



Anti-Sexual Harassment Cell/Internal Complaints Committee (ICC)

Objectives

- To prevent any act of physical, verbal or nonverbal sexual nature.
- To create awareness regarding the legal and ethical questions around sexual harassment.
- To ensure knowledge and awareness of the gender rights, entitlements and responsibilities as citizens.
- To act against all gender based violence perpetrated against employees and students of all genders.

Functioning

The ICC organizes training programmes and workshops for teaching and non-teaching faculty and students on measures for ensuring the safety of women and programmes for gender sensitization on the campus. This is done in association with the Women's Cell though the latter remains autonomous of the functioning of the ICC. Committing itself to a zero tolerance policy towards sexual harassment, the ICC makes all sections of the institutional community aware of the information on the mechanism for redressal of complaints pertaining to sexual harassment. The ICC is committed to moving proactively to curb all forms of harassment of employees and students whether it is from those within the campus or from elements outside of the geographical limits of the college. The ICC is granted responsible freedom to bring those guilty of sexual harassment against employees and students to initiate all proceedings as required by law

Constitution

- Principal
- Vice Principal
- Staff Representative
- Staff Representative
- Staff Representative



Little Flower Institute of Social Sciences And Health (LISSAH)

Affiliated to the University of Calicut

📍 Kaithapoyil P.O., Kozhikode,
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(Dir) 2232164, +91 9400 39 55 00

Anti-Sexual Harassment Committee Policy Guidelines for Internal Complaints Committee for Prohibition and Redressal of Sexual Harassment of Students (and women staff) in LISSAH College (2024-25)

The college is committed to nurture an environment of work and study free of sexual harassment, intimidation, or exploitation. All members of the institute are subject to these guidelines and any violation of any of the guidelines and any report against sexual harassment should be addressed with sincere and prompt actions. The mode of action to be taken against the convicted would be determined by the nature and gravity of the complaint. The college would strictly maintain the confidentiality and privacy of the individuals reporting or accused of sexual harassment of the extent reasonably possible.

Objective

- i. Prevention of discrimination and sexual harassment through ensuring an environment of gender equality among students and employees.
- ii. To lay down the procedures for the prohibition, resolution, settlement and prosecution of acts and discrimination and sexual harassment by the students and employees.
- iii. To deal strictly with the acts of discrimination and sexual harassment against the students or employees with stipulated time to ensure support services to those ones who lodge complaint against abuse or harassment of any kind.
- iv. To recommend and implement strict punitive action against the alleged person if allegation is supported by sufficient evidence or witness.

Committee Members

1. Dr Benny Joseph
2. Fr Niju Thomas
3. Fr Joseph K J
4. Ms Jina Thomas
5. Dr Shiju Ealias



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Complaints and Redressal Procedures

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Dr. Benny Joseph
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Minutes of the Anti-Sexual Harassment Committee Meeting

Date: 25-06-2024

Time: 3.30 pm

Venue: Principal's Room

Agenda

1. Formation of the committee for the academic year 2024-25.
2. Student awareness regarding the Anti-Sexual Harassment Committee of the college.
3. Inclusion of anti-sexual harassment policies in the induction program.

Decisions

1. The committee members for the academic year 2024-25 were finalized as follows:
 - Dr. Benny Joseph
 - Fr. Niju Thomas
 - Fr. Joseph K. J.
 - Ms. Jina Thomas
 - Mr. Shiju Elias
2. The committee emphasized the importance of increasing awareness among students, faculty, and staff about the existence, role, and functioning of the Anti-Sexual Harassment Committee.
3. It was decided to place posters and banners at strategic locations across the campus to inform the college community about the committee's presence and the mechanisms available for reporting grievances related to sexual harassment.
4. The committee resolved to include a detailed introduction to the college's anti-sexual harassment and anti-ragging policies as part of the induction program for new students.

