



NEHRU INSTITUTE OF ENGINEERING AND TECHNOLOGY

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Nehru Gardens, Thirumalayampalayam, Coimbatore – 641 105.



C.7.1.1. GENDER EQUITY - ANNUAL GENDER SENSITIZATION ACTION PLAN

7.1.1.1.ANNUAL GENDER SENSITIZATION PROGRAM

(GENDER EQUITY CELL)

PRINCIPAL
Nehru Institute of Engg. & Technology
T.M. Palayam, Coimbatore - 641 105.

Vision: To mould the youngsters to acquire sound knowledge in technical and scientific fields to face the future challenges by continuous upgradation of all resources and processes for the benefit of humanity as envisaged by our great leader Pandit Jawaharlal Nehru.

Mission: To built a strong centre of learning and research in Engineering and Technology
To facilitate the youth to learn and imbibe discipline. culture and spirituality
To produce quality engineers. dedicated scientists and leaders.
To encourage Entrepreneurship
To face the challenging needs of the global industries



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C.7.1.1. GENDER EQUITY - ANNUAL GENDER SENSITIZATION ACTION PLAN

Index

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7.1.1.2	RELEVANT INFORMATIONS

PRINCIPAL

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7.1.1. ANNUAL GENDER SENSITIZATION PROGRAM (2022-23)



Seminar on "Observance of breast cancer month" was conducted jointly by Internal Compliance Cell, Gender Equity Cell and Women Empowerment Cell of NIET on 18.10.2022

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7.1.1. ANNUAL GENDER SENSITIZATION PROGRAM (2022-23)

The poster is for an awareness program on sexual harassment at the workplace. It features the Nehru Institute of Engineering and Technology logo at the top, followed by accreditation details. The main title is 'Internal Quality Assurance Cell (IQAC) Organizing Awareness Program on SEXUAL HARRASMENT AT WORK PLACE'. A graphic of a hand with a red ribbon is on the left. The speaker is Mr. S. Bala Murugan, BA., BL., Writer and Advocate, Human Rights Activist, Coimbatore. The date and time are 03-02-2023 at 12:00 PM. The Google Meet link is https://meet.google.com/qtk-aurq-qgf. At the bottom, four organizers are listed: Mrs. D. Tharani (AP/SCS Coordinator), Dr. R. Deepa (Head IQAC), Dr. P. Maniwaran (Principal NIET), and Dr. P. Krishnakumar (CEO & Secretary NGI).

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Internal Quality Assurance Cell (IQAC)
Organizing Awareness Program on
**SEXUAL HARRASMENT
AT WORK PLACE**

SPEAKER
Mr. S. Bala Murugan, BA., BL.,
Writer and Advocate,
Human Rights Activist,
Coimbatore

03-02-2023
12:00 PM

<https://meet.google.com/qtk-aurq-qgf>

Mrs. D. Tharani
AP/SCS
Coordinator

Dr. R. Deepa
Head
IQAC

Dr. P. Maniwaran
Principal
NIET

Dr. P. Krishnakumar
CEO & Secretary
NGI

Seminar on "Sexual Harrasment at workplace" was conducted jointly by Internal Compliance Cell, Gender Equity Cell and Women Empowerment Cell of NIET on 03.02.2023

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C.7.1.1. GENDER EQUITY - ANNUAL GENDER SENSITIZATION ACTION PLAN

7.1.2. RELEVANT INFORMATION

REPORTS OF THE EVENTS

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NBA Accredited Department: AERONAUTICAL, CSE, '1



Ref. No.: NIET/ATR/22-23

10.04.2023

ACADEMIC YEAR 2022-2023

INTERNAL COMPLIANCE COMMITTEE (ICC)

ACTION TAKEN REPORT

As per the duties assigned the ICC committee members co-ordinated and performed their roles and responsibilities.

