



Complaints Committee against sexual harassment at workplace

Annual Report

2022-2023

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

July 2022-2023

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

(2019- NOV 2022)

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. 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. Nadasabapathy, Secretary, Centre for Rural Education and Economic Development (CREED), No. 23, Aranganathan Nagar, Near Chinna Market Chidambaram. Cell: 94432 62222.	Member (NGO)

Re-constituted Committee with effect from 10.11.2022

Sl.No	Name & Designation of Employee/ Student	Chair Person/ Members
1	Dr. P. Mullai, Professor Department of Chemical Engineering, FEAT, AU	Chair Person (Teaching)
2	Dr.D.Stella, Professor Department of Agriculture Microbiology, AU	Member (Teaching)
3	Dr.K.Padhmanaban, Professor Department of Commerce	Member (Teaching)
4	Mrs.V.Shanthi, Assistant Registrar Establishment, AU	Member (Non-Teaching)
5	Mr.Kumaraguru, Assistant Registrar 'D' Section, AU	Member (Non-Teaching)
6	Mr.M.Manikandan, Research Scholar Department of Physics, AU	Member (Student)
7	Ms.P.Ruthra, II Year B.Sc., Horticulture(Hons), AU	Member (Student)
8	Ms. R. Sharfunisha, II Year Integrated Biochemistry, AU	Member (Student)
9	Mr. A. Sambandam, Advocate & Secretary, Natyanchali Trust, Chidambaram No.56, East Car Street, Chidambaram	Member

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 2022-2023 = Three

Year	No of complaints	Department	Faculty	Resolved	Action proposed
2022-2023	03	Zoology	Science	Resolved	1. Yearly increment may be withheld for two years to the respondent.
		Psychology	Education	Resolved	1. Instructed the teacher to handle the students with polite and convincing manner. 2. The respondent may not be allotted classes to the complainant to avoid unnecessary issues.
		Botany	Science	Resolved	3. The respondent may be strictly instructed to behave in a polite and decent manner to the students. 4. The complainant may be advised not to interact with the workers unnecessarily.

Policy of prohibiting sexual harassment

One of the core objectives of Annamalai University (hereinafter 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 organizes 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	
2022-2023	
Date	Time
11.01.2022	04.00.p.m.
04.02.2022	03.00.p.m.
23.02.2022	04.00.p.m.
14.03.2022	09.00.a.m.
11.04.2022	04.00.p.m.

12.04.2022	03.00.p.m.
13.04.2022	04.00.p.m.
11.05.2022	03.00.p.m.
12.05.2022	03.30.p.m.
08.08.2022	03.00.p.m.
12.08.2022	03.00.p.m.
07.10.2022	03.00.p.m.
10.10.2022	03.00.p.m.
16.11.2022	03.20.p.m.
05.01.2023	11.00.a.m.
22.02.2023	11.00.a.m.
21.04.2023	03.00.p.m.
24.04.2023	03.00.p.m.
27.04.2023	03.00.p.m.
05.06.2023	10.30.a.m.
06.07.2023	03.00.a.m.
10.07.2023	11.15.a.m.

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	Venue
1.	16.08.2022 & 17.08.2022	two-day short term training programme on “Gender sensitization and harassment prevention at work place”	02	1500	Sastri hall
2.	23.11.2022	Harassment- free environment for a harmonious workplace	01	100	Department of Chemical engineering, FEAT
3.	20.03.2023	International Women’s day	01	127	Faculty of Engineering and Technology

A two-day short term training programme on “Gender sensitization and harassment prevention at work place” was organized by Complaints committee against sexual harassment at workplace (CCSH-AU) cell from 16-08-2022 and 17-08-2022. Dr. J. Thirumal, member of CCSH-AU welcomed the meeting. The vice-chancellor, Prof. RM Kathiresan delivered the inaugural address. He started his speech from Kamba Ramayanam lines and explained the achievements of women. Then the complaints committee chairperson Prof. P. Mullai gave a presidential speech highlighting the importance of women. As a special guest, Mrs. Jayashree Mathimaran gave a detailed speech about gender sensitization and discussed about how both sexes should respect one another. She also discussed about gender differences like male and female and how to overcome such approaches. Prof. Angaiyarkanni spoke about the safety of men and women. Then Dr. Hema Chitra said in her speech that men and women are misusing their freedom and how it should be handled. Advocate Mrs. Kalaiarasi Ramadoss, spoke about the causes of sexual harassment that happen to women in workplaces and explained the laws to prevent harassment. Then, Dr. K. Sivakumar, Dr. T. Frank Sunil Justus and Dr. Rameshkumar, Department of Business Administration trained the students in team coordination and management activities. These activities included small games which inculcated the coordination and team leading skills among the students, and then committee member Dr. Thenmozhi gave the vote of thanks. About 1500 students from the Faculty of Agriculture and Engineering and Technology participated in the programme in the Sastri Hall of Annamalai University.



