

GRIEVANCE REDRESSAL MECHANISM - AS PER AICTE REGULATIONS

Every Technical Institution (TI) shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC is a 9-member committee with the composition as laid down in Clause 4 of AICTE Order vide The Gazette of India: Extraordinary [Part III—Sec. 4].

POLICY- KMEA

The policy of *Gender Equality* at KMEA Engineering College reflects a commitment to creating a safe and respectful environment for everyone on campus. By fostering a harassment-free campus, the institution ensures that women feel secure and valued as they pursue their academic and professional goals. This respectful environment acknowledges the multifaceted roles women play, not only as students and professionals but also within their families and society. The emphasis on recognizing and supporting women's contributions reflects a progressive approach to gender equity, creating a supportive space for women to thrive in all their roles.

The college has constituted an ICC as per AICTE regulations. The committee for the year 2024-25 has been reconstituted on 10.06.2024 and publicised via circular No.D/408/KMEA/2024.

Members of ICC 2024-'25

NAME	DESIGNATION & DEPARTMENT	EMAIL ID
Dr. Reena Sebastian, Chairperson	Dean - Staff & Student Affairs	hodee@kmeacollege.ac.in
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If you encounter any woman who has experienced abuse, feels threatened, or requires assistance, it is our responsibility to offer support and report the issue. Please contact an IC Committee member directly, either via their personal contact information or by emailing **icc@kmeacollege.ac.in**.

Violence Against Women and Girls (VAWG) is one of the most pervasive and serious human rights abuses worldwide, as noted in UN reports. It often goes unreported due to impunity, stigma, and shame, which further isolate those affected. By providing a safe and supportive response, we can help to dismantle these barriers and ensure a secure environment where every woman feels respected and protected.

Responsibilities of Internal Complaints Committee (ICC), The Process for making Complaint and conducting Inquiry, Interim Redressal, Punishment and compensation, Action against frivolous complaint, Consequences of non-compliance are all laid down in Clauses 5 -12 of AICTE Order vide The Gazette of India: Extraordinary [Part III—Sec. 4]. (Refer attachment)

WOMENS FORUM OF KMEA

Clause 3.2 (14) of AICTE Order vide The Gazette of India: Extraordinary [Part III—Sec. 4] encourages the functioning of “Womens Forum (WF)” in colleges. WFs shall be revived periodically and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti-sexual harassment committees and ICCs. At the same time, they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti- sexual harassment policies on campuses on a regular basis.”

Accordingly, KMEA Engineering College has constituted a Women Forum (WF), the committee consisting of a female faculty from each Department, coordinated by the Chairperson, who is also the Presiding Officer of the ICC. The WF of KMEA for year 2024-'25 is attached. For suggestions, reach WF at **womensforum@kmeacollege.ac.in**