



SRM MADURAI

College for Engineering and Technology

(Approved by AICTE, New Delhi | Affiliated to Anna University, Chennai)

ANNUAL REPORT 2024-2025



INTERNAL COMMITTEE (IC)

in

Accordance with mandate issued

by

All India Council for Technical Education
(Nelson Mandela Marg, New Delhi-110070)



JUNE 2025



I. INTRODUCTION

SRM Madurai College for Engineering and Technology (SRM MCET), a premier technical institution approved by the All-India Council for Technical Education (AICTE), is committed to fostering a safe, inclusive, and respectful academic environment for all its stakeholders. In alignment with the AICTE Regulations on Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions, 2016 (vide Notification No. F.AICTE/WH/2016/01 dated 10th June 2016), SRM MCET has taken proactive measures to implement the statutory framework aimed at addressing and preventing instances of sexual harassment within the campus.

In accordance with Section 4 of the AICTE regulations and the guidelines outlined in the AICTE Approval Process Handbook, SRM MCET constituted its Internal Committee (IC) on **31st December 2024**. With the approval of the Head of the Institution, **Principal Dr. S. Durairaj**, the formation of this committee is a significant institutional step toward ensuring gender justice, legal compliance, and psychological safety for women students and staff. The IC has been composed in adherence to the mandated structure, comprising a Presiding Officer, faculty members, non-teaching representatives, and student members, with at least 50% women participation and autonomy from senior management, as stipulated.

As per AICTE directives, the institution has undertaken several awareness-building initiatives and sensitization programs that include training for IC members, dissemination of grievance redressal procedures, and extensive outreach through events, workshops, and campus-wide campaigns. These initiatives are not only designed to meet regulatory compliance but also to embed values of respect, dignity, and equality within the institutional culture.

The Internal Committee Annual Report (2024–2025) of SRM MCET outlines a series of impactful events and programs that collectively reflect the institution's commitment to upholding the rights and welfare of women in the academic ecosystem. These include:

1. Establishment of Internal Committee at SRM MCET

The Internal Committee was formally established on 31st December 2024 to ensure a safe, respectful campus. It focuses on awareness, prevention, training, redressal, and legal compliance, as per AICTE's 2016 guidelines.



2. Round Table Discussion on IC and Complaint Redressal Mechanism

Held on 25th February 2025, among IC members, this session explored ways to improve IC operations, including suggestions for complaint boxes, awareness boards, departmental facilitators, and mental health support, ensuring transparency and inclusivity.

3. Women's Day Expert Talk

On 8th March 2025, Dr. N. Sumathi delivered an inspiring talk on women's health, empowerment, and societal roles, encouraging proactive healthcare and independence among faculty and students.

4. Indoor Games by SRC

Organized on 21st March 2025, this event encouraged bonding and relaxation among women staff through indoor games like table tennis, chess, and carrom, promoting wellness and community spirit.

5. Poster Distribution Programme for IC Awareness

Conducted on 12th April 2025, IC members distributed posters and interacted with students across campus to raise awareness on grievance procedures, reporting channels, and the role of the Internal Committee.

6. Awareness Program: "Towards a Respectful Campus"

Held on 24th June 2025, this session educated women faculty on the POSH Act, IC roles, complaint redressal, and legal procedures, reinforcing respect and safety across the institution.

Each of these sub-events reflects a broader vision of transforming policy into action ensuring that institutional safeguards are not only present on paper but are also practiced, known, and accessible to all members of the college community.

A detailed report of each of the above-mentioned events, conducted during the academic year 2024–2025, is attached at the appropriate sections of this document for reference and record.

SRM MCET remains dedicated to continuing these efforts through regular monitoring, reporting, and capacity-building initiatives to achieve the ultimate goal of a harassment-free educational environment.

Establishment of Internal Committee at SRM MCET



II. ESTABLISHMENT OF INTERNAL COMMITTEE AT SRM MCET

Date: 31.12.2024

INTRODUCTION

The establishment of an Internal Committee (IC) is a vital step in ensuring a safe, inclusive, and respectful environment within technical institutions. As mandated by the All India Council for Technical Education (AICTE) through the Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions Regulations, 2016 (vide No. F.AICTE/WH/2016/01 dated 10th June, 2016), all technical institutions are required to adopt comprehensive measures to prevent and address instances of sexual harassment. This initiative underscores the institution's commitment to fostering gender equality, promoting awareness, and safeguarding the rights and dignity of all individuals within the academic community.

OBJECTIVES

1. Awareness and Dissemination:

- Publicize provisions against sexual harassment and ensure visibility on institutional platforms and locations.
- Inform all community members about penalties, complaint mechanisms, and IC member details.

2. Training and Sensitization:

- Conduct regular workshops and programs to sensitize faculty, staff, and students on gender issues and rights.
- Provide specialized training for IC members to handle complaints with empathy and efficiency.

3. Prevention and Redressal:

- Implement a structured complaint redressal system to ensure timely and fair action.
- Take decisive measures to prevent gender-based violence and harassment within the institution.

4. Inclusive Representation:

- Form an IC with diverse representation, ensuring at least half of the members are women and maintaining autonomy by excluding senior management.



5. Monitoring and Reporting:

- Submit annual reports to AICTE, detailing complaints, resolutions, training sessions, and actions taken to promote accountability and transparency.

EXPECTED OUTCOME

- Increased general awareness among faculty, staff, and students about the Internal Committee's role.
- Enhanced understanding of policies and procedures to prevent sexual harassment.
- Clear understanding of complaint redressal mechanisms by IC members and staff.
- Improved ability to handle complaints effectively and fairly.
- Increased awareness of cybersecurity threats and preventive measures.
- Enhanced capability to safeguard against digital harassment among faculty, staff, and students.
- Better understanding of relevant laws related to sexual harassment prevention among participants.
- Improved compliance and awareness of legal responsibilities and rights.



