

ANNAMALAI UNIVERSITY
Complaints Committee against sexual harassment at workplace

Annual Report

2021-2022

Submitted to

The Registrar
Annamalai University
Annamalai Nagar – 608002, Tamil Nadu

By

Prof. P. Mullai
Chairperson
Complaints committee against sexual harassment at workplace (CCSH)
Annamalai University
Annamalai Nagar – 608002, Tamil Nadu

ANNAMALAI UNIVERSITY

Complaints Committee against Sexual Harassment at Workplace

The first Complaints committee against sexual harassment at workplace has been constituted by Annamalai University as per the Supreme court judgement on Vishaka and others vs State of Rajasthan and others and the sexual harassment of women at work place (Prevention, Prohibition and Redressal) Act, 2013 and SAKSHAM Guidelines of the UGC in the year 2013. The objective of the Committee is to maintain congenial working environment for women employees and students of Annamalai University in accordance with the guidelines provided by the Supreme Court of India.

Complaints committee against sexual harassment at workplace (2020-2021)

Sl.No	Name & Designation of Employee/ Student	Chair Person/ Members
1	Dr. P. Mullai, Professor, Department of Chemical Engineering, FEAT, Annamalai University	Chair Person (Teaching)
2	Dr. D. Geetha, Associate Professor, Department of Physics	Member (Teaching)
3	Dr. J. Thirumal, Associate Professor & Head (i/c) Department of Philosophy	Member (Teaching)
4	Mr. C.K. Parimalam, Instructor Special Grade, Department of Mechanical Engineering, FEAT, Annamalai University	Member (Non-Teaching)
5	Tmt. E. Kalyani (I.D.No. 01203), Deputy Registrar, Works Section, Annamalai University	Member (Non-Teaching)
6	Mr.R. Elencheran, Research Scholar, Department of Chemistry, Annamalai University	Member (Student)
7	Ms. R. ShirlyPushpam, M.B.B.S. (III-Year), Rajah Muthiah Medical College, Annamalai University	Member (Student)
8	Ms. S. Abarna, B.Sc., (Hons), II year, Annamalai University	Member (Student)
9	Dr. V. Nadanasabapathy, Secretary, Centre for Rural Education and Economic Development (CREED), No. 23, Aranganathan Nagar, Near Chinna Market Chidambaram. Cell : 94432 62222.	Member (NGO)



ANNAMALAI UNIVERSITY



UNIVERSITY ORDER NO.526/2019 (C) DATED 11.11.2019

Sub: Establishment – Re-constitution of Complaints Committee against Sexual Harassment at Workplace - Orders issued.

Ref: Orders of the Vice-Chancellor dated 03.11.2019.

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As per the Guidelines of Supreme Court, a Complaints Committee has been already constituted and functioning in this University to look into the issues relating to Sexual Harassment at Work Place. Now, the Committee is re-constituted with the following members.

Sl. No.	Name & Designation of Employee / Student	Chair Person / Members
1.	Dr. P. Mullai, Professor, Department of Chemical Engineering, FEAT, Annamalai University.	Chair Person
2.	Dr. D. Geetha, Associate Professor, Department of Physics.	Member (Teaching)
3.	Dr. J. Thirumal, Associate Professor & Head (i/c) Department of Philosophy.	Member (Teaching)
4.	Mr. C.K. Parimalam, Instructor Special Grade, Department of Mechanical Engineering, FEAT, Annamalai University.	Member (Non-Teaching)
5.	Tmt. E. Kalyani (I.D. No. 01203), Deputy Registrar, Works Section, Annamalai University.	Member (Non-Teaching)
6.	Mr. R. Elancheran, Research Scholar, Department of Chemistry, Annamalai University.	Member (Student)
7.	Ms. Shirly Pushpam, M.B.B.S. (III-Year), Rajah Muthiah Medical College, Annamalai University.	Member (Student)
8.	Ms. S. Abarna, B.Sc (Hons), II Year, Annamalai University.	Member (Student)
9.	Dr. V. Nadanasabapathy, Secretary, Centre for Rural Education and Economic Development (CREED), No. 23, Aranganathan Nagar, Near Chinna Market, Chidambaram. Cell : 94432 62222.	Member (NGO)

The above Cell will enquire the matter in detail on receiving complaints and action will be taken on the recommendations of the committee.

