



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

Annual Report

(July 2025 to June 2026)

Submitted to

The Registrar
Annamalai University
Annamalainagar – 608002, Tamil Nadu

By

Prof. T.S.Subashini
Chairperson
Complaints Committee against Sexual Harassment at Workplace (CCSH)
Annamalai University
Annamalai Nagar – 608002, Tamil Nadu

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 (2025-2026)

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 committee enquires the matter in detail on receiving complaints and takes action on the recommendations of the committee.

The Internal complaints Committee was reconstituted with the following members with effect from 15.10.2025 vide University order No.582/2025 (C) dated 23.10.2025

Re-constituted Committee

Sl.No	Name & Designation of Employee/ Student	Chair Person/ Members
1	Dr. T.S. Subashini, Professor Department of Computer Science and Engineering, AU	Chair Person (Teaching)
2	Dr.P. Aruna, Professor Department of Computer Science and Engineering, AU	Member (Teaching)
3	Dr.K.Padhmanaban, Professor and Head Department of Commerce, AU	Member (Teaching)
4	Tmt. R.Sivakamasundari, Assistant Registrar Establishment Section, University Office, AU	Member (Non-Teaching)
5	Thiru.R.Ravichandran, Section Officer Grants Section, University Office, AU	Member (Non-Teaching)
6	Mr.P.Ajay Balaji, Research Scholar Faculty of Engineering and Technology, AU	Member (Student)

7	Ms.V.Aarthi, Research Scholar Department of Business Administration, AU	Member (Student)
8	Ms. R. Sharfunisha, III Year Integrated Biochemistry, AU	Member (Student)
9	Tmt.Thangam Rajasekar, Ladies Club Annamalainagar. (Outsider)	Member

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) has 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

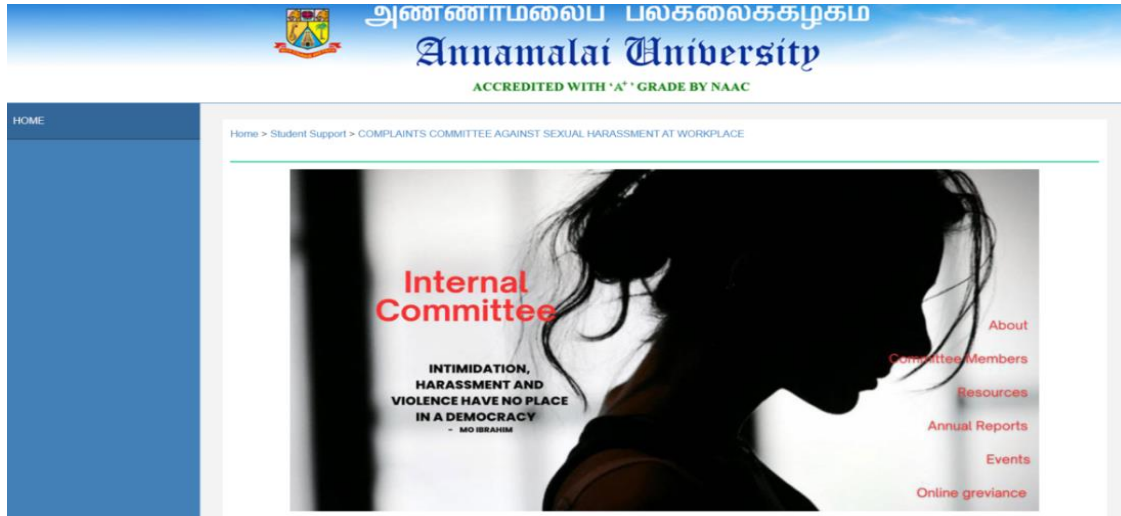
The following meetings were convened by the Prof. T.S.Subashini, Chairperson of Complaints committee against sexual harassment at workplace (CCSH-AU). The minutes of meeting were recorded during a meeting and help in understanding the deliberations and decisions taken at the meeting.

Meeting of the Minutes	
2023-2024	
Date	Time
17.11.2025	02.30.p.m.
21.12.2025	03.00.p.m.
07.01.2026	03.00.p.m.
27.01.2026	03.30.p.m.
19.02.2026	03.00.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 carried out during the twesr 2025-2026 by CCSH-AU.

1. **Total number of complaints received during 2025-2026 is 2 and both of them disposed**
2. **Internal Committee of the University registered with the Shebox portal as well as TN POSH portal**
3. **Training programmes underwent by The Interanl Committee Members**
 1. The Internal Committee Chair person **Dr. T. S. Subashini** attended the POSH training program organised by **Tech Trainers and Testers Pune** on **November 25 ,2025**.
 2. The Committee Chair person **Dr. T. S. Subashini** and Internal Committee teaching member **Dr. P. Aruna** attended the training programme for the committee members organised by **TANSCH**E for the faculty members of higher education Institutions on **28-April -2026**.