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CIR.NO./SRM MCET/IC/No:01

Date: 03.01.2025

CIRCULAR

Subject: Establishment of **Internal Committee (IC)** for Prevention and Redressal of Sexual Harassment in Compliance with AICTE Regulations.

In accordance with the mandate issued by the All-India Council for Technical Education (AICTE) through the Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions Regulations, SRM Madurai College for Engineering and Technology has constituted an **Internal Committee (IC)**. This initiative reflects our commitment to fostering a safe, inclusive, and respectful environment within our institution. **Mr. B. Anburaj, Assistant Professor** in the Department of ECE, has been assigned responsibility at the institutional level.

All faculty, staff, and students are encouraged to familiarize themselves with the provisions and functions of the IC. We urge you to actively participate in sensitization programs and contribute towards maintaining a safe and equitable academic environment.

For further information or to report any concerns, please contact the Presiding Officer or any committee member listed below.

Internal Committee Members:

Sl.No	Committee Incharges	Name and Designation of the Faculty	Role
1.	Presiding Officer	Dr.C.Vimalarani, Associate Professor, Department of EEE. Contact No.: 9790425040	Chairperson
2.	Two Faculty members	Dr.A.Kumaresan, Assistant Professor, Department of S&H. Contact No.: 9487387184	Member-1
		Dr.M.Sangeetha, Associate Professor, Department of IT. Contact No.:9566834813	Member-2
3.	Two non-teaching employees	Mr.S.Prakash, Lab Technician, Department of Civil Engg. Contact No.:8870794004	Member-1
		Ms.A.Mickline Monicka , Lab Technician, Department of CSE. Contact No.: 7339336267	Member-2
4.	Three student Members	1. M.Ponvannan (AIML) 2. R.Jagadha (AIDS) 3. J.Ananthi (EEE)	Member-1 Member-2 Member-3

03/1/25
PRINCIPAL

Copy to:

- Office of the Vice Principal
- Office of the Group-Coordinator
- All Department Heads
- Notice Boards

31/1/25

Round Table Discussion

on

**'Role of Internal Committee
(IC) and the Complaint
Redressal Mechanism''**



III. ROUND TABLE DISCUSSION ON "ROLE OF INTERNAL COMMITTEE (IC) AND THE COMPLAINT REDRESSAL MECHANISM"


CIR.NO./SRM MCET/IC/No:02

Date: 18.02.2025


Internal Committee (IC)


CIRCULAR

All faculty members and student members of IC are hereby informed that a Round Table Discussion on the "**Role of Internal Committee (IC) and the Complaint Redressal Mechanism**" is scheduled as follows:

 Date: 25.02.2025


 Time: 3:15 PM – 3:50 PM

 Venue: Conference Hall

 Presiding Officer: Dr.C.Vimalarani, ASP& Head, Department of EEE

- The discussion aims to provide insights into the functions, responsibilities, and significance of the Internal Committee (IC) in ensuring a safe, inclusive, and respectful academic environment.
- This initiative aligns with the AICTE-mandated Gender Sensitization, Prevention, and Prohibition of Sexual Harassment Regulations and seeks to strengthen awareness about the complaint redressal mechanism.
- Faculty members and student members are encouraged to participate actively and contribute towards fostering a secure and equitable institutional space.

For further information, you may contact the Presiding Officer, Dr. C. Vimalarani, Associate Professor and Head of the Department of EEE, or the Institutional-Level IC In-Charge, Mr. B. Anburaj, Assistant Professor, Department of ECE.


IC Faculty In-Charge


Presiding Officer


PRINCIPAL



Minutes of the Internal Committee (IC) Round Table Discussion

Date: 26.02.2025

Meeting Schedule:

Date: 25.02.2025

Time: 3:15 PM – 3:50 PM

Venue: Conference Hall

Presiding Officer: Dr. C. Vimalarani, Associate Professor & Head, Department of EEE

Agenda:

- Discussion on the Role of Internal Committee (IC) and the Complaint Redressal Mechanism.
- Strengthening awareness and accessibility of the IC among students and faculty.

Minutes:

1. Opening Remarks:

- The meeting was called to order by Dr. C. Vimalarani, Presiding Officer, who emphasized the importance of the Internal Committee (IC) in fostering a safe, inclusive, and respectful academic environment.
- She highlighted the necessity of conducting awareness programs for students and women faculty regarding their rights, the complaint redressal mechanism, and the responsibilities of IC members.
- Members were instructed to inform students about the role, responsibilities, and possible punishments associated with IC-related violations.

2. Suggestions and Discussion:

- Faculty Member 1 (Dr.A.Kumaresan): Proposed the creation of a dedicated and confidential email ID and phone number for secure complaint submission and communication.
- Faculty Member 2 (Dr.M.Sangeetha): Suggested the appointment of a teaching staff member from each department to facilitate the smooth operation of the IC.



- Non-Teaching Staff 1 (Mr.S.Prakash): Suggested that awareness programs be conducted separately for boys and girls, led by internal faculty members, to enhance understanding and sensitivity.
- Student Member 1 (Mr.M.Ponvannan) : Proposed the installation of a separate suggestion/complaint box for the IC, to be checked and reviewed every week for prompt action.
- Student Member 2 (Ms.R.Jagadha) : Recommended fixing awareness signboards around the campus to ensure visibility and accessibility of IC-related information.
- Student Member 3 (Ms.J.Ananthi): Suggested the appointment of a psychologist or counsellor to interact with students and women faculty members, promoting a supportive and comfortable environment.