The following events were conducted in the academic year 2022-2023

S.No	Event	Date
1.	Seminar on "Sexual Harassment at workplace"	03.02.2023
2.	Seminar on "Observance of Breast Cancer Awareness Month"	18.10.2022
3.	Women's Day celebration, Motivational talk "Nallathor Veenai"	08.03.2023

R. Deepa
Dr.R.Deepa
Chairperson, ICC
10/4/23

P. M. S. S. S.
PRINCIPAL
10/04/2023

Copy to:

1. The CEO & Secretary, NGI for kind information
2. All ICC members
3. File

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National
Digital Library
of India



Proudly Organize

Women's Day

CELEBRATION

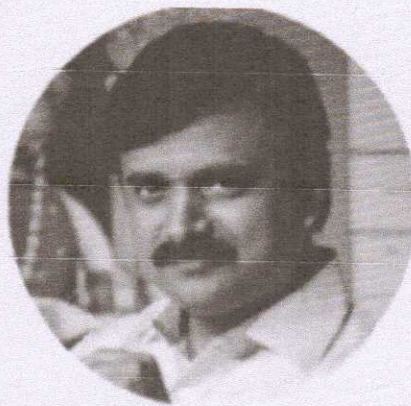
8 M A R C H

நல்லதோர் வீணை

In the presence of

Dr. P. Krishnakumar,
CEO & Secretary, NGI

CHIEF GUEST



02:00 PM

கோவை.நா.கி.பிரசாத், M.com., M.Phil., MA

ALL ARE WELCOME!!!!!!



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INTERNAL COMPLIANCE CELL (ICC), GENDER EQUITY CELL (GEC) AND WOMEN EMPOWERMENT CELL (WEC) JOINTLY ORGANIZED A SEMINAR ON "SEXUAL HARRASMENT AT WORKPLACE"







Date: 03.02.2023


Chief Guest:

Mr. S. Balamurugan, Advocate and Writer, Born in Bhavani, Erode district, He completed his law degree at Coimbatore law college. He is having more than 30 years of experience in criminal and civil cases. He is member in People union for civil liberty. Apart from his career he is an activist in human Rights. He has addressed many social issues through various social media channels He has been invited to participate in various debates on social and political issues in TV Programs. In addition he is a writer and a motivational speaker. He has written many novels, small stories etc. He has won vikatan's Award in 2007 for first generation writer. He also won Periya Swamy Turan Tamil Padaipu award 2021 for his novel Solakar Thoti. Recently he was invited as a guest in Vijay TV for the show Neeya Nana.




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Internal Quality Assurance Cell (IQAC) &
Internal Compliance Committee (ICC)
Organizes Awareness Program on
**SEXUAL HARRASMENT
AT WORK PLACE**

SPEAKER



<https://meet.google.com/qtk-aurq-qgf>

**Mr. S. Bala Murugan, BA., BL.,
Writer and Advocate,
Human Rights Activist,
Coimbatore**

03-02-2023
12:00 PM

Mrs.D.Tharani AP(SCI) Coordinator	Dr.R.Deepa Head IQAC	Dr.P.Maniarasan Principal NIET	Dr.P.Krishnakumar CEO & Secretary NGI
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REPORT- SEMINAR ON "SEXUAL HARRASMENT AT WORKPLACE"

DATE: 03.02.2023

Venue: Online (Google-Meet)

Seminar on "Sexual Harrasment at workplace" was conducted jointly by Internal Compliance Cell, Gender Equity Cell and Women Empowerment Cell of NIET. The seminar was conducted online through google meet. All lady faculty members (Teaching, Non-Teaching and Support staff) attended the seminar.

Mrs.D.Tharani, AP (SG) coordinated the event. Dr.R.Deepa, Head/IQAC welcomed the gathering and Dr.Shanthi, Professor, MBA proposed vote of thanks. Mr.Balamurugan with his vast experience shared the following:

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was passed in 2013. It defined sexual harassment, lay down the procedures for a complaint and inquiry, and the action to be taken. Under the 2013 law, sexual harassment includes "any one or more" of the following "unwelcome acts or behaviour" committed directly or by implication, Physical contact and advances, A demand or request for sexual favours, Sexually coloured remarks, Showing pornography..

Under the Act, the complaint must be made "within three months from the date of the incident". However, the ICC can "extend the time limit" if "it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period". The ICC "may", before inquiry, and "at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation" provided that "no monetary settlement shall be made as a basis of conciliation". The ICC may either forward the victim's complaint to the police, or it can start an inquiry that has to be completed within 90 days. The ICC has powers similar to those of a civil court in respect of summoning and examining any person on oath, and requiring the discovery and production of documents. When the inquiry is completed, the ICC must provide a report of its findings to the employer within 10 days. The report is also made available to both parties. The identity of the woman, respondent, witness, any information on the inquiry, recommendation and action taken, the Act states, should not be made public.

All the lady faculty members were educated about types of sexual harassment at workplace, importance of ICC and the Laws available.

