



SRI DURUGOJI GOPALA RAO EDUCATIONAL AND CHARITABLE TRUST (R)

Vidyadayini College of Education,

ವಿದ್ಯಾದಾಯಿನಿ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ

J Division, Assessment No. 2206/1, 2106/1, 2206/1,

K.R.Nagar, Harihar-577601, Dist : Davangere State : Karnataka.

Phone: 8884486912 , 9480751670

Mob: 9448115118

Email: chairman_vidyadayini@rediffmail.com

Web site: www.vidyadayinicoe.org

INTERNAL COMPLAINTS COMMITTEE

Vidyadayini College of Education K. R Nagar, Harihar is a co-educational institution that upholds the principle of equal opportunity, dignity, and respect for all. While we strive to maintain a congenial and inclusive academic and professional environment, we also recognize the importance of having a formal redressal mechanism in place to address issues related to sexual harassment. VCOE follows a **Zero Tolerance Policy** towards sexual harassment in any form. VCOE has constituted an **Internal Complaints Committee (ICC)** in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and as per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations , 2015.

The ICC ensures that any complaint involving unwelcome behaviour – such as physical contact or advances, demands for sexual favours, sexually coloured remarks, or any other verbal, non-verbal, or physical conduct of a sexual nature – is taken seriously and addressed promptly, fairly, and confidentially.

OBJECTIVES OF THE ICC

- **To prevent** sexual harassment in the college by promoting awareness and sensitivity among students, faculty, and staff.
- **To ensure a safe and dignified workplace** and learning space that respects the rights of all, regardless of gender.
- **To provide a fair, confidential, and accessible mechanism** for redressal of complaints related to sexual harassment.
- **To uphold the principles of gender equality and justice** through impartial inquiry and timely resolution of grievances.
- **To organize awareness and sensitization programmes** on issues related to gender, sexual harassment, and women's rights.



SRI DURUGOJI GOPALA RAO EDUCATIONAL AND CHARITABLE TRUST (R)

Vidyadayini College of Education,

ವಿದ್ಯಾದಾಯಿನಿ ಶಿಕ್ಷಣ ಮಹಾವಿದ್ಯಾಲಯ

J Division, Assessment No. 2206/1, 2106/1, 2206/1,
K.R.Nagar,Harihar-577601, Dist : Davangere State : Karnataka.

Phone: 8884486912 , 9480751670

Mob: 9448115118

Email: chairman_vidyadayini@rediffmail.com

Web site: www.vidyadayinicoe.org

WHO CAN APPROACH THE ICC

Any **aggrieved woman** who experiences sexual harassment in the college or during any college-related activity can file a complaint with ICC. This includes:

- Women who are **employees** of the institution. (Teaching and Non-Teaching)
- **Students** enrolled at the college.
- **Visitors** to the college campus.

ICC COMMITTEE

Sl No	Name	Designation	Position
1	Dr. Lingaraj G. Pujar	Assistant Professor	Presiding Officer
2	Dr. Ananda B. Chittaragi	Assistant Professor	Member
3	Dr. Rameeja B.	Assistant Professor	Member
4	Ramesh Naik P.S.	Assistant Professor	Member
5	Siddappa. B	Senior Clerk	Member, Non-Teaching Staff
6	Robert	Junior Clerk	Member, Non-Teaching Staff
7	Shantha R Bhat	External Member	NGO Member
8	Harish Talwar	Student	Student Member
9	Nischitha S A	Student	Student Member