



# தமிழ்நாடு ஆசிரியர் கல்வியியல் பல்கலைக்கழகம்

## TAMILNADU TEACHERS EDUCATION UNIVERSITY

(Established under Tamil Nadu Act 33 of 2008)

GangaiammanKoil Street, Karapakkam, Chennai - 600 097.

Phone No.044-28389040, 044-28389043 E-mail: registrar@tnteu.ac.in Website: www.tnteu.ac.in

No. TNTEU/R/Admin/ICC/2021/1767

Date: 01.10.2021

### Official communication

**Sub:** TNTEU – University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2013 – Constitution of Internal Complaints Committee (ICC) – orders Issued - Reg.

**Ref:** D.O. Letter No.8476/K2/2018 -1, dated 09.05.2018 from the Principal Secretary to Government, Higher Education Department, Secretariat.

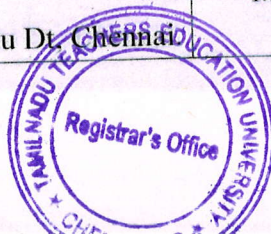
The Principal Secretary to Government has enclosed a copy of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2013 and requested to constitute an "Internal Complaints Committee" to deal with sexual harassment complaints in the Higher Educational Institutions.

Orders have been accorded to constitute "Internal Complaints Committee" for the above purpose. Accordingly, the Vice Chancellor has constituted a Committee with following members for the purpose to deal with sexual harassment complaints in the Higher Educational Institutions.

Name of the Member	Designation	Category as stipulated in the Regulations
Dr.A.Rajeswari Assistant Professor, Department of Curriculum Planning & Evaluation, TNTEU.	Presiding Officer	One Presiding Officer who shall be a women faculty member employed at a senior level
Dr.P.C.Nagasubramani Associate Professor, Department of Pedagogical Sciences, TNTEU.	Member	Two members among the faculties from the work place
Dr.T.Sivasakthi Rajammal Assistant Professor, Department of Educational Psychology, TNTEU.	Member	
Dr.K.Mohan, Deputy Registrar , TNTEU.	Member	Two members of Non – Teaching employees from work place
Tmt.T.UshaNandhini Superintendent, TNTEU.	Member	
Tmt.K.Rosy Sujatha President, Institute of Social Education, Vandalur, Chengalpattu Dt, Chennai	Member	One member from Non-governmental Organization

REGISTRAR

TAMIL NADU TEACHERS EDUCATION UNIVERSITY  
KARAPAKKAM, CHENNAI-600 097



VICE-CHANCELLOR


TAMILNADU TEACHERS EDUCATION UNIVERSITY  
KARAPAKKAM, CHENNAI - 600 097.

The above "Internal Complaints Committee" shall comply with the responsibilities and procedures prescribed in the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) regulations 2013 to deal with Sexual Harassment Complaints in the Higher Educational Institutions. A copy of the Regulation is enclosed herewith.


*Ushakanthi*  
11.10.2021  
REGISTRAR i/c

To

1. Dr.A.Rajeswari  
Assistant Professor,  
Department of Curriculum Planning & Evaluation, TNTEU.
2. Dr.P.C.Nagasubramani  
Associate Professor,  
Department of Pedagogical Sciences, TNTEU.
3. Dr.T.Sivasakthi Rajammal  
Assistant Professor,  
Department of Educational Psychology, TNTEU.
4. Dr.K.Mohan,  
Deputy Registrar, TNTEU.
5. Tmt.T.UshaNandhini  
Superintendent, TNTEU.
6. Tmt.K.Rosy Sujatha,  
President, Institute of Social Education,  
No, 2/272 1<sup>st</sup> Cross, 5<sup>th</sup> Street, Lakshmi Nagar,  
Vandalur, Chengalpattu Dt.  
Chennai -600048.

  
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Official Communication No.TNTEU/R/Admin/Sexual Harassment/2018/ 1187

Date: 22.05.2018

**Sub:** TNTEU - University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 – Constitution of Internal Complaints Committee (ICC) – Reg.