ANNAMALAI UNIVERSITY
(Accredited with "A+" grade by NAAC)



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

**Cordially invites you for the "Rashtriya Uchchatar
Shiksha Abhiyan 2.0" sponsored
two-day short term training programme on**

**"Gender sensitisation and harassment
prevention at work place"
16th & 17th August, 2022**



**Venue: Sastri Hall
Time: 10.30 a.m.**

Prof.RM.Kathiresan
Vice-Chancellor
Annamalai University
delivers inaugural address

Prof.P.Mullai
Chairperson (CCSH-AU)
Annamalai University
presides over the function

Prof.A.Angayarkanni
Dean, Faculty of Agriculture
Annamalai University

**&
Er.Jayashree Mathimaran**
Tamil Orator and Solution Advisor
Deloitte India

offer felicitation

**Co-ordinator
Prof.P.Mullai**
Chairperson - CCSH-AU
Annamalai University

**“Gender sensitization and harassment prevention at work place”
For College and University Students**

Training schedule

16.08.2022

9.30 a.m Registration

Time	Honorarium	Photo
10.30 a.m - Inaugural	Prof. RM. Kathiresan, Vice-Chancellor, Annamalai University	

Tea Break

Resource persons

Guest Lecture- I 11.40 to 12.30	Gender issues	Ms. Jayashree Mathimaran Solution Advisor in Deloitte India	
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Lunch Break

Guest Lecture – II 12.30 to 1.30p.m	Sexual harassment prevention	Ms.C. Hemachitra Senior Lecturer in Physiotherapy Division of Physical medicine and rehabilitation,RMMCH, AU	
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17.08.2022

Guest Lecture – III 10.00 a.m	Concept and importance of prevention of SHWP	Mrs. KalaiarasiRamadoss ,Advo cate, Cuddalore	
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Tea Break

Guest Lecture – IV 10.15a.m	Gender sensitization	Dr.T.Frank Sunil Justus Associate Professor of BusinessAdministration&D y. Director in DSDE.	
Guest Lecture - V	Constitution of internal complaints committee (ICC)	Dr.K. Sivakumar Assistant Professor Department of Business Administration, AU	



Lighting lamp of Gender Sensitization and harassment prevention at workplace programme (2022)



Prof. Dr. R.M. Kathiresan, Vice-Chancellor, Annamalai University is delivering the Inaugural Address (2022)



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



Er. Jayashree Mathimaran, Tamil Orator and solution Advisor Deloitte India delivered the special lecture (2022)



Prof. A. Angayarkanni, Dean, Faculty of Agriculture delivered the special lecture (2022)



Dr.M. Thenmozhi, CCSH-AU Faculty Co-ordinator, Engineering and Technology offered vote of thanks (2022)



Students Feedback of Awareness Campaign (2022)