3.Decisions and Action Plan:

- The committee agreed to initiate the development of a confidential email and contact number for IC-related concerns.
- The head of each department is responsible for facilitating the smooth operation of IC-related concerns.
- The suggestion/complaint box will be installed at a designated location and checked weekly.
- Awareness programs for students and faculty will be organized by resource persons, such as psychologists or counsellors.
- Awareness boards/signboards with IC-related information will be placed at strategic locations on the campus.

4.Closing Remarks:

- Dr. C. Vimalarani concluded the discussion by expressing appreciation for the valuable inputs and active participation of all members.
- She reiterated the importance of continuous efforts to strengthen the IC and ensure a safe and inclusive environment for all.
- The meeting was adjourned at 3:50 PM.

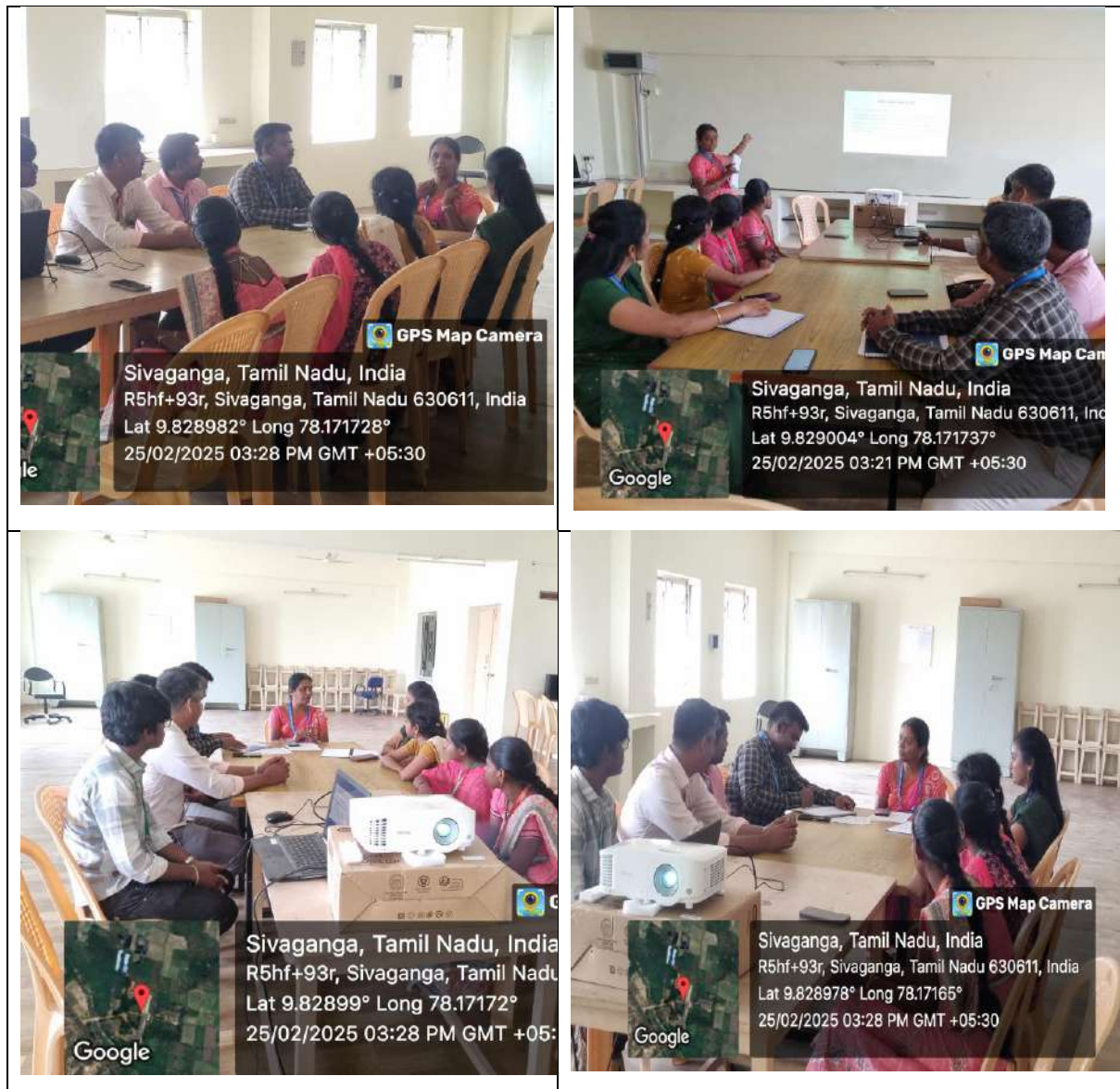
**Photographic Evidence of the Internal Committee (IC) -
Round Table Discussion**

Date: 25.02.2025

Time: 3:15 PM – 3:50 PM

Venue: Conference Hall

Presiding Officer: Dr. C. Vimalarani, Associate Professor & Head, Department of EEE.



Expert Talk

**“Importance of Women’s
Health, Empowerment and
Contribution to Society”**

on

Women’s Day





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**IV. EXPERT TALK: "IMPORTANCE OF WOMEN'S HEALTH, EMPOWERMENT
AND CONTRIBUTION TO SOCIETY" ON WOMEN'S DAY**

INVITATION

**SRM MADURAI**
COLLEGE FOR ENGINEERING AND TECHNOLOGY
Approved by AICTE-New Delhi | Affiliated to Anna University - Chennai



COLLEGE CODE: 9111**COUNSELLING CODE: 5842**

SRM MCET Women Cell
Organizes a Expert talk on

**"Importance of women's Health, Empowerment and
Contribution to society"**


8th March
Women's Day


Chief Guest
Dr. N. Sumathi MD, DGO,
Former Professor and Head,
Department of OBGYN, MMC, Madurai,
Suba Hospitals, Madurai.