The meeting adjourned at 4.30 pm and following members were present

- Dr. Benny Joseph
- Fr. Niju Thomas
- Fr. Joseph K. J.
- Ms. Jina Thomas
- Mr. Shiju Elias




Dr. Benny Joseph
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Anti-Sexual Harassment Committee Policy

Guidelines for Internal Complaints Committee for Prohibition and Redressal of Sexual Harassment of and Students (and women staff) in LISSAH College (2023-24)

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Committee Members

1. Dr Benny Joseph
2. Fr Niju Thomas
3. Dr Vincy Abraham
4. Ms Jina Thomas
5. Mr Sumesh Babu T P





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Dr. Benny Joseph
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Anti-Sexual Harassment Committee Annual Report 2023-24

The Anti-Sexual Harassment Committee at LISSAH College is committed to nurturing a secure and inclusive atmosphere for everyone within the college community. Over the 2023-24 academic year, the committee has been proactive in its efforts to promote this goal and effectively handle any incidents of sexual harassment that may have occurred.

- The committee held its meeting on the 21st of July 2023. During this meeting, it was decided to continue the service of previous years' committee members, acknowledging their experience and dedication to the cause.
- One of the primary objectives of the committee for the year was to enhance awareness among students, faculty, and staff regarding the existence and role of the Ant-Sexual Harassment Committee. To achieve this, placed posters and banners across the campus to inform individuals about the committee's presence and the avenues available for reporting any grievances.
- During the Induction programme, informed the students, both newcomers as well as seniors, regarding the college policies regarding Anti-Ragging and anti-sexual harassments and made them aware of the support mechanisms in place.

Throughout the academic year, the committee remained accessible to address any grievances or concerns related to sexual harassment. Through awareness initiatives and other proactive efforts, the committee successfully upheld the dignity and rights of all members of the college community. Notably, no cases of sexual harassment were reported to the committee, underscoring the effectiveness of our preventive measures and support mechanisms.



The minutes of the Anti-Sexual Harassment
Committee Meeting held on 21-7-2023

Date : 21/7/2023

Time : 03.00 pm

Venue : Principal's Room.

Agenda

1. Selecting Members to the Committee
2. Advise Students about Anti-Sexual Harassment Committee of the college
3. Induction programme

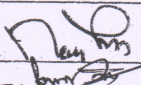
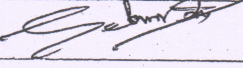
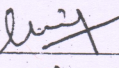


Proceedings and Decisions:

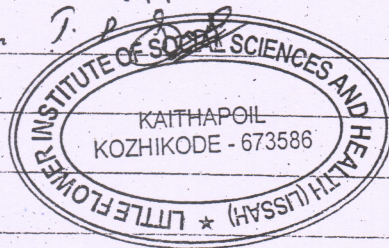
1. After deliberation, it was unanimously agreed to continue the service of previous year's committee members.
2. The committee highlighted the importance of enhancing awareness among students, faculty, and staff regarding the existence and role of the Anti-Sexual Harassment Committee.
3. It was decided to place posters and banners across the campus to inform individuals about

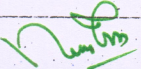
the committee's presence and the avenues available for reporting any grievances related to sexual harassment.

4. The committee discussed the significance of incorporating information about college policies regarding Anti-Ragging and Anti-Sexual Harassment during the induction programme.
5. It was agreed to actively engage newcomers during the programme to ensure widespread awareness and understanding of the support mechanisms in place.

After thorough discussion and decisions made the meeting adjourned at 4:00 pm and the members present are:

1. Dr. Benny Joseph 
2. Pa. Sebin CP 
3. Dr. Viney Abraham 
4. Mrs. Sine Thomas 
5. Mr. Jamesh Babu T. 




Dr. Benny Joseph
Principal
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Guidelines for Internal Complaints Committee for Prohibition and Redressal of Sexual Harassment of Students (and women staff) in LISSAH COLLEGE (2022-23)

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Committee Members

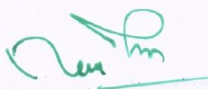
1. Dr Benny Joseph
2. Fr Niju Thomas
3. Dr Vincy Abraham
4. Ms Jina Thomas
5. Mr Sumesh Babu T P

Complaints and Redressal Procedures

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remembered that as per the Guideline of honourable Supreme Court of India a case of sexual harassment is to be defined as unwelcome and condemnable sexually determined behaviour and strict disciplinary actions with zero tolerance would be taken against the accused based on the validity of evidence and/or witness.

In the Academic Year 2022-23 committee convened two meetings and no complaints were received during this period.