R. Ar
3/2/23
ICC Co-ordinator

P. Mani Arasan
PRINCIPAL

Dr. P. MANIARASAN
Principal

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MINUTES OF INTERNAL COMPLIANCE COMMITTEE (ICC)

Venue : IQAC Board Room

Date : 24.06.2022

Meeting Chaired By : Coordinator

Time : 3.30 p.m.

Meeting Attended By : Members of ICC

MEMBERS PRESENT

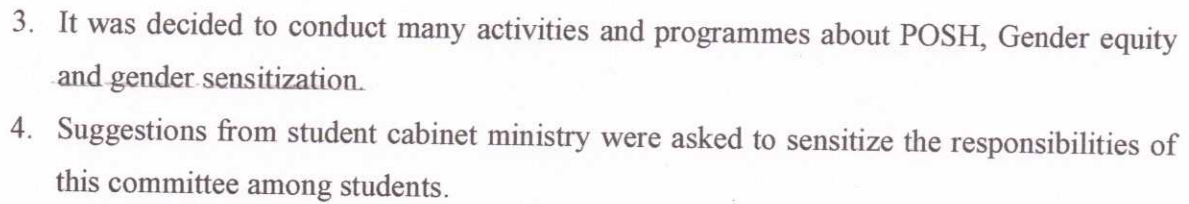
S.No	Name of the member	Designation	Signature
1	Dr.P.Maniarasan	Principal	P. Maniarasan
2	Dr.R.Deepa	Head/IQAC& Prof./ECE	R. Deepa
3	Dr.S.Subasree	Professor/CSE	S. Subasree
4	Dr.S.Shanthi	Professor/MBA	S. Shanthi
5	Ms.B.Nandhini	AP/EEE	B. Nandhini
6	Ms.Baghyalaksmi	AP/ MECH	B. Baghyalaksmi
7	Mr.Ravishankar	AP/MCT	R. Ravishankar
8	Mrs.Lakshmi Priya	AP/S&H	L. Priya
9	Mr.R. Rajeesh	Student Cabinet Ministry	R. Rajeesh
10	Ms.Kaviya M V		M. V. Kaviya
11	Ms.Selva Jagadeeswari		S. Jagadeeswari
12	Mr. Athin KV		A. KV
13	Mr.V.Kishore Ganesh		V. Ganesh
14	Mr.Sunoj CH		S. CH
15	Mr.Satheeshkumar E		S. E
16	Mr.K.Thirumoorthy		K. Thirumoorthy

MINUTES:

1. Dr.P.Maniarasan, Principal/ NIET welcomed all the members and thanked them for their valuable co-operation and successful functioning of the ICC during the last academic year 2021-22..
2. Dr.R.Deepa, Chairperson, ICC submitted a report stating that there were no cases relating to sexual harassment in the institute during the last academic year.



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PRINCIPAL
24/06/2022

1. The CEO & Secretary, NGI for kind information
2. All departments
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20.06.2022

ACADEMIC YEAR 2022-2023

INTERNAL COMPLIANCE COMMITTEE (ICC)

CIRCULAR

All the members of Internal Compliance Committee (ICC) are requested to attend a meeting on 24.06.2022 at IQAC Board room, 3.30 pm.

Agenda:

1. Report on cases relating to sexual harassment for the academic year 2021-2022
2. Events and programmes to be organized
3. Any other points related to ICC

R. Deepa
20/6/22
Dr. R. Deepa
Chairperson, ICC


PRINCIPAL
20/06/2022

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Ref. No.: NIET/IQAC/22-23/01

01.06.2022

ACADEMIC YEAR 2022-2023

INTERNAL COMPLIANCE COMMITTEE (ICC)

AIM: Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions

Structure & Constitution of Internal Compliance Committee (ICC):

S.No	Name of the member	Designation	Department	Role	Phone No./ E-mail Id
1	Dr.R.Deepa	Professor	ECE	Chairperson	9489212233 nietdeepa.r@nehrucolleges.com
2	Dr.S.Subasree	Professor	CSE	Member	9894893855 nietsubasree@nehrucolleges.com
3	Dr.S.Shanthi	Professor	MBA	Member	9894207915 nietshanthimba@nehrucolleges.com
4	Ms.B.Nandhini	Assistant Professor	EEE	Member	8056497464 nietnandhini@nehrucolleges.com
5	Ms.Baghyalaksmi	Assistant Professor	MECH	Member	7418702171 nietbaghyalakshmi@nehrucolleges.com
6	Mr.Ravishankar	Assistant Professor	MCT	Member	9894862824 nietravishankar@nehrucolleges.com
7	Mrs.Lakshmi Priya	Assistant Professor	S&H	Member	9791759938 nietlakshmiPriya@nehrucolleges.com
8	Mr.R. Rajeesh	Student Cabinet Ministry			
9	Ms.Kaviya M				
10	Ms.Selva Jagadeeswari S				
11	Mr. Athin KV				
12	Mr.V.Kishore Ganesh				
13	Mr.Sunoj CH				
14	Mr.Satheeshkumar				
15	Mr.K. Thirumoorthy				