We Cordially invite all Faculties and Students

Coordinator
Dr. C. Vimalarani
HOD/EEE

Convener
Dr.S.Durairaj
Principal

 www.srmmcet.edu.in

 **7845 775 188**
7845 776 188



Women Cell Organizes

a Expert talk on

“Importance of women’s Health, Empowerment and Contribution to Society”

CIRCULAR

We are pleased to announce the celebration of International Women’s Day on 8th March 2025 at the Auditorium from 9:40 am to 12:30 pm.

The occasion will be honored by the presence of our distinguished chief guest, Dr. N. Sumathi, MD, DGO, Former Professor and Head of the Department of OBGYN, MMC, Madurai, and currently associated with Suba Hospitals, Madurai.

We cordially invite you all to participate in this celebration and give your invaluable support to make this event a remarkable and grand success.

8th March 2025 Day Plan

Class Timings	I Year	II Year
8.50 am -9.40 am	Regular Class	Regular Class
9.40 am -12.20 pm	Women’s Day Celebration Venue: Auditorium (Girls only)	
12.30 pm - 1.10 pm	Regular Class	Lunch
Afternoon classes will be conducted as per the time table		

03/03/25

Coordinator
C.VIMALARANI
HOD/EEE
2/3/25



Summary of Women's Day Celebration

Date: 8th March 2025

Venue: Auditorium, SRMMCET

The Women Cell of SRM Madurai College for Engineering and Technology organized a guest lecture on International Women's Day on **8th March 2025**. The event aimed to honor and recognize the achievements of women in various fields, and to raise awareness about women's health, empowerment, and their significant contributions to society. The event was graced by a distinguished **Chief Guest, Dr. N. Sumathi, MD., DGO.**, former Professor and Head of the Department of OBGYN at MMC Madurai and Subha Hospitals, Madurai. The event was coordinated by **Dr. C. Vimalarani**, HoD/EEE and Women Cell coordinator and convened by **Dr. S. Durairaj**, Principal of SRM Madurai. The agenda for the celebration included an expert talk on the importance of women's health, empowerment, and their role in contributing to society.

Event Highlights:

1. Welcome Address:

The event commenced with a warm welcome address by Dr. B. Buvaneswari. She thanked the Management, Principal, Group Coordinator and Vice-Principal for granting permission to organize this event. Also, She extend her thanks to the Chairman SRM Group and Shrimathi.Padma Priya,Chairman, SRM MCET, and Correspondent Ms.Harini. She welcomed all the HoDs, Faculty members and Students and highlighted the significance of celebrating International Women's Day.

2. Honoring the Chief Guest:

The Chief Guest, Dr. N. Sumathi MD DGO, was warmly honoured by the Women Cell for her exemplary contributions to women's health. Dr. Sumathi is a renowned medical professional with a distinguished career, including her tenure as the Professor and Head of the Department of Obstetrics and Gynaecology at MMC Madurai. She was presented with a token of appreciation, and she was honoured by Dr.K.R.Sujatha AP/ENGLISH

3. Introduction of Chief Guest:

The Chief Guest was introduced by Dr.Pandeeswari AP/CIVIL who spoke about Dr. N. Sumathi's extensive experience and notable achievements in the field of medicine. Dr. Sumathi's contributions to women's health were outlined, highlighting her dedication to improving healthcare for women, particularly in maternal and child health.



4. Chief Guest Address:

Dr. N. Sumathi delivered an inspiring and informative speech on the **importance of women's health and empowerment**. She shared valuable insights on the critical aspects of women's health, including reproductive health, mental well-being, and the significance of regular health check-ups. Dr. Sumathi also discussed the power of education and awareness in empowering women, not only in the healthcare domain but also in all other aspects of life.

She encouraged the attendees, especially women, to prioritize their health and seek medical attention when needed. She also emphasized the need for women to be independent and proactive in their own health care decisions, as this is key to their overall well-being and contribution to society.

Following the expert's presentation, the floor was opened for questions from both students and faculty, creating an interactive atmosphere. The chief guest responded eagerly to each query, offering insightful and detailed explanations. They provided practical tips for managing mental health during menopause and periods, emphasizing the importance of nutrition and lifestyle changes. The chief guest's responses were not only informative but also engaging, encouraging further discussion on these critical health topics. The session turned into an enriching dialogue, fostering a deeper understanding of women's health challenges.

5. Vote of Thanks:

The event concluded with a vote of thanks delivered by Mrs. Jeyalakshmi AP/EEE, who expressed deep appreciation to the chief guest, dignitaries, faculty, and students for their valuable contributions to the success of the event. Special thanks were extended to the Management, Principal, Group Coordinator, and Vice-Principal for their support, and to the Chairman of SRM Group, Shrimathi PadmaPriya, and Correspondent Ms. Harini for their constant encouragement. The organizing team was also recognized for their dedication and hard work in making the event seamless. The vote of thanks concluded with a call to continue fostering an environment of empowerment, equality, and respect for women in all walks of life.

The Vote of Thanks also acknowledged the efforts of the Women Cell, the faculty, and the attendees for making the event a success. Special thanks were extended to Dr. C. Vimalarani (Coordinator) and Dr. S. Durairaj (Convener) for their support in organizing the event.

Glimpses of the Event :





Indoor Games
by
Staff Recreation Club (SRC)



V. INDOOR GAMES BY STAFF RECREATION CLUB (SRC)



The poster features a green grid background with a faint image of chess pieces. At the bottom, there are illustrations of a checkers board with pieces, a stack of dice, and a pool table with a cue stick and balls.