Dr. Benny Joseph
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The Minutes of the Anti-Sexual
harassment Committee held on 17/08/2022

Date - 17/08/2022

Time - 11:45 am

Venue - Seminar Hall

AGENDA

1. Awareness sessions on gender sensitization and Sexual Assaults
2. Placement of Banners, posters and Notices defining Sexual harassment in prominent places in the campus
3. Webinars on cyber security
4. Netiquette on Social media

DECISIONS

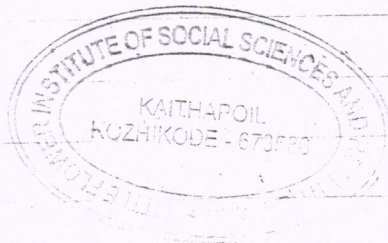
1. The Committee agreed to conduct more sessions on gender sensitization and Sexual assaults.
2. It was decided that the Committee will take measures to place banners, posters, and notices defining sexual

Arrangement at prominent locations throughout the College Campus.

3. It was decided to organize webinar on 'Cyber Security'. This initiative aims to sensitize students to the potential misuse of social media platforms.
4. The committee decided to instruct the students to adhere to netiquette guidelines while using social media.

The meeting came to an end at 12:30 pm and the following members were present;

1. Dr. Benny Joseph
2. Mr. Nisu Thomas
3. Dr. Vinay Abraham
4. Ms. Jina Thomas
5. Mr. Suresh Babu.




Dr. Benny Joseph
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The Minutes of the meeting of
Anti-Sexual harassment Committee held on
15-03-2023

Date : 15/03/2023

Time : 3.30 pm

Venue : Principals Room.

AGENDA

1. Review of incidents of Sexual harassment if any
2. Familiarise students with the procedure of reporting sexual harassment
3. Placing banners and posters.

DECISIONS

1. The Committee unanimously agreed that no cases were reported during the last academic year
2. Decided to Conduct department awareness and orientation classes to make students more acquainted with the procedure of reporting

Dr. Benny Joseph
Principal

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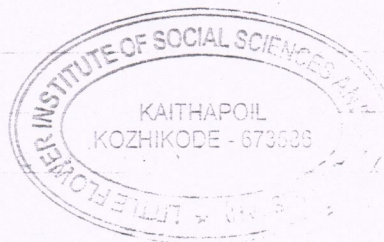
Sexual Harassment Cases

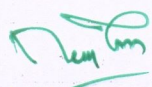
2. The committee entrusted Dr. Sebin C.P., the Bursar of the College to place more banners, posters and notices on anti-sexual harassment policies in different locations of the College campus.

The meeting was ended at 4.30pm

The members present are:

1. Dr. Benny Joseph
2. Dr. Sebin C.P.
3. Dr. Vinay Abraham
4. Mr. Suresh Beba
5. Mr. Jina Thomas




Dr. Benny Joseph
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Committee Members

1. Dr. Benny Joseph (Principal and Convener)
2. Fr. Niju Thalachira
3. Dr. Vincy Abraham
4. Ms. Merin Peter
5. Ms. Vijayalakshmi Dash

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In the session 2021-22 the institution were partially closed due to pandemic and the committee met twice to analyze the situation. No complaints were received during this period.


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ANTI-SEXUAL HARASSMENT COMMITTEE

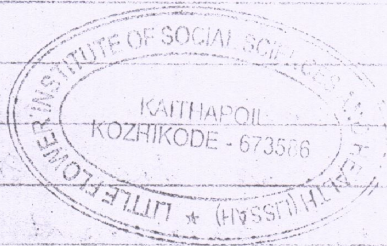
2021 - 22

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Due to the inconvenience to convene an offline meeting, because of Covid 19 the principal nominated the following members to the anti-sexual harassment committee of 2021-22, on 15-06-2021

Committee Members;

1. Dr. Benny Joseph (Principal & Convenor)
2. Fr. Nisu Thomas (Theologian)
3. Dr. Vinay Abraham (Physician)
4. Ms. Merin Peter (Nurse)
5. Ms. Vijayalakshmi Dash (Nurse)



Benny Joseph

Dr. Benny Joseph

Principal

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The minutes of the meeting of anti-sexual harassment Committee on 26-08-2021

Date : 26-08-2021

Time : 2:30 pm

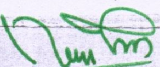
Venue : Seminar Hall

AGENDA

1. Steps taken by the Committee to prevent sexual assault in the Campus
2. Awareness programmes for the students

DECISIONS

- 1) Since classes were started again in the Campus, the Committee decided to fix anti harassment boards at different locations in the Campus.
- 2) Decided to conduct awareness classes for students departmentwise highlighting the rules and regulations.