**Ref:** D.O. Letter No.8476/K2/2018-1, dated 09.05.2018 from the Principal Secretary to Government, Higher Education Department, Secretariat.

The Principal Secretary to Government has enclosed a copy of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015 and requested to constitute an "Internal Complaints Committee" to deal with sexual harassment complaints in the Higher Educational Institutions.

Orders have been accorded to constitute "Internal Complaints Committee" for the above purpose. Accordingly, the Vice Chancellor has constituted a Committee with the following members for the purpose to deal with sexual harassment complaints in the Higher Educational Institutions.

Name of the Member	Designation	Category as Stipulated in the Regulations
Dr.M.Kanmani, Associate Professor, Department of Educational Technology	Presiding Officer	One Presiding Officer who shall be a women faculty member employed at a senior level
Dr.K.Rajasekaran, Associate Professor, Department of Educational Planning and Administration	Member	Two members among the faculties from the work place
Dr.V.Sharmila, Assistant Professor, Department of Educational Technology	Member	
Tmt.B.Gayathri, PA to VC	Member	Two members of Non-teaching employees from work place
Tmt.D.K.Nagarathi, Assistant Registrar	Member	
Dr.Oviya, FCS, Puthiya Kural, New No.35, Old No.10/2, Vanniar Street, Choolaimedu, Chennai-600 094.	Member	One member from Non- Governmental Organization Committee to the cause of women

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TAMILNADU TEACHERS EDUCATION UNIVERSITY  
KARAPAKKAM, CHENNAI - 600 097.

The above "Internal Complaints Committee" shall comply with all the responsibilities and procedures prescribed in the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015 to deal with Sexual Harassment Complaints in the Higher Educational Institutions. A copy of the Regulation is enclosed herewith.

302  
221518  
REGISTRAR i/c

To

1. Dr.M.Kanmani,  
Associate Professor,  
Department of Educational Technology,  
TNTEU. *31/5/18*
2. Dr.K.Rajasekaran,  
Associate Professor,  
Department of Educational Planning and Administration,  
TNTEU. *31/5/2018*
3. Dr.V.Sharmila,  
Assistant Professor,  
Department of Educational Technology,  
TNTEU. *31/5/18*
4. Tmt.B.Gayathri,  
PA to VC  
TNTEU. *31/5/18*
5. Tmt.D.K.Nagarathi,  
Assistant Registrar  
TNTEU. *31/5/18*
6. Dr.Oviya, FCS,  
Puthiya Kural,  
New No.35, Old No.10/2,  
Vanniar Street, Choolaimedu,  
Chennai-600 094.

- Copy to:
1. All the HODs
  2. All the Deputy Registrars & Assistant Registrars
  3. P.A to VC
  4. Registrar's Office

*M. Gurusudan 31.5.18*  
*31/5/18*  
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*31/5/18*  
*31.5.18*  
*31.5.18*  
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# TAMIL NADU TEACHERS EDUCATION UNIVERSITY

KARAPAKKAM, CHENNAI-97.



## INTERNAL COMPLAINTS COMMITTEE

ORGANIZES  
WEBINAR ON

AWARENESS PROGRAMME OF SEXUAL HARASSMENT OF WOMEN AT  
WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2018

Date: 09.12.2021 Time: 4.30 pm - 5.30 pm

### PATRON

**Prof. N. Panchanatham**

Vice Chancellor, TNTEU

### CO-PATRON

**Prof.M.Soundararajan**

Registrar i/c, TNTEU

**Prof.M.Govindan**

Controller of Examinations i/c,

### GUEST SPEAKER

**Tmt. K.Rosy Sujatha**

President

Institute of Social Education, Vandalur, Chennai

### ORGANISING SECRETARY

**Dr.A.Rajeswari**

Presiding Officer

Internal Complaints Committee, TNTEU

(Welcome Address)

### JOINT ORGANISING SECRETARIES

**Dr.P.C.Nagasubramani**

Associate Professor

Member

Internal Complaints Committee, TNTEU

(Felicitation Address)

