

Sri Taralabalu Jagadguru Education Society(Reg.), Sirigere
MAKANUR MALLESHAPPA COLLEGE OF EDUCATION
Anubhavamantapa, Davangere-577 004 Karnataka
(Accredited By NAAC 'B' Grade, Aided College Permanently Affiliated to Davangere
University and Recognized by NCTE)



Internal Complaints Committee
2025-26





Internal Complaints Committee -2025-26

A college-level Internal Complaints Committee (ICC) is a legally mandated body in degree and B.Ed., colleges to prevent and address complaints of sexual harassment and discrimination against women employees and students. It is constituted under the UGC Regulations and the POSH Act, ensuring a safe and equal environment by providing a platform to lodge and resolve grievances. The committee's duties include investigating complaints, recommending action to the management, and promoting gender sensitivity within the institution. The Internal Complaints Committee is formulated in our college on 29-12-2025.

❖ Objectives of ICC

- Redressal: To provide a mechanism for addressing complaints of sexual harassment lodged by any member of the college (students, teaching, or non-teaching staff).
- Prevention: To prevent discrimination and sexual harassment by promoting gender equality and awareness among students and employees.
- Investigation: To conduct a preliminary inquiry into allegations by gathering evidence and recording statements.
- Recommendations: To advise the college authority on necessary remedial and punitive actions against the offender.
- Support: To assist victims and ensure their well-being throughout the process.

❖ Duties & Responsibilities Of Internal Complaints Committee (Icc)

- Taking all possible steps and measures to prevent sexual harassment in the institution and on the campus.
- Creating a safe environment on the campus for women employees and students.
- Conducting workshops, activities and lectures to create awareness among staff and students.
- Dealing swiftly and effectively with any reported incidents of sexual harassment on the campus, fairly and in an unbiased manner, in accordance with the provisions of the POSH Act.

Composition of ICC

Presiding Officer	Dr. G. M. Shashikala Assistant Professor
Members :	
Faculty Members	1. Smt. G. S. Kavya Lecturer 2. Smt. Usha G. H. Lecturer
Non-teaching Staff	3. Sri. K. S. Kiran, SDA
Student Representatives	1. Sneha S. 2. Madhukumar M. K. 3. Divya M. 4. Sunil
NGO/External Member	Smt. Neelamma Retired Principal




Principal
M.M. College of Education
DAVANGERE - 577 004
Karnataka State