



Idhaya College for Women, Kumbakonam  
Accredited with A+ Grade by NAAC 1<sup>st</sup> Cycle

NAAC AQAR 2023-2024

**5.1 Student Support**

**5.1.5 Transparent Mechanism for Timely  
Redressal of Student Grievances**

# Policy



# **IDHAYA COLLEGE FOR WOMEN**

*(Run by Immaculate Sisters)*

Affiliated to Bharathidasan University / G.O. No.237 / Dt. 22.06.2000

UGC Recognized 2(f) & 12(B) of Institution

Post Box No.66  
Kumbakonam - 612 001  
Thanjavur (Dt.,)


**PRINCIPAL**

Tele : 0435 -2414077, 2414554 Cell: 89034 86215 email: idhayacollegelcum.org@gmail.com, website : www.idhayacollegelcum.org

## **Grievance Redressal Policy**

The Principal / Vice Principal appoint a Grievance Redressal Committee of senior faculty members with herself as the Chairperson.

- Any student who feels aggrieved by any harassment, misbehaviour, or ragging as described and enumerated above may contact the grievance committee. Additionally, any student who discovers a breach must notify the Committee.
- A written grievance must be filed with the Principal or Vice Principal within 10 days of the claimed infraction. It must also be provided in writing.
- When complaints are lodged with another cell, club, or organisation, such as the Women's Cell, NSS, etc., the Cell is required to take cognizance of the complaint and inform the Grievance Redressal Cell.
- The Principal or Vice Principal then schedules a meeting with the committee members and presents their Grievance.
- The committee conducts a thorough investigation of the matter, taking into accounts all relevant factors and viewpoints.
- Appropriate recommendations are put forward, and efforts are made to resolve the situation quickly and amicably.
- In the event of major problems, the College Secretary, working with the Principal, Vice Principal, and Committee members, arbitrates the situation and finds a workable resolution. UGC guidelines are followed.
- Sisters offer advice to the distressed students and work to find a reasonable resolution out of mercy and compassion.

  
Principal,  
Idhaya College for Women,  
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## **Anti-Ragging Policy**

In order to stop ragging and implement Anti-Ragging measures in accordance with the rules set forth by the Supreme Court of India and UGC, an Anti-Ragging Cell was established in the college. A diligent team of faculty members at the college maintains a friendly and ragging-free environment on campus. The Cell also ensures that parents and freshers are informed of their rights and takes steps to continually remind pupils of the negative effects of ragging.

Ragging offences may be reported based on either a written complaint from the aggrieved person or an independent determination by the Anti Ragging Unit. You can file a complaint by getting in touch with the Anti-Ragging Cell Chairman directly. On campus, ragging is completely banned. The hostel is also closely monitored and we make sure that students understand how to appreciate and accept their peers despite their cultural and geographic differences. Students will have the opportunity to justify their actions in front of the Anti-Ragging Committee if the authorities become aware of any ragging occurrence.

  
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## **Anti-Sexual Harassment Policy**

As per the guidelines of UGC, NAAC and the Supreme Court an Anti Sexual Harassment Cell has been established by Idhaya College for Women, Kumbakonam to provide a healthy and congenial atmosphere to the staff and students of the College. The cell was constituted to meet the four basic objectives:

- To develop the guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To work out details for the implementation of the policy.
- To prepare a detailed plan of action, both short and long term.

The Institution avows to stand against all unethical practices in its campus.

- The Management and the College assure a strong redressal mechanism for grievance of students.
- The institution has three-tier grievance mechanism to address student grievance related to academic and administration as specified by the Government.
- Our institution ensures zero tolerance against any sort of ragging and sexual harassment issues.
- Our institution strictly adheres to all norms against sexual harassment, ragging and other offences as per the instructions issued from time to time by the State and Central Government.
- Ragging in any form, sexual harassment and use of any toxic substance will be punished severely.



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- Any offence found in the CCTV camera in the campus will be punished.
- Abuse in any form in the social network is punishable.
- Presence of student in any unhealthy situation inside or outside the campus is punishable.
- Those who violate college code of conduct will be dismissed from the college.

Our institution assures a safe working environment for their employees both Teaching and Non Teaching staff and also to the students. The policy of our institution strictly adheres to all norms against sexual harassment and other offenses as per the instruction by the Government both State and Central.

  
Principal,

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Kumbakonam - 612 001.