**Dr.K.Mohan**

Deputy Registrar

Member

Internal Complaints Committee, TNTEU

**Dr.T.Sivasakthi Rajammal**

Assistant Professor

Member

Internal Complaints Committee, TNTEU

(Vote of Thanks)

**Tmt.T.Usha Nandhini**

Superintendent

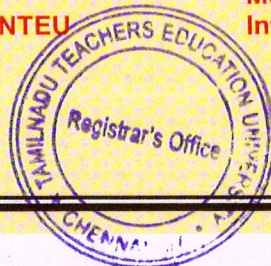
Member

Internal Complaints Committee, TNTEU

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Zoom Link : <https://zoom.us/j/99905702965?pwd=aUZwWGVCUEhKZjJEWGh0bVBQQ05jdz09>

Meeting ID: 999 0570 2965 Passcode: ICC



YouTube link: <http://youtube.com/scotraj>

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Recording... LIVE on YouTube You are viewing Rosy Sujatha K's screen View Options

## Need for women safety பெண்கள் பாதுகாப்பின் அவசியம்

- It is **crucial** to **eliminate** work-place sexual harassment since women have the **right** in safe and secure environment.
- It is the **responsibility** of every employer to ensure **safety** of women in a work environment and improve their participation.
- This will contribute to **realization** of their **right** to gender equality and result in empowerment and inclusive growth and **benefit** the nation as a whole.

Dr.A.Rajeswari Arumugam  
Rosy Sujatha K  
Kirthika  
Dr. P.C.Naga Subramani

Unmute Stop Video (Alt+V) Security Participants 73 Chat Share Screen Pause/Stop Recording Reactions More End

Recording... LIVE on YouTube

## External Members on the Complaints Committee/s புகாரக் குழுவில் உள்ள வெளி உறுப்பினர்கள்

The Act refers to external members, which generally refer to members who are not employed by the organization. Given the largely intangible nature of sexual harassment, it is often difficult for the organization to investigate and respond effectively to workplace sexual harassment. External members on the Complaints Committee/s (from outside the organization) can help address the following issues:

- Demonstrated knowledge, skill and capacity in dealing with the issue of sexual harassment.
- Sound grasp and practice of the legal aspects/improvement of the organization's policies/procedures.

Such expertise will greatly benefit Complaints Committee/s. Their involvement can lead to sound outcomes.

the issue of sexual harassment. Given the largely intangible nature of complexities involved in responding effectively to workplace sexual harassment, it is often difficult for the organization to investigate and respond effectively to workplace sexual harassment. External members on the Complaints Committee/s (from outside the organization) can help address the following issues:

Who can see your messages? Recording On

To: Everyone

Type message here...

Nice presentation.dr.chandrasekaran59@gmail.com

Santha Deva to Everyone 05:39 PM

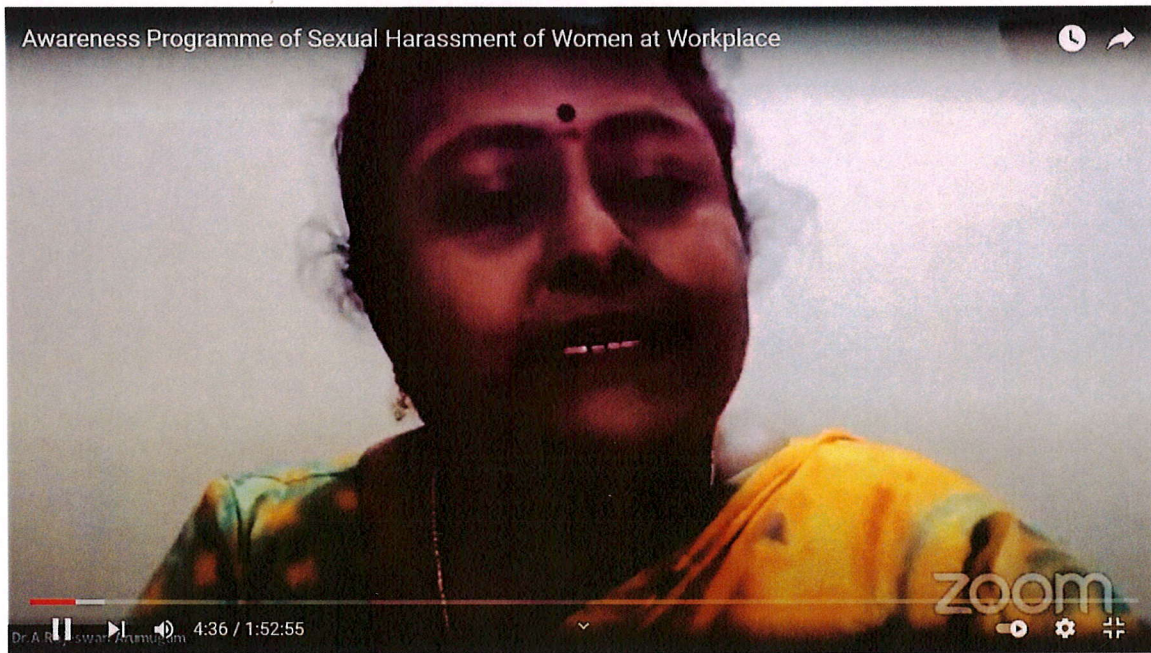
really thank you for this section.... got more valuable informations.