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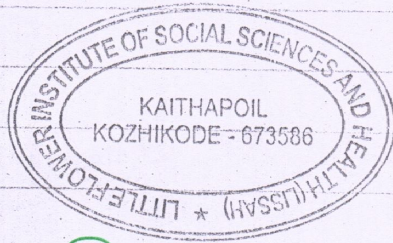
regarding sexual harassment.

3) The committee instructed the teacher and department to monitor the students during lunch time and interval time.

The meeting ended at 3.45 PM

Members present:

- 1) Dr. Benny Joseph *Benny*
- 2) Fr. Niran Thomas *Thomas*
- 3) Dr. Vinay Abraham *Vinay*
- 4) Ms. Maria Peter *Maria*
- 5) Ms. Visayalathsmi Dash, *Dash, Dash*



Benny
Dr. Benny Joseph
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3. Dr. Vincy Abraham
4. Ms. Ragi P
5. Ms. Cissa M George

Complaints and Redressal Procedures

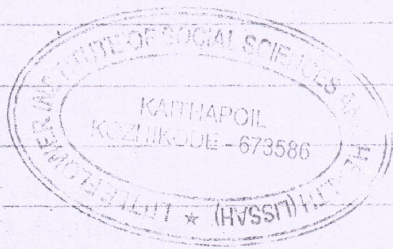
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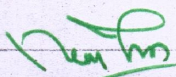
In the session 20-21, the college was closed due to pandemic and no cases were reported against sexual harassment


Dr. Benny Joseph
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In the Academic year 2020-21
the college was closed due to
pandemic and classes were online.
No cases were reported against
sexual harassment.




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Guidelines for Internal Complaints Committee for Prohibition and Redressal of Sexual Harassment of Students (and women staff) in LISSAH COLLEGE (2019-20)

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Committee Members

1. Mr. Varughese Mathew (Principal and Convener)
2. Fr. Niju Thalachira
3. Ms. Jina Thomas
4. Ms. Biji K T
5. Ms. Nimisha George

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In the session 2019 -20, no cases were reported against sexual harassment and the committee convened three meetings.


Dr. Benny Joseph
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MINUTES OF THE ANTI-SEXUAL HARASSMENT COMMITTEE

_____ X _____ X _____

Date : 20-08-2019

Time : 3.30 pm

Venue : Principal's chamber

AGENDA

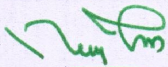
- 1) Formation of Anti Sexual Harassment Committee for the academic year 2019-20.

The meeting started at 3.30 pm in principal's chamber. The principal addressed the gathering by saying the aim of anti-Sexual harassment Committee and the duties entrusted on the Committee as per the guidelines of UGC Government and the Supreme Court.

In this meeting the principal nominated the following members to the anti-sexual harassment Committee.

The members are the following;

- 1) Mr. Varghese Mathew (Principal & Convenor)
- 2) Dr. Nidu Thalachura


Dr. Benny Joseph
Principal
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3. MS. Jina Thomas

4. MS. Biji KT

5. MS. Nivisha George

The meeting came to an end

4:30 pm.

The members present

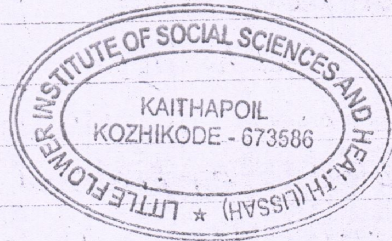
1) Mr. Varghese Mathew

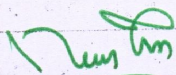
2) Mr. Nishu Thomas

3) MS. Jina Thomas

4) MS. Biji KT

5) MS. Nivisha George




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The minutes of the Int-~~ragging~~^{Sexual} Harassment
Committee held on 16-08-2019

Date : 16-08-2019

Time : 11:30 am

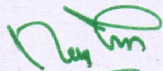
Venue : Principals chamber,

AGENDA

1. Precautions to be taken for a
Conducive Campus environment
2. Department wise awareness regarding
gender equality and also prevent sexual
assaults.