The receipt of this order may be acknowledged immediately.

Registrar.

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The Committee Members.

11/11/2019 / All officers of Annamalai Univ.,

The details of the committee members (Name, designation, contact numbers and email id) are available on the University website (www.annamalaiuniversity.ac.in). The above cell enquires the matter in detail on receiving complaints and takes action on the recommendations of the committee. Total number of complaints received during 2021-2022 = Two

Policy of prohibiting sexual harassment

One of the core objectives of Annamalai University (here in after referred to as “University”) is to ensure gender equality and gender justice through the University interventions and practices. In keeping with this principle, it is important to ensure a climate free from discrimination and harassment, with a particular focus on prevention of sexual harassment. Sexual harassment of individuals occurring in the place of work or study or in other settings in which they may find themselves in connection with their association with the University is unlawful and will not be tolerated by the University. Further, any retaliation against an individual who has complained about sexual harassment complaint is similarly unacceptable. To achieve this goal, conduct that is described as “Sexual harassment” in this policy will not be tolerated and a procedure is provided by which inappropriate conduct will be dealt with, if encountered among employees / students.

The University will also take all the appropriate steps necessary to protect individuals from retaliation. Such steps include:

- Action to stop retaliatory behavior
- Providing required security measures
- Counseling help to complainant and accused.

The University takes allegations of sexual harassment seriously, and will respond promptly to complaints of sexual harassment and where it is determined that such inappropriate conduct has occurred, prompt and appropriate corrective action as is necessary, including disciplinary action, will be taken.

While this policy sets forth the goal of the University of promoting a study or workplace that is free of sexual harassment, the policy is not designed or intended to limit the authority of the University to discipline or take remedial action for conduct which the University deems unacceptable, regardless of whether that conduct satisfies the definition of sexual harassment. The committee organises an awareness drive among the staff and students of the University to impart knowledge on sexual harassment at work place, the legal aspects and rights. The drive also aims at throwing light on sexual hygiene and effects of nutrition on adolescence.

Independent office and infrastructure

The Complaints committee against sexual harassment at workplace (CCSH) have a designated office with a board outside displaying details of the CCSH. An independent designated separate office with full facilities such as office tables and chairs are available for CCSH in the Faculty of Engineering and Technology (FEAT) of Annamalai University for effective functioning of the committee. The office provides a clear physical boundary between the CCSH and the outside world.

Meetings organised

The following meetings were convened by the Prof. P. Mullai, Chairperson of Complaints committee against sexual harassment at workplace (CCSH). The minutes of meeting were recorded during a meeting and help in understanding the deliberations and decisions taken at the meeting.

Meeting of the Minutes	
2022	
Date	Time
15.12.2021	04.00.p.m.
17.12.2021	03.30.p.m.
11.01.2022	04.00.p.m.
04.02.2022	03.00.p.m.
23.02.2022	04.00.p.m.

15/12/21

PAGE
DATE

15/11/22

04.00 p.m.

The meeting was conducted on 15/12/2021 in the new CESH-AU office at 4:00pm. The members discussed about the webinars which is being held on 17/12/2021 on topic "Mental health and well being of students". Members discussed about the agenda and other arrangements required for the success of the webinars.

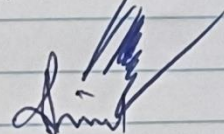
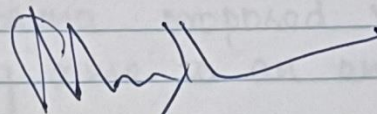
Members present:

Prof. P. Mulla

Dr. V. Madanabhyana

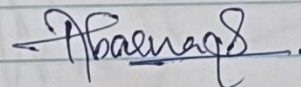
Dr. S. Sivarajah

C. H. parimalam



C. H. pal

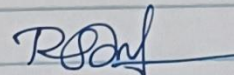
Miss. S. Abarna.



