



Complaints Committee against sexual harassment at workplace (CCSH-AU)

Annual Report

(July 2024 to June 2025)

Submitted to

The Registrar
Annamalai University
Annamalai Nagar – 608002, Tamil Nadu

By

Prof. K.Vijayarani
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 (CCSH-AU)

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 (2024-2025)

Sl.No	Name & Designation of Employee/ Student	Chair Person/ Members
1	Dr.A.Sundari Professor Department of Agronomy, Faculty of Agriculture, 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	Tmt. D.Sivakamasundari, Assistant Registrar Establishment Section, University Office, AU	Member (Non-Teaching)
5	Thiru.G.Ravichandran, Section Officer Grants Section, University Office, 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	Tmt.ThangamRajasekar, Ladies Club Annamalainagar. (Outsider)	Member

Re-constituted Committee with effect from October, 2024

University Order No.757/2024(C) dated 28.10.2024

Sl.No	Name & Designation of Employee/ Student	Chair Person/ Members
1	Dr. K.Vijayarani, Professor and Dean Department of Commerce, Faculty of Arts, 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	Tmt. D.Sivakamasundari, Assistant Registrar Establishment Section, University Office, AU	Member (Non-Teaching)
5	Thiru.G.Ravichandran, Section Officer Grants Section, University Office, 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	Tmt.Thangam Rajasekar, Ladies Club Annamalainagar. (Outsider)	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 2024-2025 = Two

Year	No of complaints	Department	Faculty	Resolved	Action proposed
2024-2025	02	Computer and Information Science	Science	Resolved	--
		Master of Business Administration	Arts	Resolved	--

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 (Ground floor of Techpark Building) 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. A.Sundari, Chairperson of Complaints committee against sexual harassment at workplace (CCSH-AU). 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	
2023-2024	
Date	Time
09.07.2024	11.30.a.m.
18.07.2024	11.00.a.m.
08.08.2024	11.00.a.m.
04.09.2024	11.00.a.m.
30.01.2025	03.00.p.m.
03.04.2025	11.30.a.m.
16.04.2025	11.00.a.m.
16.04.2025	02.00.p.m.
17.04.2025	02.00.p.m.
21.04.2025	12.00.p.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. K.Vijayarani, 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.	17.04.2025	An Awareness Programme on Gender Sensitization at Workplace	01	1000	Sastri Hall



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



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

Cordially invites you for the
one-day Awareness Programme on

**"An Awareness Programme on Gender
Sensitization at Workplace "**

Date: 17th April, 2025 Time: 10.30 a.m.

Venue: Sastri Hall

Prof. T.Arutselvi

Member, Vice-Chancellor Convener Committee &
Dean, Faculty of Fine Arts
Annamalai University

has consented to deliver the felicitation address

Prof. K.Vijayarani

Nodal Officer (CCSH-AU) &
Dean, Faculty of Arts
Annamalai University

will preside over the function

Tmt. G.Chitrapavai

Joint Registrar/Co-Chairperson
Complaints Committee Against Sexual Harassment,
Indian Institute of Technology (IIT)-Madras, Chennai

Tmt. S.Elanselvi

Joint Registrar of Co-Operative Societies
Cuddalore District

will deliver the special address

Thiru. T.AUGUSTIN JOSHULA LAMECH

Deputy Superintendent of Police
Chidambaram

will share his experiences

All are cordially invited

Co-ordinator

Prof.K.Vijayarani

Nodal Officer (CCSH-AU) &
Dean, Faculty of Arts
Annamalai University

Report on One-day Awareness Programme on
**“An Awareness Programme on Gender Sensitization
at Workplace”**

DATE : 17.04.2025
VENUE : SASTRI HALL
NO. OF CHIEF GUEST ATTENDED : 3
NO OF VOLUNTEERS ATTENDED : 1000
TIMING : 10.00.A.M. -01.00.P.M.

The Complaints Committee against Sexual Harassment at workplace, Annamalai University has organized an one day training on the topic of **“An Awareness Programme on Gender Sensitization at Workplace”** at Sastri hall on 17th of April 2025. G.Chitrapavai, Joint Registrar/Co-Chairperson, Complaints Committee Against Sexual Harassment (CCSH-AU), Indian Institute of Technology (IIT) – Madras, Chennai. S.Elanselvi, Joint Registrar of Co operative Societies, Cuddalore District, Mrs. K. Jayaseeli, Sub Inspector of Police, AWPS,Chidambaram was invited as chief guest speaker.

Invocation begins by the quote **“Awareness without action is Worthless”**Which is followed by singing thamizhthaivazhthu and Arasarvazhthu by our brother Gopikrishnan from department of music. Then professor K. Padhmanaban welcomed the gathering in a warm manner by saying the importance of womens safety in work place then Prof. K.Vijayarani Chairperson (CCSH-AU) honoured the guest of the day G.Chitrapavai, Joint Registrar/Co-Chairperson, Complaints Committee Against Sexual Harassment (CCSH-AU), Indian Institute of Technology (IIT) – Madras, Chennai. S.Elanselvi, Joint Registrar of Co operative Societies, Cuddalore District, Mrs. K. Jayaseeli, Sub Inspector of Police, AWPS,Chidambaram was invited as chief guest speaker.