# Report



# IDHAYA COLLEGE FOR WOMEN, KUMBAKONAM

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Recognized by 2(f) & 12(B) of UGC Act 1956

Academic Year 2023 – 2024

Anti – Ragging Cell

Report

Date : 27.02.2024

Title : Act to React

Resource Person : Mr. Saliya Karthi MA.BL., Advocate, Kumbakonam.

No. of. Participants : 1310

On 27.02.2024 Anti Ragging Cell organised Awareness Programme for all first year and final year students. The Resource Person Mr. Saliya Karthi MA.BL., Advocate, Kumbakonam presented his speech on the topic “Act to React”. He discussed about Women’s Rights and Women's Laws of the Indian Constitution.

### Outcomes:

- Students learnt important Women rights including the right to equality, dignity and decency, education, healthcare, political participation, protection against domestic violence and legal rights.
- Students acquired knowledge about Women Helpline 181 facilities during emergency.

Signature of the Principal

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## Act to React - 27.02.2024





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Academic Year 2023 – 2024

Anti -Sexual Harassment Cell

Report

**Date** : 06.10.2023

**Title** : Challenges faced by Women in Today's Scenario

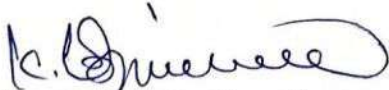
**Resource Person** : Mrs A. Julia, M.A., (Social Welfare), Case Worker,  
One Stop Centre, Social Welfare Department,  
Thanjavur.


**No. of Participants** : 165

Anti-Sexual Harassment Cell conducted Seminar regarding **Challenges faced by Women in today's Scenario** which was held on 06.10.2023. The Chief Guest Spoke on Challenges faced by Women, Workplace Discrimination, Gender-based Violence and Work-Life Balance. She concluded that it is imperative to recognize and confront these challenges to ensure that women can fully realize their rights and potentials in today's world. Students actively participated and interacted with Chief Guest and got awareness.

### Outcomes:

- They got awareness about the various challenges faced by women in Society.
- They came to know about gender equality.
- They gained knowledge on women's rights and gender-based violence.

  
Signature of the Coordinator

  
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## Challenges faced by Women in Today's Scenerio - 06.10.2023





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**Academic Year 2023 – 2024**  
**Anti -Sexual Harassment Cell**  
**Report**

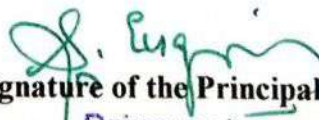
**Date** : 01.02.2024  
**Title** : Awareness on Women's Health  
**Resource Person** : Dr. Shanmugapriya, M.D., MRCOG (UK),,  
Diploma in Reproductive Medicine,  
KRG Nursing Home, Kumbakonam.  
**No. of Participants** : 275

Anti-Sexual Harassment Cell conducted Seminar regarding **Awareness on Women's Health** which was held on 01.02.2024. The Chief Guest delivered speech on Women's Health, Reproductive health and hygiene practices, Mental Health awareness and common health issue faced by women. She mainly focused on resources and support available for women's health in today's world. Students actively participated and interacted with Chief Guest and got awareness.

### Outcomes:

- Students gained a deeper understanding of women's health issues.
- They understood about their rights, leading to increased confidence in navigating situations involving harassment.
- They gained valuable knowledge, empowerment and support.

  
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## Awareness on Women's Health - 01.02.2024





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Academic Year 2023 – 2024

Anti -Sexual Harassment Cell

Report

Date : 20.02.2024

Title : Protection of Women and Child Rights, Issues and Challenges

Resource Person : Dr. V. Ushanandhini, Dept. of Social Welfare,  
District Chairperson, Child Welfare Committee, Thanjavur.

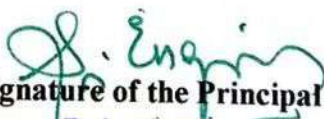
No. of Participants : 205

Anti-Sexual Harassment Cell & Students ExNoRa Club Jointly conducted Seminar on Protection of Women and Child Rights, Issues and Challenges which was held on 20.02.2024. The Chief Guest delivered speech on Awareness and Accessibility, Institutional Support and Enforcement, Legal Framework and Redressal Mechanism. She mainly focused on role in safeguarding the rights of women and children in present world. Students actively participated and interacted with Chief Guest and got awareness.

### Outcomes:

- Students got awareness in Legal Framework for the protection of women and children's rights.
- They came to know about strategies for prevention, intervention for survivors in Gender-Based Violence.
- Students got awareness about issues and challenges faced by women and children.

  
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## Protection of Women and Child Rights, Issues and Challenges - 20.02.2024