Dr. D. GEETHA

S. Geetha

Dr. R. ELANGHERAN

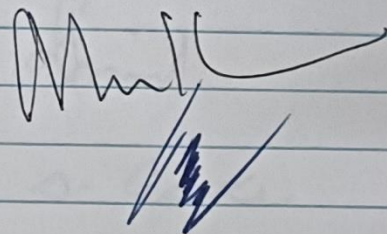


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DATE 17/12/21
02:00 p.m

The webinar was conducted on "Mental health and well being of students" on 17/12/2021 in the smart class room, Faculty of Engineering and Technology, at 2:00 pm. Inaugural address was given by honourable vice chancellors Prof. R.M. Kathiresan. Chairperson of CESH-AU Prof. P. Mullai presided over the function. Special address was given Prof. R. Ramya, Dept of Oral Biology, Sareetha Dental college, Chennai. Dr. J. Thirumal welcomed the gatherings. Dr. V. Nadanasabapathy offered felicitation. Miss. S. Abarna proposed vote of thanks. The meeting came to an end successfully at 3:30pm.

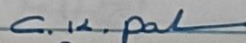
Members present:

Prof. P. Mullai

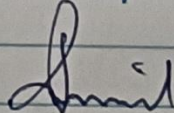


Dr. V. Nadanasabapathy

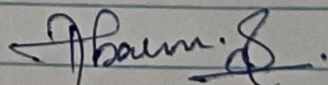
Dr. R. Parimalam



Dr. J. Thirumal



Miss. S. Abarna



PAGE:
DATE: 11/01/22
04.00.p.m

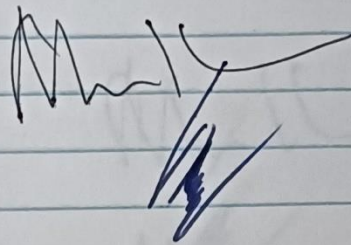
The meeting was conducted to look into the complaint received from Faculty of Agriculture, in the CSH-AU office at 4:00pm on 11.01.2022.

Then the chairperson, Prof. P. Mulla, thanked the members of CSH-AU for the successful conduct of the webinar, which was held on 11/12/2021.

Members present:

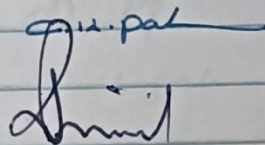
Dr. P. Mulla

Dr. V. Madhava Sathy



C. K. Parimalam

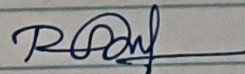
Dr. S. Thirumal



Dr. D. GEETHA

D-Geetha

Dr. R. ELANCHERAN



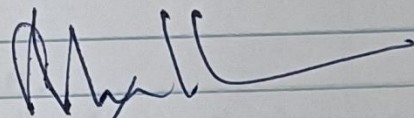
DATE 04/02/22
03.00.p.m.

The meeting was conducted to look into the complaint received from, Department of Psychology, Faculty of Education, in the USH-AU office at 3:00 pm on 04/02/22.

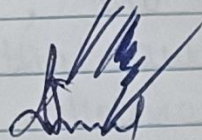
As per the request of Mr. Rufus, the father of Miss R. Benita, the members decided to have the enquiry after 11th February 2022.

Members present:

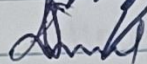
Prof. P. Mullan



Dr. Madanesobekthy



Dr. J. Thirumal



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Dr. D. GEETHA

S. Centre

Dr. R. ELANCHERAN

R. Par

23/02/22
4:00pm.

The meeting was conducted to look into the complaint received from a student Miss R. Benita, IV year MSc. Clinical Psychology and also her father Mr. Rufus, in the CSH-AU office (Hall No: 9201, Diamond Jubilee annexe building in the Faculty of Engineering and Technology) on 23/02/2022 at 4:00pm.