3. Internal Complaints Committee (ICC) of Annamalai University Webpage was updated



4. POSH Poster was designed/printed and posted at 80 different locations



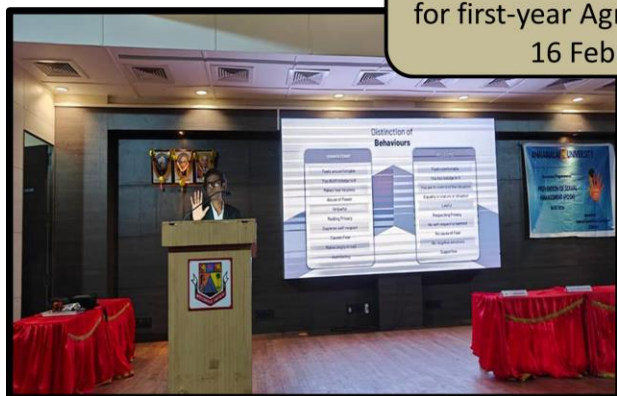
5. Two Awareness Programme on Prevention of Sexual Harassment were organised by the Internal Committee during February 2026

Program 1

The Internal Complaints Committee (ICC) of Annamalai University conducted an Awareness Programme on Prevention of Sexual Harassment for first-year Agriculture students on 16 February 2026. The programme focused on promoting dignity, mutual respect, gender sensitivity, and awareness of institutional grievance redressal mechanisms. The event was presided over by Dr. T. S. Subashini, Presiding Officer, ICC, who explained the role and functions of the ICC under the POSH Act, 2013. Chief Guest Honourable Member Judge Venkatesa Perumal delivered an insightful address on consent, personal boundaries, responsible conduct, and legal aspects of sexual harassment. The programme concluded with a vote of thanks by Dr. K. Padmanabhan.



Program I: an Awareness Programme on Prevention of Sexual Harassment for first-year Agriculture students on 16 February 2026.



Program 2

The Internal Complaints Committee (ICC) of Annamalai University organized an Awareness Programme on Prevention of Sexual Harassment for first-year Engineering students on 16 February 2026. The programme aimed to promote dignity, mutual respect, gender sensitivity, and awareness of legal safeguards and grievance redressal mechanisms available on campus. The session was presided over by Dr. T. S. Subashini, Presiding Officer, ICC, who outlined the role of the ICC under the POSH Act, 2013. Chief Guest Ms. Varsha Chandrasekhar, Advocate, Madras High Court, delivered an informative address on consent, personal boundaries, responsible conduct, and reporting procedures. An interactive session followed, and the programme concluded with a vote of thanks by Dr. K. Padmanabhan.



Program II: Awareness Programme
on Prevention of Sexual Harassment
for first-year Engineering students on
16 February 2026



அண்ணாமலைப் பல்கலை.யில் பாலியல் தொல்லை தடுப்பு கருத்தரங்கு

சிதம்பரம், பிப்.22: சிதம்பரம் அண்ணாமலைப் பல்கலைக்கழகத்தின் உள்புகார் குழு சார்பில், பொறியியல் புல முதலாம் ஆண்டு மாணவர்களுக்கு 'பாலியல் தொல்லைத் தடுப்பு' குறித்த விழிப்புணர்வுக் கருத்தரங்கம் அண்மையில் நடத்தப்பட்டது.

இதில், சென்னை உயர்நீதிமன்ற வழக்குரைஞர் வர்ஷா சந்திரசேகர் சிறப்பு விருந்தினராக கலந்துகொண்டு உரையாற்றினார் (படம்).

நிகழ்ச்சிக்கு உள்புகார் குழு தலைமை அதிகாரி டி.எஸ்.சுபாஷினி தலைமை வகித்து பேசுகையில், 2013-ஆம் ஆண்டு கொண்டு வரப்பட்ட பணியிடங்களில் பெண்கள் மீதான பாலியல் தொல்லை (தடுப்பு, தடை மற்றும் நிவாரணம்) சட்டப்படி அமைக்கப்பட்டுள்ள உள்புகார் குழுவின் பங்கு மற்றும் பொறுப்புக்களை விளக்கினார்.

சிறப்பு விருந்தினர் வர்ஷா சந்திரசேகர் பேசுகையில், பாலியல் தொல்லை தடுப்பு சட்ட அம்சங்கள், புகார் அளிக்கும் அவசியம் உள்ளிட்டவை குறித்து விளக்கினார். மாணவர்களுடன் கலந்துரையாடல் அமர்வும் நடைபெற்றது.



பேராசிரியர் கே.பத்மநாபன் நன்றி கூறினார். நிகழ்ச்சி ஏற்பாடுகளை என்.சிவராமன் செய்திருந்தார்.

Sexual harassment awareness held at Annamalai University

Chidambaram, Feb. 21:

Highlighting the importance of a safe and respectful academic environment, the Internal Complaints Committee (ICC) of Annamalai University conducted an awareness programme on the prevention of sexual harassment for first-year Engineering students on Feb 16.

The programme sought to sensitise students to the need for maintaining dignity, mutual respect and gender sensitivity on campus, while also creating awareness about legal safeguards and grievance redressal mechanisms available to them.

Madras High Court advocate Varsha Chandrasekhar, who was



the chief guest, elaborated on the legal aspects of sexual harassment, stressing the significance of consent, personal boundaries and responsible conduct. She urged students to report incidents of misconduct without fear and assured them of

confidentiality in the complaint process.

T.S. Subashini, Presiding Officer of the ICC, outlined the roles and responsibilities of the Committee constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and emphasised the need to create a safe and inclusive academic space for all.

An interactive session followed, during which students clarified their doubts regarding complaint procedures and safeguards. K. Padmanabhan, Member, ICC, also participated in the event.