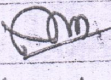
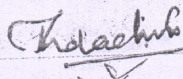


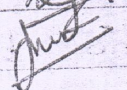
DECISIONS

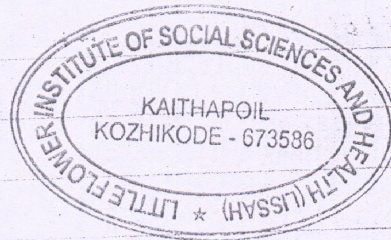
- 1) Assign duties to all teachers and HOD's
to ensure safe and conducive environment
for education.
- 2) Take precautionary measures with
the help of police and other civil
authorities.
- 3) To arrange seminars and classes
spreading awareness on these matters.

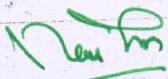

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The meeting was concluded at 12.30 am. The following members were present;

- 1) Mr. Vamsihare Mathew 
- 2) Mr. Nisu Thomas 
- 3) Ms. Jina Thomas 
- 4) Ms. Biji KT 
- 5) Ms. Nimisha George 




Dr. Benny Joseph
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The minutes of the meeting of
Anti-sexual Harassment Committee held on
14-01-2020

_____ X _____ X _____ X

Date : 14-01-2020

Time : 2.30 pm


Venue : Manager's Room.

AGENDA

- 1) Action taken report of the previous meeting
- 2) Anti-sexual harassment Committee Initiatives

DECISIONS

- 1) Department conducted awareness programmes for students about the new laws and regulations against sexual assault
- 2) The Committee appreciated the efforts taken by the college authorities for sparing time during the induction programme to educate about anti-sexual harassment and gender equality
- 3) Decided to fix anti-sexual harassment



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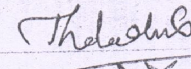

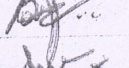
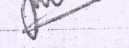


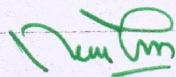
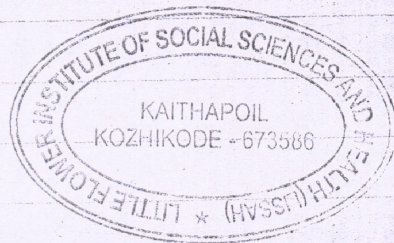
boards at different locations in
Campus

4) Decided to display anti-sexual
rules and regulation in College calendar
and website

The meeting ended at 3:45 pm.

The following members were present,

- 1) Mr. Varughese Mathew 
- 2) Fr. Nisu Thomas 
- 3) Ms. Jina Thomas 
- 4) Ms. Biji KT 
- 5) Ms. Nimisha George 



Dr. Benny Joseph
Principal

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The Minutes of the meeting of
Anti-sexual harassment Committee held
on 12-03-2020

Date: 12-03-2020

Time : 10.30 am

Venue : Principal's room

AGENDA

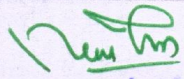
- 1) Anti-sexual harassment Committee for
the academic year 2020-21

The meeting started at 10.30 am.

The principal-in-charge appreciated the
efforts taken by the anti-sexual
harassment Committee of 2019-20 for
their sincere efforts to prevent sexual
assaults in the campus.

The principal nominated the
following members as the new Committee
for the year 2020-21

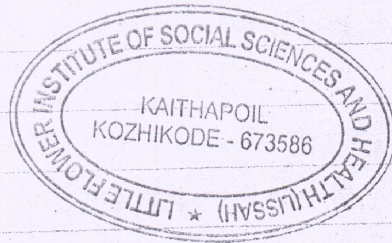
1. Fr. Nissa Thomas
2. Dr. Vinay Abraham
3. Ms. Rashi P
4. Mrs. Cissa M George.