It was enquired by the following committee members;

Prof. P. Mullai

Dr. J. Thirumal

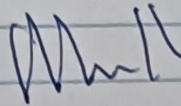
Ms. C.K. Parimalam

Ms. V. Nadanasabapathy.

After the enquiry, the chairperson Prof. P. Mullai thanked the authorities of our University for the allotment of an office in the ground floor of Techpark Building, Annamalai University for CSH-AU.

Members present:

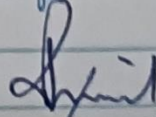
Prof. P. Mullai

 23/02/2022

C.K. Parimalam



Dr. J. Thirumal



The responsibilities of the Complaints committee against sexual harassment at workplace(CCSH) also includes the conduct of awareness programmes and workshops/activities. The following activities were organised by the Prof. P. Mullai, Chairperson of Complaints committee against sexual harassment at workplace (CCSH).

Sl.No	Year	Name of the Programme	No of Days	Total Student Strength
1.	12.04.2022	An awareness virtual programme on “Prevention and perspective of sexual harassment”	01	100 (online)

This webinar brought together the mental and physical health and wellness of students that is paramount in ensuring they are able to learn and participate in campus life. The plan outlines formal and informal strategies for building awareness and increasing access to available resources. This webinar on **Prevention and perspective of sexual harassment** was conducted on 12th April 2022 at 03.00.p.m through Google meet platform in the faculty of Engineering and Technology, Annamalai University. Prof. P. Mullai, Chairperson–Complaints Committee against Sexual Harassment at Work Place, Department of Chemical Engineering, AU, welcome the gathering and explain the importance of this webinar. Dr. D. Geetha, (Member), Associate Professor, Department of Physics, AU introduces the speaker. The invited speakers, Mrs. Aarthi vetrimaran, Associate Vice president (Financial Operations), IQ Bank office India Private Limited, Chennai and Dr.SP.Shanthi, Assistant Professor, Department of English and foreign Languages, Alagappa University, Karaikudi deliver the talk on Prevention and perspective of sexual harassment of Students. She has well explained the awareness of mental illness increases knowledge of mental illness. This means that students who have or suspect that they have mental illnesses may feel more comfortable reaching out for help also, for Sexual Harassment of Women at Workplace (Prevention, Prohibition and. Redressal) Act, 2013 was brought into force by the Ministry of Women. Sexual harassment constitutes a gross violation of women's right to equality and dignity.Dr. J. Thirumal, (Member), Associate Professor & Head(i/c), Department of Philosophy, AU delivers the vote of thanks. There are 100 participants attended the webinar.

ANNAMALAI UNIVERSITY



(Accredited with "A" Grade by NAAC)

**COMPLAINTS COMMITTEE AGAINST SEXUAL
HARASSMENT AT WORKPLACE (CCSH-AU)**

Cordially invites you for the webinar on
"Prevention and perspective of sexual harassment"
Tuesday, 12th April 2022 at 3.00 p.m.

Prof. A. Murugappan

Dean, Faculty of Engineering & Technology
Syndicate Member, Annamalai University

delivers inaugural address

Prof. P. Mullai

Chairperson - Complaints Committee against Sexual Harassment
at Workplace (CCSH-AU)

presides over the function

Mrs. Aarthi Vetrimaaran

Associate Vice President (Financial Operations)
IQ Bank Office India Private Limited, Chennai

&

Dr. SP. Shanthi

Assistant Professor, Department of English and Foreign Languages
Alagappa University, Karaikudi

offer felicitation

Coordinator

Prof. P. Mullai

Chairperson - CCSH-AU
Annamalai University



Prof. P. Mullai, Chairperson delivered the presidential address (2021-2022)



**Prof. A.Murugappan, Dean, Faculty of Engineering & Technology
Annamalai University delivered the inaugural address (2021-2022)**



Dr. D. Geetha, Member-CCSH AU gave welcome address (2021-2022)



Dr.R.Elancheran, Member-CCSH AU offered the welcome address (2021-2022)



Dr.V.Nadanasabapathy, Member of CCSH-AU delivered the vote of thanks (2021-2022)



Participant