SRM MADURAI
COLLEGE FOR ENGINEERING AND TECHNOLOGY

STAFF RECREATION CLUB
ORGANIZES
INDOOR GAMES

21 MARCH 2025 | 10:00 AM – 03:00 PM

VENUE: ROOM NO – 301

COORDINATOR(S)	CONVENER
MRS.DIVYA BHARATHI P AP/IT	DR.S.DURAIRAJ
MRS.POORNIMA PRIYANKA R AP/IT	PRINCIPAL

WWW.SRMMCET.EDU.IN
7845775188



Date: 12/03/2025

Ref.No: SRMMCET /SRC/AY24-25/01

CIRCULAR

The Staff Recreation Club (SRC) is delighted to announce an **Indoor Games Event'2025** designed to promote relaxation, camaraderie, and friendly competition among faculty members. This is a wonderful opportunity to engage in enjoyable recreational activities, unwind from work stress, and strengthen bonds with colleagues. We encourage all faculty members to participate and make the most of their leisure hours.

All faculty members are welcome to take part in the event. Whether you are a seasoned player or just looking to have some fun, this event is for everyone. Let's come together to create a lively and engaging atmosphere. Your participation will make this event a grand success.

Details of the Event:

- Date: [21.03.2025]
- Time: [10:00 AM to 03:00 PM]
- Venue: [Room No: 301]

P. Divya Bharathi
Institute SRC Co-ordinator(s)

Mrs.P.Divya Bharathi AP/IT

Mrs.R.Poornima Priyanka AP/IT

Games Available:

- Carrom
- Chess
- Table Tennis
- Ludo

[Signature]
13/3/25
PRINCIPAL

Copy to:

Group Coordinator, Vice Principal, All HoD's, Office.



REPORT OF THE EVENT

Name of the Event: **“INDOOR GAMES”**

Venue: Class Room No-301

Organized by: Staff Recreation Club

Participants: Women Faculties (Teaching and Non-Teaching Staff)

Total no.of Participants: 28

The Staff Recreation Club of SRM Madurai College for Engineering and Technology organized an Indoor Games event on 21st March 2025. The primary objective of the event was to encourage teamwork, promote physical well-being, and enhance interaction among women faculty members, including both teaching and non-teaching personnel. This initiative offered a refreshing break from routine academic and administrative responsibilities, while simultaneously fostering a spirit of camaraderie and community within the institution.

Event Details:

The Indoor Games event was conducted within the college premises in Classroom No-301, which was suitably arranged with all necessary amenities and safety measures to ensure a seamless and enjoyable experience for the participants. The event featured a variety of indoor games, including Carrom, Chess, Table Tennis, Ludo, and other board games, providing an excellent platform for staff members to demonstrate their skills and engage in friendly competition.

Objectives:

The primary objectives of the event were to:

- Foster teamwork and mutual understanding between teaching and non-teaching staff members.
- Promote physical activity and mental relaxation.
- Provide an opportunity for staff members to unwind and engage with one another in an informal setting.
- Strengthen the sense of community and camaraderie within the institution.

Games and Activities Conducted:

A variety of indoor games were organized, which catered to different interests and abilities. The key games and activities included:

1.Table Tennis: A series of both singles and doubles matches were conducted as part of the event, drawing enthusiastic participation from staff members across various departments. The matches were characterized by a dynamic and strategic atmosphere, where players demonstrated not only their technical abilities but also their sportsmanship and team spirit. Among the indoor games featured, these matches stood out as some of the most engaging and well-received, with a high level of interest and excitement from participants eager to display their skills and enjoy healthy competition.



2.Carrom: Carrom emerged as one of the most popular games among the staff members during the event. To accommodate the enthusiastic participation, multiple tables were arranged, allowing several matches to take place simultaneously. Both singles and doubles formats were included, providing participants with the opportunity to engage in competitive yet enjoyable gameplay. The event witnessed active involvement from staff members, who demonstrated keen interest, focus, and friendly rivalry throughout the matches.



3.Chess: The chess segment of the event drew participants who appreciated intellectual challenge and strategic thinking. The matches were marked by intense concentration, thoughtful planning, and calculated moves, reflecting the analytical skills of the players. Several captivating games unfolded, each showcasing the participants' patience, foresight, and tactical approach. The atmosphere was quiet yet intense, as competitors engaged in thoughtful duels that highlighted the mental discipline and strategic depth of the game.



4. Ludo and Other Board Games: For participants who preferred light-hearted and less competitive activities, a selection of classic board games, including Ludo, was thoughtfully arranged. These games provided a relaxed and enjoyable environment, encouraging casual interaction and laughter among staff members. The informal nature of these games fostered a friendly atmosphere, allowing participants to unwind, socialize, and build rapport beyond their professional roles. This segment of the event added a touch of nostalgia and inclusive enjoyment, ensuring that everyone found a way to participate and have fun.

Feedback and Conclusion:

The Indoor Games event organized by the Staff Recreation Club on 21st March 2025 proved to be a resounding success. The event garnered an enthusiastic and widespread response from both teaching and non-teaching staff members, all of whom actively participated with great energy and a spirit of camaraderie. The atmosphere was lively and filled with excitement, reflecting the positive engagement and friendly competition among participants.



The event served as a much-needed break from routine academic and administrative responsibilities, promoting overall well-being, mental relaxation, and unity among the staff. It provided an excellent platform for individuals to showcase their talents, interact informally with colleagues, and contribute to a vibrant and inclusive institutional environment.

Buoyed by the success and positive feedback received, the Staff Recreation Club intends to organize similar initiatives on a regular basis to enhance staff morale, foster a culture of wellness, and further strengthen the community spirit at SRM Madurai College for Engineering and Technology.