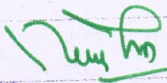

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LITTLE FLOWER INSTITUTE OF
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The meeting came to an end
11:15 am. The members present were

1. Fr. Nisu Thomas Thalachi
2. Dr. Vinay Abraham Dr
3. MS. Rephi 'p' Dr
4. MS. CISSA M. George Miss




Dr. Benny Joseph
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Little Flower Institute of Social Sciences And Health (LISSAH)

Affiliated to the University of Calicut

📍 Kaithapoyil P.O., Kozhikode, Kerala, India- 673 586

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Guidelines for Internal Complaints Committee for Prohibition and Redressal of Sexual Harassment of Students (and women staff) in LISSAH College (2018-19)

The college is committed to nurture an environment of work and study free of sexual harassment, intimidation, or exploitation. All members of the institute are subject to these guidelines and any violation of any of the guidelines and any report against sexual harassment should be addressed with sincere and prompt actions. The mode of action to be taken against the convicted would be determined by the nature and gravity of the complaint. The college would strictly maintain the confidentiality and privacy of the individuals reporting or accused of sexual harassment of the extent reasonably possible.

Objective

- i. Prevention of discrimination and sexual harassment through ensuring an environment of gender equality among students and employees.
- ii. To lay down the procedures for the prohibition, resolution, settlement and prosecution of acts and discrimination and sexual harassment by the students and employees.
- iii. To deal strictly with the acts of discrimination and sexual harassment against the students or employees with stipulated time to ensure support services to those ones who lodge complaint against abuse or harassment of any kind.
- iv. To recommend and implement strict punitive action against the alleged person if allegation is supported by sufficient evidence or witness.

Committee Members

1. Dr Benny Joseph
2. Fr Niju Thomas
3. Dr Vincy Abraham
4. Ms Jina Thomas
5. Mr Sumesh Babu T P

Complaints and Redressal Procedures

The Committee deals with issues relating to sexual harassment of students, staff, or faculty at the College. Any victim or third party may file a written complaint on discrimination or sexual harassment which should be addressed by the Convener of the committee. This should be remembered that as per the Guideline of honourable Supreme Court of India a case of sexual harassment is to be defined as unwelcome and condemnable sexually determined behaviour and strict disciplinary actions with zero tolerance would be taken against the accused based on the validity of evidence and/or witness.

During the Academic Year 2018-19 committee convened two meetings and no complaints were received regarding sexual harassment of any students (and female staff).

Dr. Benny Joseph
Principal
LITTLE FLOWER INSTITUTE OF
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The minutes of the meeting of
Anti-Sexual Harassment Committee held on
21-01-2019

Date : 21-01-2019

Time : 3.30 pm

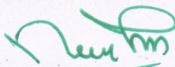
Venue : Principals chamber

AGENDA

1. Steps to be implemented to promote a healthy atmosphere in the campus without any gender disparities
2. Conduct awareness sessions and seminars on gender equality.

DECISIONS

1. It was decided to entrust a faculty from each department to make sure a healthy and sexual harassment free campus
2. Decided to meet and seek help from government departments for improving the conditions.
3. Decided to Organize more seminars and webinars on related issues.


Dr. Benny Joseph
Principal
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The meeting came to an end
at 3:45 pm. The members present
are;

1. prof. Varghese Mathew *VM*
2. Fr. Nisu Thomas *NT*
3. M. Biji K.T. *BK*
4. Ms. Jina Thomas *JT*
5. Ms. Nimsha George *NG*

NT
Dr. Benny Joseph
Principal
LITTLE FLOWER INSTITUTE OF
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Minutes of Anti-Sexual harassment Committee
held on 17-08-2018

Date - 17-08-2018

Time - 10:30 am

Venue - Seminar Hall

AGENDA

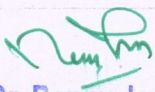
- 1) Formation of Anti-Sexual harassment
Committee for the Academic year 2018-19

The meeting was commenced at 10:30 am in the Seminar Hall. The principal addressed the gathering and exhorted about the need for this Committee. He also emphasized that the college is bound to follow the rules and regulations of UGC, regarding anti-sexual harassment.

He nominated the following members to the anti-sexual harassment Committee for the year 2018-19

The members are the following;

1. Fr. Nisu Thomas
2. Ms. Jina Thomas


Dr. Benny Joseph
Principal
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3. MS. Biji K.T

4. MS. Nimisha George

The meeting was concluded at 11:45 am. The following members were present in the meeting;

1. Pro. Varghese Mathew *Pro*

2. Fr. Niju Thomas *Theloh*

3. MS. Jina Thomas *JT*

4. MS. Nimisha George *Nimisha*

5. MS. Biji K.T *Biji*

Benny
Dr. Benny Joseph
Principal
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