

Internal Complaints Committee (ICC)
of
College of Veterinary and Animal Sciences, Pookode (CVAS Pookode)

Act and Regulation based on which ICC is framed:

1. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (**PoSH Act, 2013**)
2. University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015

Objectives of PoSH Act, 2013 and Regulation 2015:

The Act recognizes the right of every woman to a safe and secure workplace environment irrespective of her age or employment/work status. Hence, the right of all women working or Visiting any workplace whether in the capacity of regular, temporary, adhoc, or daily wages basis is protected under the Act.

Objective or purpose of the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015 is to prevent, prohibit and redress any kind of sexual harassment that takes place in higher educational institutions on women employees or students.

What is sexual harassment at the workplace?

- (i) “An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely; -
1. Any unwelcome physical, verbal or non-verbal conduct of a sexual nature
 2. Demand or request for sexual favours
 3. Making sexually coloured remarks
 4. Physical contact and advances
 5. Showing pornography
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - (b) implied or explicit threat of detrimental treatment in the conduct of work;
 - (c) implied or explicit threat about the present or future status of the person concerned;
 - (d) creating an intimidating offensive or hostile learning environment;

(e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned

Functions of ICC

The Internal Complaint Committee (ICC) of the CVAS Pookode addresses the issues of sexual harassment on the women employees and students of this institute upon receiving a complaint.

1. Receive complaints on sexual harassment at the workplace from an aggrieved woman.
2. Inquire into the complaint received.
3. Make recommendations to the employer on the action required pursuant to its inquiry of such complaint made.

Who all can complain?

1. Any aggrieved woman (means in relation to work place a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent) is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident. "Work place" means "campus" i.e. the location of a Higher Educational Institution.
2. Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

Where to lodge a complaint?

Complaints can be filed to the Head of Institution (Dean, CVAS Pookode) or to the Presiding officer, Internal complaints Committee (ICC) (e-mail ID: iccvetpkt@kvasu.ac.in)

Roles in Administration	Name	Designation and Address	e-mail ID
Presiding Officer	Dr. Rajani C.V.	Associate Professor Department of Veterinary Anatomy, College of Veterinary and Animal Sciences, Pookode	rajani@kvasu.ac.in
Member	Dr. Ajith Kumar. K. G	Associate Professor Department of Veterinary Parasitology, College of Veterinary and Animal Sciences, Pookode	ajithkg@kvasu.ac.in
Member	Dr. Janus. A.	Assistant Professor Department of Veterinary Epidemiology and Preventive Medicine, College of Veterinary and Animal Sciences, Pookode	janusa@kvasu.ac.in
Member	Smt. Reshma P.S.	Section Officer, College of Veterinary and Animal Sciences, Pookode	reshmapsudhakar@gmail.com
Member	Smt. Divya. K. N.	Assistant Section Officer,	divyaknrejeesh@gmail.com

		College of Veterinary and Animal Sciences, Pookode	
Member	Dr. Meganath. K.V.	PhD Scholar, Department of Animal Genetics & Breeding, College of Veterinary and Animal Sciences, Pookode	meganathvet@gmail.com
Member	Dr. Fathima Suhra. Y. P	PG Scholar, Department of Animal Reproduction, Gynaecology and Obstetrics, College of Veterinary and Animal Sciences, Pookode	rahmathullayp@gmail.com
Member	Miss. Bismi K A	UG student, 2021 admission, College of Veterinary and Animal Sciences, Pookode	bismimkafir2001@gmail.com
External Member	Adv. Reny Anto	External Member of ICC, Chumapunakkal Building, North Kalpetta, Wayanad	reny.anto555@gmail.com