Rosy Sujatha K  
Dr.A.Rajeswari Arumugam  
anu radha  
JEEVA P  
Dr.K.Manikandan

  
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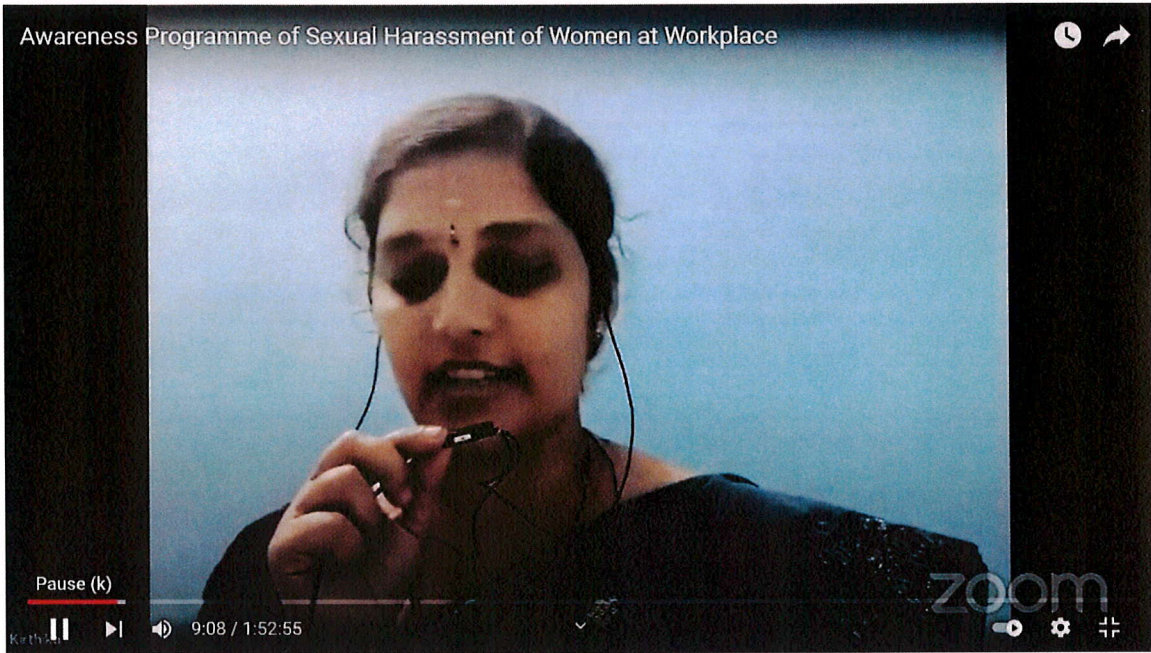


  
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You are viewing Rosy Sujatha's screen

## Definition of Sexual Harassment

பாலியல் துன்புறுத்தலின் வரையறை

- The Supreme Court defined sexual harassment as any **unwelcome**, sexually determined physical, verbal, or non-verbal conduct.
- **Examples** included sexually suggestive remarks about women, demands for sexual favors, and sexually offensive visuals in the workplace.
- The definition also covered **situations** where a woman could be disadvantaged in the workplace as a result of threats relating to employment decisions that could negatively impact her working life.

