



VINAYAKA MISSION'S  
RESEARCH FOUNDATION

(Deemed to be University under section 3 of the UGC Act 1956)



VINAYAKA MISSION'S  
COLLEGE OF NURSING

(A Constituent College of Vinayaka Mission's Research Foundation)



### Internal Compliance Committee

#### Members List

Academic Year-2024 - 2025

S.N	Name	Designation	Place of Work	Position in the Committee	Mobile Number	Email ID
1	Dr. Samundeeswari	Professor	VMCON	Presiding Officer	9442056146	samundeeswari.a@vmcnpdy.edu.in
2	Dr. Vidyaa Ramkumar	Chairperson Dowry Prohibition act Govt. of Puducherry	Govt of Puducherry	External member	9952459317	vidramk@gmail.com
3	Mrs. Hemapriya	Assistant Professor	VMCON	Member	9790387643	hemapriya.p@vmcnpdy.edu.in
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5	Mrs. Kungumaeswari.M	PhD Scholar	VMCON	Member	7373733951	kungumaeswari.m@vmcnpdy.edu.in
6	Mr. Ramachandiran	Librarian	VMCON	Member	9629321213	ramachandran@vmcnpdy.edu.in
7	Ms. Ajitha.G	Admin clerk	VMCON	Member	9080439271	Ajitha.gajapathi@gmail.com
8	Ms.Sivasankar	M.Sc., (N) II- Student	VMCON	Member	8682822595	Sivasankari.s_msc23@vmcnpdy.edu.in
9	Ms. Daswini	B.Sc., (N) IV -Student	VMCON	Member	9384281514	dhaswinikathir@gmail.com
10	Ms.Dhrishya	B.Sc., II -Student	VMCON	Member	6282407493	DHRISHYA.Sbsc23@vmcnpdy.934edu.in

ICC Presiding Officer

**Dr. SHARADHA RAMESH,**  
PROFESSOR CUM PRINCIPAL,  
VINAYAKA MISSION'S COLLEGE OF NURSING  
KIRUMAMPAKKAM, PUDUCHERRY-607 403



## INTERNAL COMPLIANCE COMMITTEE

### DESCRIPTION

This committee was formed for the prevention, prohibition & redressal of sexual harassment of women employees and students.

### OBJECTIVES

- To prevent sexual harassment of women employees / student at work place/college premisses.
- Prohibition of sexual harassment at work place/college premisses.
- Redressal of sexual harassment of women employees and students in institution.
- To prepare a module on gender sensitization and sexual harassment issues
- To conduct awareness programme on gender sensitization
- Review of policies periodically
- Monitor the safety of the environment
- To extend the counselling services as and when necessary

### PROCESS OF MAKING A COMPLIANT

- The aggrieved person should submit a written complaint to the ICC within 3 months from the date of the incident.
- Friends, relatives, colleagues, co student or any may file the compliant in situations where the aggrieved person is enabling to make a complaint on account of physical or mental in capacity or death.

### PUNISHMENT AND COMPENSATION

#### EMPLOYEE

- Any one found guilty of sexual harassment shall be punished in accordance with the service rules of the institution.
- Payment of compensation

#### STUDENTS

- With hold the privileges of the students (library, auditorium, transport, scholarship, identity card)
- Suspension for a specific period
- Expel and strike off the name from the rolls of the institution
- Denial of re admission
- Reformative punishment like mandatory counselling, performance of community services
- Payment of compensation

ICC PRESIDING OFFICER

PRINCIPAL

**Dr. SHARADHA RAMESH,**  
PROFESSOR CUM PRINCIPAL,  
VINAYAKA MISSION'S COLLEGE OF NURSING  
KIRUMAMPAKKAM, PUDUCHERRY-607 403