Honouring the chief guest



Presidential address by Prof. K.Vijayarani, Chairperson (CCSH-AU), Annamalai University



Special lecture by chief guest Mrs .K.Jayasili,Sub Inspector Police (AWPS), Chidambaram





Gallery of the event

Prof. K.Vijayarani, Chairperson (CCSH-AU), Annamalai University welcomed the gathering and delivered the presidential address and highlighted the importance of women. She had briefly explained about Annamalai University Complaints Committee against Sexual Harassment at workplace. She gave brief introduction about the chief guest. Dr. K.Vijayarani Chairperson (CCSH-AU) honoured the guest of the day G.Chitrapavai, Joint Registrar/Co-Chairperson, Complaints Committee against Sexual Harassment (CCSH-AU), Indian Institute of Technology (IIT) – Madras, Chennai. S.Elanselvi, Joint Registrar of Co operative Societies, Cuddalore District, Mrs. K. Jayaseeli, Sub Inspector of Police, AWPS, Chidambaram was invited as chief guest speaker, 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.

She gave some important tips to overcome the sexual harassment and how to make complaint without any hesitation. Dr. D. Stella, member of (CCSH-AU) proposed the vote of thanks.



Vote of thanks by Dr. D. Stella, member of (CCSH-AU)

This useful one day training program came to end by a small interactive session between our chief guest and our students followed by national anthem then the participants were given refreshment. This one day training on **“Safety at Workplace”** was conducted successfully and went lively our students engaged themselves in a good manner and they received useful thoughts and advice from the chief guest along with that some of our doubts had been cleared by the chief guest.

Mallai Express Published the Inaugural Function of the Awareness Campaign



மாலை எக்ஸ்பிரஸ்

MAALAI EXPRESS

மாலை நாளிதழ்

மாநிலம் பயனுற!

அண்ணாமலை பல்கலையில் பாலின உணர்திறன் பற்றி விழிப்புணர்வு நிகழ்ச்சி



சிதம்பரம், ஏப். 19-

சிதம்பரம் அண்ணாமலைப் பல்கலைக்கழக பணியிடத்தில் பாலின அன்புறுத்தலுக்கு எதிரான புகார்கள் குழு சார்பாக பணியிடத்தில் பாலின உணர்திறன் பற்றிய விழிப்புணர்வு நிகழ்ச்சி பல்கலைக்கழக சாஸ்திரி அரங்கில் நடைபெற்றது. இந்நிகழ்ச்சியை அக்குழுவின் நோடல் அதிகாரி மற்றும் கலைப்புல முதன்மையர் பேராசிரியை முனைவர். கே. விஜயராணி தலைமை தாங்கினார். வணிகவியல் துறை தலைவர் பேராசிரியர் முனைவர் கே. பத்ம நாபன் வரவேற்புரை யாற்றினார். பல்கலைக்கழக துணைவேந்தர்

ஒருங்கிணைப்பு குழுவின் உறுப்பினர் பேராசிரியை முனைவர். ஜி.அருட்செல்வி கலந்துகொண்டு வாழ்த்துரை வழங்கினார். இந்நிகழ்ச்சியானது ஆண், பெண் என்ற இருபாலின மாணவர்களுக்கும் பாலின சமத்துவத்தை உணர்த்தும் நிகழ்ச்சி என்று குறிப்பிட்டார். கடலூர் மாவட்ட கூட்டுறவு சங்கங்களின் இணைப்பதிவாளர்

இளஞ்செல்வி பெண்கள் பாலின வேறுபாட்டை கடந்து எவ்வாறு வாழ்வில் சாதிப்பது பற்றி எடுத்துரைத்தார். சென்னை இந்திய தொழில்நுட்ப நிறுவனத்தின் பாலியல் அன்புறுத்தலுக்கு

எதிரான புகார்கள் குழுவின் இணைப்பதிவாளர் மற்றும் இணை தலைவர் சித்ரபாவை போஷ் சட்டம் பற்றி தெளிவாக எடுத்துரைத்தார். சிதம்பரம் உதவி ஆய்வாளர் ஜெயசீலி பாலியல் வன்கொடுமைகளுக்கு எதிரான சட்டங்களைப் பற்றி மாணவர்களுக்கு எடுத்துரைத்தார். பல்கலைக்கழக இணையதளத்தின் மூலமாக புகார்கள் பதிவு செய்வது பற்றி நேரடியாக விளக்கம் அளிக்கப்பட்டது.

பல்கலைக்கழக வேளாண்புல பேராசிரியை லடெல்லா நன்றி கூறினார். இந்நிகழ்ச்சியில் மாணவ, மாணவியர்கள் 1000 க்கு ம்

மேற்பட்டோர் கலந்துகொண்டனர். பல்வேறு புலங்களினுடைய புல முதன்மைகள், துறைத்தலைவர்கள், பல்கலைக்கழக பேராசிரியர்கள் மற்றும் மக்கள் தொடர்பு அதிகாரி ரெத்தினசம்பத் உள்ளிட்டோர் இந்நிகழ்ச்சியில் பங்கேற்றனர். இந்நிகழ்ச்சிக்கான ஏற்பாடுகளை புகார் குழுவின் நோடல்

அதிகாரி முனைவர். கே. விஜயராணி, தத்துவத்துறை தலைவர் முனைவர். ஜே. திருமால் மற்றும் பல்கலைக்கழக பாதுகாப்பு அதிகாரி முனைவர். மேஜர் கனகராஜன் ஆய்வாளர் அஜய் பாலாஜி மற்றும் குழு உறுப்பினர்கள் செய்திருந்தனர்.