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Roles and Responsibilities of Internal Compliance Committee

Publicly notify and commit itself to a zero tolerance policy towards sexual harassment by organising training programmes or as the case may be, workshops for the officers, functionaries, faculty and students

R. Ar.
IQAC 1/6/22

P. M. S. S. S.
PRINCIPAL
01/06/2022



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INTERNAL COMPLIANCE CELL (ICC), GENDER EQUITY CELL (GEC) AND WOMEN EMPOWERMENT CELL (WEC) JOINTLY ORGANIZED A SEMINAR ON "OBSERVANCE OF BREAST CANCER AWARENESS MONTH"

Date: 18.10.2022

Topic 1: Awareness of Breast cancer

Speaker 1: Dr.Fuela Esther, Principal, Nehru Institute of Health Sciences, Coimbatore

Topic 2: Breast Self Examination

Speaker 2: Ms.Gayathri, Tutor, Nehru Institute of Health Sciences, Coimbatore

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Thirumalayampalayam, Coimbatore-641 105



Internal Quality Assurance cell & Internal Compliance Committee
Jointly Organizing
SEMINAR ON
"Observance of Breast Cancer Awareness Month"



Dr.Fuela esther
Principal,
Nehru Institute of Health Sciences
Coimbatore.



Ms.Gayathri
Tutor,
Nehru Institute of Health Sciences
Coimbatore.



Ramanujam Block
Seminar Hall No:2, NIET



02:00 PM



18-10-2022

Topic: Awareness of Breast Cancer

Topic: Breast Self Examination

Coordinator Mrs. D. Tharani AP(SG) NIET	Convenor Dr. R. Deepa Head/IQAC & ICC NIET	Patron Dr. P. Maniarsan Principal	Chief Patron Dr. P. Krishna Kumar CEO & Secretary, NGI
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REPORT- SEMINAR ON "OBSERVANCE OF BREAST CANCER AWARENESS MONTH"

Date: 18.10.2022

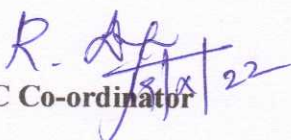
Venue: Seminar Hall No.2, Ramanujam Block

Seminar on "Breast Cancer Awareness" was conducted jointly by Internal Compliance Cell, Gender Equity Cell and Women Empowerment Cell of NIET. All lady faculty members (Teaching, Non-Teaching and Support staff) and girl students attended the seminar.

The month of October is observed as Breast Cancer Awareness Month worldwide. The campaign is aimed at educating people about the importance of early screening, detection and treatment of breast cancer. According to WHO, breast cancer is by far the most common cancer in women worldwide, both in developed and developing countries and a primary cause of death of women in metropolitan cities. To support the cause, Internal Compliance Cell, Gender Equity Cell and Women Empowerment Cell of NIET organised a seminar on Breast Cancer Awareness on 18th October 2022. The speakers were Dr.Fuela Esther, Principal, Nehru Institute of Health Sciences, Coimbatore and Ms.Gayathri, Tutor, Nehru Institute of Health Sciences, Coimbatore.

Beginning with a general outlook on all types of cancers, the speaker moved on to talk about the lifestyle changes that are resulting in an increase in breast cancer cases. She highlighted the importance of regular self-inspection and clinical self examination for the early detection of breast cancer as 80% cases are detected at the advanced stage. Noting that any woman can get breast cancer irrespective of their family history, the speaker said that breast cancer can be cured if treatment is provided at the right time. She also threw light upon the symptoms of breast cancer and the preventive measures to be taken in order to reduce the risk of this disease. In the end, questions from the audience were taken up and detailed information about Breast Self-Examination (BSE) were taught to all girl students and lady faculty members

All the lady faculty members and girl students were educated about Awareness on Breast Cancer and Breast Self-Examination (BSE).


ICC Co-ordinator


PRINCIPAL
Dr. P. MANIARASAN
Principal
Nehru Institute of Engg. & Technology
T.M.Palayam, Coimbatore - 641 105.