



PKASC/OFFICE/4/2025

Date: 24-09-2025.

**Subject: Reconstitution of Internal Complaints Committee (ICC) for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace**

**ORDER**

In pursuance of the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, this institution hereby **reconstitutes the Internal Complaints Committee (ICC)** for redressal of complaints related to sexual harassment of women employees and students. The composition of the ICC is as follows:

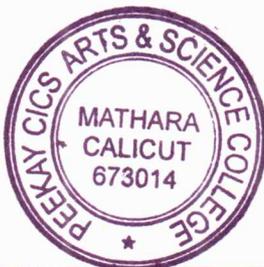
Sl.No	Name of Member	Designation	Role in ICC
1	Ms. JAZEERA K	Asst. Professor, English	<b>Presiding Officer</b>
2	Mr. MUHAMMED MURSHID T	Asst. Professor, Commerce	<b>Member (Faculty)</b>
3	Ms. SHAMSEERA K.K	Asst. Professor, Comp Science	<b>Member (Faculty)</b>
4	Ms. MANJUSHA K E	Accountant	<b>Member(Member Non-Teaching)</b>
5	Mr. JAYAKRISHNAN P	Librarian	<b>Member(Member Non-Teaching)</b>
6	Ms. ANSIRA FATHIMA P P	I <sup>st</sup> year B Sc Psychology	<b>Member (Student)</b>
7	Mr. MOHAMMED MINHAJ P M	II <sup>nd</sup> year BBA	<b>Member(Student)</b>
8	Ms. MALAVIKA P JOSHITH	I <sup>st</sup> year BCA	<b>Member (Student)</b>
9	Mr. MANILAL	Psychologist, Trustee Indian Youth Association	<b>Member (Non Govt organisations)</b>

**Terms of Reference:**

- To take cognizance of complaints of sexual harassment, if any, received from employees and students and conduct inquiry as per procedures laid down.
- To recommend appropriate action, including disciplinary measures, to the competent authority based on findings.
- To organize awareness and sensitization programs on gender equity and sexual harassment.
- To ensure compliance with guidelines of UGC and the 2013 Act.

The Committee shall function in accordance with the provisions of the said Act and the UGC regulations. This order comes into immediate effect and shall remain in force until further notice or reconstitution.

Copy to : Members/ Notice Board/File



**PRINCIPAL**  
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