Thina Thanthi Published the Inaugural Function of the Awareness Campaign 2022

அண்ணாமலைப் பல்கலைக் கழகத்தில் பாலின பாகுபாடு விழிப்புணர்வு முகாம்



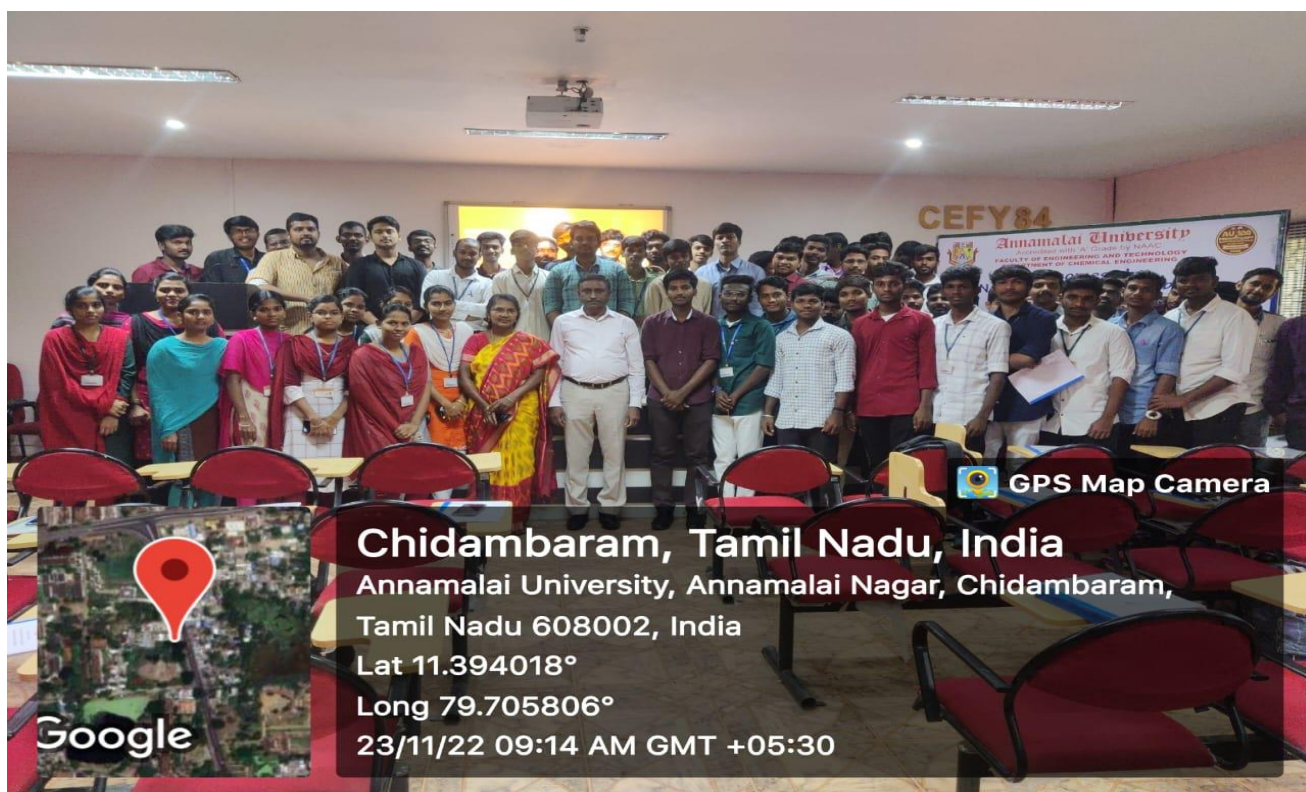
சிதம்பரம், ஆக 25
அண்ணாமலைப் பல்கலைக் கழகத்தில் இரண்டு நாட்கள் பாலின பாகுபாடு விழிப்புணர்வு முகாம் நடைபெற்றது. விழிப்புணர்வு முகாமில் புகார் குழு உறுப்புனர் முனைவர் ஜே. திருமால் வரவேற்றார். துணைவேந்தர் பேராசியர் ஆர். எம். கதிரேசன் கம்பராமாயணத்தில் இருந்து தொடங்கி கண்ணதாசனின் வரிகளையும் மேற்கோள்காட்டி பெண்களின் சாதனைக்களைப்ற்றியும் இருபாலரும் ஒருவரை ஒருவர் எவ்வாறு மதிப்பு கொடுக்கவேண்டும் என்பதை பற்றியும் தனது தொடக்க உரையில் கூறினார். புகார் குழு தலைவர் பேராசியர் பா. முல்லை பெண்களின்

முக்கியத்துவத்தை எடுத்துரைத்து தலைமையுரை ஆற்றினார். சிறப்பு விருந்தினரான ஜெயர் மதிமாறன் பாலின துன்புறுத்தலில் இருந்து எவ்வாறு மாணவ, மாணவிகள் தங்களை பாதுகாத்துக் கொள்ள வேண்டும் என்று கலந்துரையாடல் மூலம் எடுத்துரைத்தார் பேராசியர் அங்கயர்கனி தனது வாழ்த்துரையை வழங்கி ஆண், பெண் இருபாலரின் பாதுகாப்புபற்றி கூறினார். ஹேமாசித்ரா ஆண், பெண் இரு பாலினத்த வரும் தங்களது சுதந்திரத்தை முறை கேடாகப் படுத்த கூடாது என்று தனது உரையில் அறிவுறுத்தினார். பெண்களுக்கு ஏதேனும் தவறு நிகழும் போது

அதனை தைரியமாக எதிர்கொள்ள வேண்டும் என்றும் கூறினார். வழக்கறிஞர் கலையரசிராமதாஸ், பாலியல் வன்கொடுமைக்கான காரணங்கள், அதன் அணுகு முறை, வேலை இடங்களில் பெண்களுக்கு நிகழும் நிகழ்வுகள் மற்றும் சட்டங்கள் பற்றி எடுத்துக்கூறினார். மேலும், முனைவர். டி. பிராங்லின் கூனில் ஜஸ்டஸ், முனைவர் கே. சிவக்குமார். முனைவர். ரமேஷ் குமார் ஆகியோர் முதுநிலை வியாபார நிர்வாகத் துறையிலிருந்து பொறியியல் மாணவர்களுக்கு விழிப்புணர்வு பற்றிய கருத்துக்களை செயல்பாடுகளில் மூலம் வழங்கினார்கள். முடிவில் குழு உறுப்பினர் பேராசியர் தேன்மொழி நன்றி கூறினார்.