**Poster Distribution
Programme for Internal
Committee (IC) Awareness**



**VI. POSTER DISTRIBUTION PROGRAMME FOR
INTERNAL COMMITTEE (IC) AWARENESS**

CIR.NO./SRM MCET/IC/No:03

Date: 08.04.2025

Internal Committee (IC)

CIRCULAR

In accordance with the mandate issued by the All-India Council for Technical Education (AICTE) under the Regulations on Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions, SRM Madurai College for Engineering and Technology is organizing an awareness initiative through a poster distribution event, specifically for women faculty members and students.

The event aims to promote awareness about the Internal Committee (IC) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and reinforce the importance of a safe, respectful, and inclusive campus environment.

Event Details:

📅 Date: 12.04.2025

🕒 Time: 1.30 PM onwards.

📍 Venue: College Campus & Classrooms


👤 Presiding Officer: Dr.C.Vimalarani, ASP& Head, Department of EEE


During the event, awareness posters will be distributed and displayed in key areas such as classrooms, notice boards, libraries, and other common areas.

The initiative is intended to:

- Raise awareness about the role and function of the Internal Committee (IC).
- Promote a zero-tolerance policy towards sexual harassment.
- Educate students and staff on the Acts and the correct procedures for reporting grievances.
- Encourage inclusivity, dignity, and mutual respect on campus.

All Internal Committee (IC) faculty members and students are encouraged to participate actively in this initiative to foster a culture of safety and support across the institution.


Faculty Incharge
(Mr.B.Anburaj,AP/ECE)


Presiding Officer 8/4/25
(Dr.C.Vimalarani,ASP & HoD, EEE)


PRINCIPAL

Copy to:

- Office of the Vice Principal
- Office of the Group-Coordinator
- All Department Heads
- Office



**REPORT ON POSTER DISTRIBUTION EVENT FOR
INTERNAL COMMITTEE (IC) AWARENESS**

Date: 12th April 2025

Venue: SRM Madurai College for Engineering and Technology Campus

Presiding Officer: Dr. C. Vimalarani, ASP & Head, Department of EEE

In accordance with the guidelines prescribed by the All-India Council for Technical Education (AICTE) under the Regulations on Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions, SRM Madurai College for Engineering and Technology successfully conducted a poster distribution and awareness campaign on 12th April 2025 across the college campus.

The program aimed to raise awareness among students and staff about sexual harassment, gender sensitization, and the role of the Internal Committee (IC). It also informed students about the dedicated email ID “complaints@srmcet.edu.in” in to report any grievances confidentially.

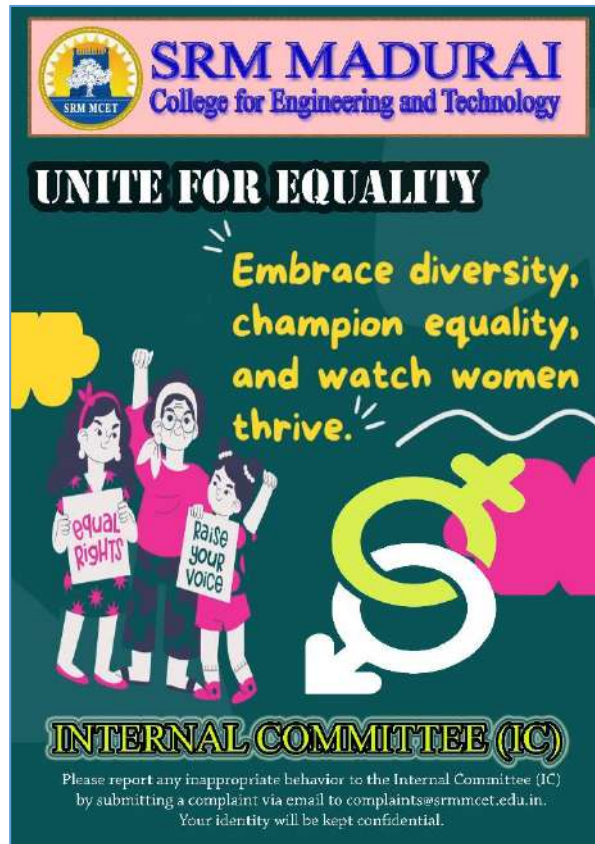
POSTER RELEASE AND CAMPAIGN LAUNCH

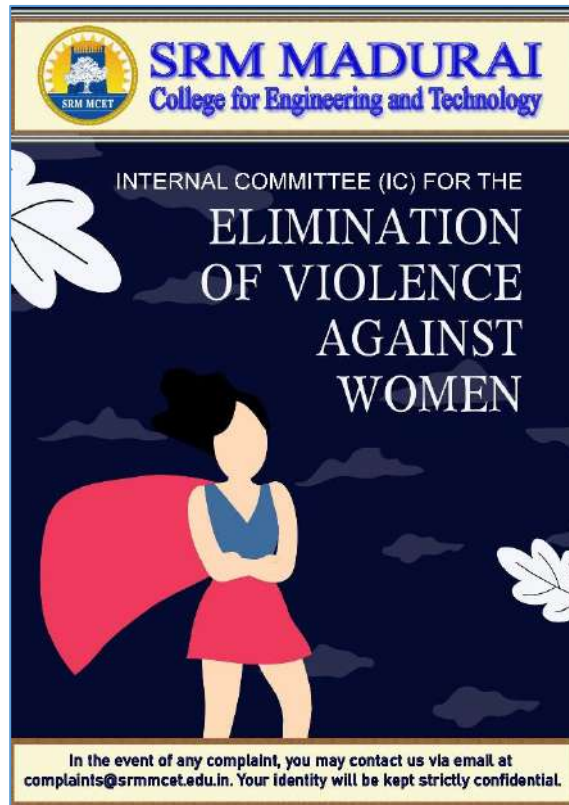
The awareness campaign commenced with the official poster released by the Principal, Prof. Dr. S. Durairaj, the posters were designed to spread information regarding the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal), the function of the Internal Committee, and the redressal mechanism available at the institution.



