Co-ordinator , felicitated in the programme . All the faculties of Women Development Cell and students of women cell participated in the programme . Ms. Fathimath Thasleena K, ICC and Anti Sexual Harassment Cell nodal Officer proposed the vote of thanks for the Programme. The students made the session lively with full involvement and active interaction.

   
**MES KALLADI COLLEGE MANNARKKAD**  
[RE-ACCREDITED BY NAAC WITH 'A+' GRADE (GGPA 3.32)]

# **UNDERSTANDING ANTI SEXUAL HARASSMENT LAWS & POLICIES**

VENUE :  
AUDIO VISUAL LAB

**27-06-2024**  
**AT 11 AM**



**ABDUL SALAM M.T**

**JOINTLY ORGANISED BY WOMEN CELL, ICC AND  
ANTI SEXUAL HARASSMENT CELL**



 **GPS Map Camera**



**Google**

Mannarkad-I, Kerala, India  
XCRP+HXW, Mannarkad-I, Kerala 678583, India  
Lat 10.991399°  
Long 76.43714°  
27/06/24 11:22 AM GMT +05:30



 **GPS Map Camera**

Mannarkad-I, Kerala, India  
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