Harassment free environment for a harmonious workplace for students was conducted in the CEFY '84 hall,

On the eve of International day for elimination of violence (November 25th) an awareness programme on “Harassment- free environment for a harmonious workplace” was conducted on 23rd November 2022 at 08.30.a.m in the CEFY '84 hall, Department of Chemical Engineering, Faculty of Engineering and Technology, Annamalai University. Prof. P. Mullai, Chairperson–Complaints committee against sexual harassment at workplace (CCSH AU) offered a presidential address and explained about the role of their committee in creating a comfortable work environment. Prof. R.Dhanasekar, Head of the Department of Chemical Engineering, Annamalai University delivered the guest lecture. He appreciated the members of complaints committee for conducting an awareness programme on creating a harassment free environment for a harmonious workplace as it is the need of the hour. Mr. J Don Berslin, UG student, proposed the vote of thanks. Around 100 participants attended the session.







Participants (2022)

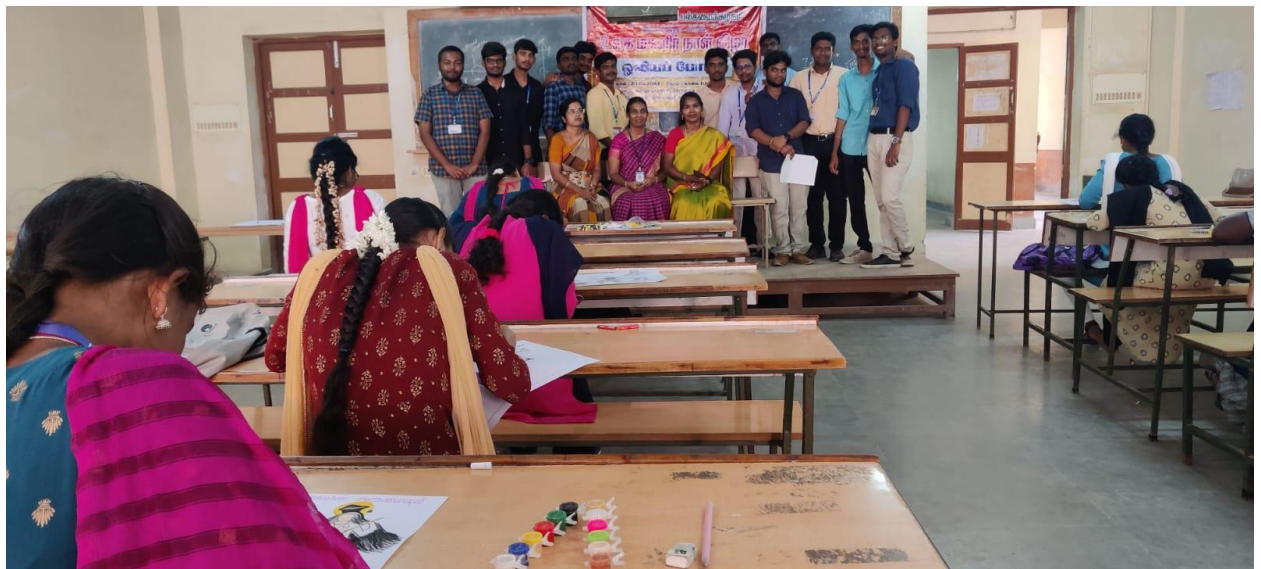
DRAWING COMPETITION REPORT FOR WOMEN'S DAY – 2023

Complaints committee against sexual harassment at workplace (CCSH-AU) of Annamalai University has conducted a drawing competition on **20.03.2023** to encourage young women's to participate in the women's day competition on the topics of **Gender Equality and Women's Personality** and **Feminine Power**. Totally 324 students had registered and 127 students from various colleges and universities had participated in the competition. The competition had held in Faculty of Engineering and Technology Diamond Jubilee Annex Building in hall numbers 7201,7202, 7203, 7204, 7205, 7206 from 10.00 am to 11.00 am at Annamalai University. Dr.P.Mullai, Dr.B.Karthikeyan, Dr.S.Anita Shanthi, Dr.T.Nalini,Dr.S.Karthikeyan, Dr.S.Shanmuganathan, Dr.T.Anandhi, Mr.T.Vasanthakumar, S/Lt.Dr.Premkumar are the staff members and committee members of CCSH – AU who were the judges of this competition. The first 5 prizes were selected and awarded with cash prize and certificates.











GPS Map Camera

Chidambaram, Tamil Nadu, India

9PQ4+WQJ, Annamalai Nagar, Chidambaram, Tamil Nadu 608002, India

Lat 11.390205°

Long 79.706949°

20/03/23 11:24 AM GMT +05:30