Selected Awareness Posters for The Event





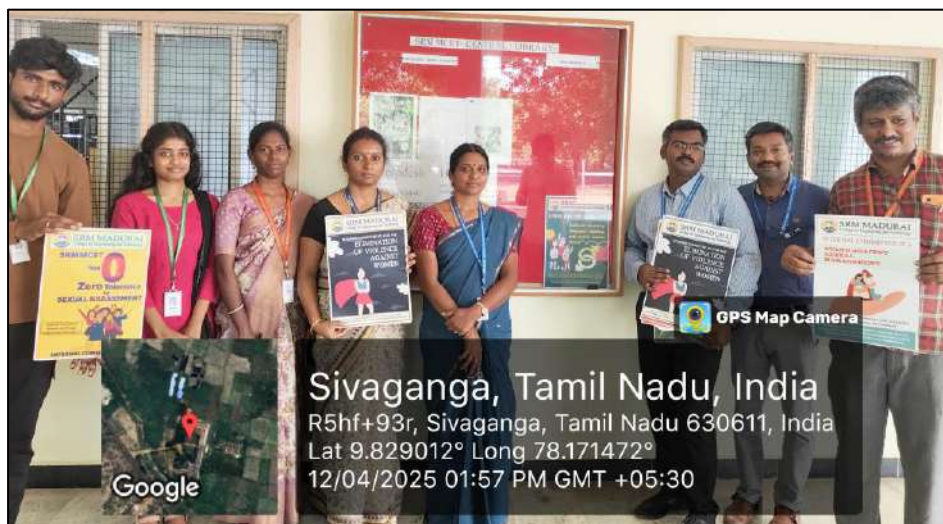


POSTER DISTRIBUTION VENUES AND ACTIVITIES

The IC members, comprising faculty, non-teaching staff, and student representatives, actively carried out the awareness drive across various venues in the college campus:

Notice Boards Across Campus:

The IC members actively moved across the campus and displayed posters on prominent notice boards situated in academic blocks, administrative offices, and departmental corridors, ensuring maximum visibility and effective student outreach.



Central Library Visit:

The team visited the central library and interacted with students present there. They shared insights on the functioning of the IC and answered queries related to the grievance redressal system.



Classroom Interaction:

Faculty and student members of the IC visited multiple classrooms to inform students about the significance of the IC, its members, and the procedures involved in addressing complaints. This ensured that even students who missed other parts of the campaign received direct communication.



Common Areas – Corridors & Campus Surrounding:

To reach a broader audience, IC members approached students in informal settings like corridors, seating areas, and near the canteen, initiating open conversations about harassment prevention and available support mechanisms.



Laboratories:

The team also entered various departmental laboratories, interacting with students and sensitizing them on the importance of the Internal Committee's role in maintaining a safe campus.



INTERNAL COMMITTEE MEMBERS INVOLVED

S.No	Role	Name & Designation
1.	Presiding Officer	Dr. C. Vimalarani, ASP, Dept. of EEE
2.	Faculty Member	Dr. A. Kumaresan, AP, Dept. of Chemistry
3.	Faculty Member	Dr. M. Sangeetha, ASP, Dept. of IT
4.	Faculty Incharge (IC)	Mr.B.Anburaj, AP, Dept. of ECE
5.	Non-Teaching Staff	Mr. S. Prakash, Lab Technician, Civil Engg.
6.	Non-Teaching Staff	Ms. A. Mickline Monicka, Lab Technician, CSE
7.	Student Representative	Mr. M. Ponvannan (AI & ML)
8.	Student Representative	Ms.R. Jagadha (AI & DS)

CONCLUSION

The event was well-received by the students and staff. It effectively spread awareness about gender sensitivity, grievance redressal procedures, and the Internal Committee's functions. The program reinforced SRM MCET's commitment to creating a safe, inclusive, and respectful educational environment for all.

Awareness program
on
“Towards a Respectful Campus:
Understanding the Role of the
Internal Committee”



**VII. AWARENESS PROGRAM ON TOWARDS A RESPECTFUL
CAMPUS: UNDERSTANDING THE ROLE OF THE INTERNAL
COMMITTEE**

SRM MADURAI
College for Engineering and Technology
(Approved by AICTE, New Delhi | Affiliated to Anna University, Chennai)

INTERNAL COMMITTEE (IC)

Organizes
Awareness Program for Women Faculty Members

**"Towards a Respectful Campus: Understanding the
Role of the Internal Committee"**

We cordially invite all women faculty members to attend !

Date 24.06.2025
(Tuesday)

Time 11:00 AM to
12:00 Noon

Venue Seminar Hall-1

Resource Person
Dr. S. Senthilrani, Associate Professor/ECE.

Dr.C.Vimalarani
Presiding Officer & HoD/EEE

Dr.S.Duraiaraj
Principal

www.srmcet.edu.in

+91 78457 75188
+91 78457 76188



SRM MADURAI
COLLEGE FOR ENGINEERING AND TECHNOLOGY
Approved by AICTE, New Delhi | Affiliated to Anna University, Chennai



CIR.NO./SRM MCET/IC/No.:04

Date: 19.06.2025

CIRCULAR


In accordance with the mandate issued by the All-India Council for Technical Education (AICTE) through the Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees, Students and Redressal of Grievances in Technical Institutions Regulations, SRM Madurai College for Engineering and Technology has constituted an **Internal Committee (IC)**. This committee underscores our institution's commitment to ensuring a safe, inclusive, and respectful environment for all.

