



# SREE NARAYANA COLLEGE

SIVAGIRI, VARKALA

Estd : 1964

MANAGED BY THE SREE NARAYANA TRUSTS, KOLLAM

AFFILIATED TO THE UNIVERSITY OF KERALA, RE-ACCREDITED BY NAAC WITH B++ GRADE (CGPA 2.84)



**Dr. VINOD C SUGATHAN** M.A, B.Ed, Ph.D, LLB, MBA, PGDCJ

*Principal in Charge*

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Ref: PL/122/2023

Date: 06/07/2023

## Appointment Order

I am pleased to nominate the following faculty members as co-ordinator and members of "Internal Complaints Committee" for the academic year 2023-2024. The incumbents are requested to accept the nominations and assume charge with immediate effect.

### Internal Complaints Committee

Office of the Cell 2023-2024

Co-ordinator : Dr.Babitha.G.S (Department of Zoology)

Members : Dr.Hima.R (Department of Botany)

Dr.Henalal.S (Department of Malayalam)

Ms.Shobha (Office Staff)

Ms.Sheela (Office Staff)

Adv.Joy Bhaskar (Lawyer)

Ms.Varsha Jayaram I Sem Zoology (Student representative)

Ms. Sandra.S Vth Sem Geology (Student representative)

Malavika.S.L III Sem BA Economics (Student representative)

PRINCIPAL

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**Sree Narayana College, Sivagiri, Varkala**  
**Internal Complaints Committee Report 2023-2024**

In compliance with the Supreme Court Judgment and the 1997 guidelines aimed at ensuring the effective enforcement of fundamental human rights related to gender equality and protection against sexual harassment and abuse, particularly in workplace settings, the University Grants Commission (UGC) has consistently issued circulars since 1998 to all universities. These circulars advise the establishment of a permanent cell and committee and the development of guidelines to address sexual harassment, violence against women, and ragging within universities and Colleges. Aligned with these directives, Sree Narayana College, Sivagiri, Varkala, has established an Internal Complaints Committee specifically tasked with addressing issues related to sexual harassment.

Co-ordinator : Dr.Babitha GS (Department of Zoology)

Members

Dr. Hima. R (Department of Botany)

Dr. Henalal. S (Department of Malayalam)

Ms. Sheela. D (Office Staff)

Ms. Shobha (Office Staff)

Adv. Joy Bhaskar (Lawyer)

Varsha (I Sem Zoology)

Sandra S (IV Sem Geology)

Malavika (III Sem Economics)

At the commencement of the 2023-2024 academic year, the Internal Complaints Committee was established with the primary goal of developing a lasting mechanism to prevent, prohibit, and address instances of sexual harassment and discrimination. And to provide a confidential and supportive mechanism for reporting and addressing complaints.

Internal complaint committee meeting held on 6/7/2023 has decided to encourage various clubs to organize awareness programs to women empowerment against harassment and gender inequality.

At the end of the academic year the committee evaluated the activities and probably no complaints were registered before the committee during this academic year.



  
Principal  
Sree Narayana College  
Sivagiri, Varkala