As part of this ongoing initiative, an awareness program titled **"Towards a Respectful Campus: Understanding the Role of the Internal Committee"**, focusing on the functions and significance of the Internal Committee, will be conducted as per the following schedule:

- Date: 24.06.2025 (Tuesday)
- Time: 11:00 AM to 12:00 Noon
- Venue: Seminar Hall-1
- Resource Person: Dr. S. Senthilrani, Associate Professor, Department of ECE.

All women faculty members (Teaching/Non-Teaching) of our college are cordially invited and expected to attend this session without fail. Your participation will contribute to building a more aware and supportive campus community.

Let us join together to uphold the values of equality, dignity, and safety in our institution.


Presiding Officer
(Dr.C.Vimalarani, HoD/EEE)


PRINCIPAL


19/6/25

Copy to:

- Office of the Vice Principal
- Office of the Group-Coordinator
- The Administrative Office
- All Department Heads
- Notice Boards



Event Report

Awareness Programme on “Towards a Respectful Campus: Understanding the Role of the Internal Committee”

Date: 24th June 2025

Time: 11:00 AM – 12:00 Noon

Venue: Seminar Hall – 1

Resource Person: Dr. S. Senthilrani, Associate Professor, Department of ECE

As part of its commitment to fostering a safe, inclusive, and respectful campus environment, SRM Madurai College for Engineering and Technology organized an Awareness Programme on the Role of the Internal Committee (IC) on 24th June 2025, in accordance with the AICTE guidelines and the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act).

The event was exclusively conducted for all women faculty members (teaching and non-teaching) to promote understanding of the Internal Committee’s functions, responsibilities, and the legal framework surrounding workplace safety and gender sensitization.

The session was delivered by Dr. S. Senthilrani, Associate Professor in the Department of ECE, who shared in-depth insights on the POSH Act, 2013, emphasizing the importance of building a respectful and harassment-free workplace.

Key topics covered in the session included:

- The structure and composition of the Internal Committee, including the roles of the Presiding Officer, internal members, and external representatives.
- Responsibilities of the IC, such as receiving complaints, conducting inquiries, maintaining confidentiality, and submitting annual reports.
- The scope of IC training and the critical need for its members to be well-informed about procedures, timelines, and compliance requirements under the Act.



- The redressal process, including procedures for conciliation and inquiry, the importance of neutrality, and the timelines to be followed during investigations.
- Provisions for granting interim relief to complainants, with a focus on ensuring their safety and psychological well-being throughout the inquiry process.
- The criteria for compensation in case of proven misconduct, including factors like emotional distress, loss of career opportunities, and medical expenses.

Participants were introduced to the practical significance of maintaining a respectful campus, understanding the difference between respectful and disrespectful behaviors, and recognizing the value of leadership in upholding these principles.

The programme also included the showcase of awareness posters, reinforcing key messages of the POSH Act and the role of the Internal Committee. These posters shown are visual reminder to the community about available support mechanisms and institutional responsibilities.

Feedback and Outcomes:

The event received positive feedback from the attendees, who appreciated the informative and thought-provoking session. It was noted that the programme significantly enhanced awareness among the staff regarding institutional policies and complaint redressal mechanisms. Participants expressed their willingness to engage in future training sessions and awareness initiatives related to workplace safety and gender equality.

Conclusion:

The Awareness Programme on the Internal Committee served as a vital step toward strengthening the institutional framework for gender sensitization and harassment prevention. The Staff Recreation Club and the Internal Committee plan to continue such initiatives periodically to ensure continued awareness, compliance, and empowerment of all staff members.



Photographic Evidence of the Event

Awareness Programme on “Towards a Respectful Campus: Understanding the Role of the Internal Committee”

Date: 24th June 2025

Time: 11:00 AM – 12:00 Noon

Venue: Seminar Hall – 1

Resource Person: Dr.S.Senthilrani, Associate Professor, Department of ECE.







VIII. CONCLUSION

The Internal Committee (IC) initiatives carried out at SRM Madurai College for Engineering and Technology during the academic year 2024–2025 clearly reflect a well-organized and proactive approach toward promoting gender sensitivity, safety, and institutional accountability. The six events conducted throughout the year served as a strong foundation to build awareness, ensure compliance with AICTE regulations, and foster a respectful campus environment.

The formation of the Internal Committee in December 2024 was a major step in institutionalizing a structured redressal mechanism for issues related to sexual harassment and gender-based concerns. With appropriate representation and adherence to AICTE norms, the committee was empowered to educate, support, and act effectively. Its initiatives throughout the year successfully brought together students, faculty, and staff in a shared commitment to uphold dignity and inclusiveness.

Events like the Round Table Discussion and the Awareness Program helped demystify the functions of the IC and invited meaningful suggestions from stakeholders. These discussions encouraged collective participation and made the redressal process more approachable. The Women’s Day Expert Talk further enriched the institutional commitment to women’s empowerment by addressing critical issues like health, well-being, and self-care.

The Indoor Games event created a space for informal bonding among women staff, contributing to emotional well-being and a sense of community. The Poster Awareness Campaign played a key role in making information accessible across campus, ensuring even those not part of formal sessions was well-informed.

The year concluded with the “Towards a Respectful Campus” program, which tied together all efforts by enhancing understanding of the legal framework under the POSH Act. Together, these initiatives have laid a solid foundation for a safer, more aware, and inclusive campus. Continued efforts, regular training, and strong implementation will further reinforce **SRM MCET’s** commitment to a respectful and equitable learning environment.