Kirthika

Dr. A. Rajeswari Arumugam

Rosy Sujatha K

Kirthika

Dr. P.C Naga Subramani

Unmute Start Video Security Participants Chat Share Screen Pause/Stop Recording Reactions More End

  
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KARAPAKKAM, CHENNAI - 600 097.

Zoom Meeting

Recording... **LIVE** on YouTube

Jeevitha . A  
Jeevitha . A

Dr.A.Bajeswari Arumugam  
Dr.A.Bajeswari Arumugam

Rosy Sujatha K  
Rosy Sujatha K

I Meera SC 426(6M) Moo...  
I Meera SC 426(6M) Moo...

Kirthika  
Kirthika

Dr. V.Sharmila  
Dr. V.Sharmila

R.saranya  
R.saranya

Dr.T.Sivasakthi...  
Dr.T.Sivasakthi Rajammal

Dr. Tikam sori  
Dr. Tikam sori

anu radha  
anu radha

SHUNMUGAPRI...  
SHUNMUGAPRIYA K.C

K.Mahalakshmi  
K.Mahalakshmi

Mohana Priya  
Mohana Priya

EZHILARASAN. S  
EZHILARASAN. S

NIRMALADEVI N  
NIRMALADEVI N

S  
soundaria Pandian

D  
Deeba Kasthur

Dr.p.n.lakshmi s...  
Dr.p.n.lakshmi shanmugam

Mahalakshmi.P  
Mahalakshmi P

Dr. Jashnirajtha  
Dr. Jashnirajtha

A Suresh John...  
A Suresh John Kennedy

Usha  
Usha

MEENAKSHI SUNDARAM  
MEENAKSHI SUNDARAM

Preethi Scot  
Preethi Scot

Pritynka Krish  
Pritynka Krish

Chat

Good evening mam  
I'm Praveena R  
PhD Scholar full time  
in BDU  
Presentation very well  
and clear mam

Prakash A to Everyone  
Dr.A.PRAKASH Thank  
you ORGANISERS for  
INFORMATIVE  
WEBINAR

Dr.k.i.n.Deiva akandan Para... to Everyone  
feedback

Manikandan to Everyone  
Thank you madam.  
good presentation,

Who can see your messages? Recording On

To: Everyone

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18:23  
09-12-2021

Zoom Meeting

Recording... **LIVE** on YouTube

Dr.T.Sivasakthi Rajammal is talking...

Manikandan  
Manikandan

Mr.PURUSHOT...  
Mr.PURUSHOTHAMAN.P

Dr. V. Mary Rita...  
Dr. V. Mary Rita Martina...

saru I  
saru I

Leenalikitha  
Leenalikitha

Nareshkumar N  
Nareshkumar N

RAJKUMAR A  
RAJKUMAR A

Tanu  
Tanu

Jothi Rishi Vign...  
Jothi Rishi Vigneshwar J

Suganthi  
Suganthi

R.Rekha  
R.Rekha

Dr Chandradevi...  
Dr Chandradevi V.S

Dr.R.K.P.Kaliammal Pandi...  
Dr.R.K.P.Kaliammal Pandi...

Mary Hilda  
Mary Hilda

Dr.N.Panchanatham Panth...  
Dr.N.Panchanatham Panth...

R. Saravanan  
R. Saravanan

Dr.S.Dhanalaks...  
Dr.S.Dhanalakshmi

Kumar  
Kumar

F  
Florence Jayaraj

Saran Saravanan  
Saran Saravanan

Sharmila Pangaraj  
Sharmila Pangaraj

Dr.k.i.n.Deiva a...  
Dr.k.i.n.Deiva akandan Pa...

Suthakar N  
Suthakar N

Praveena R  
Praveena R

Mohana  
Connecting to audio...

Chat

Praveena R to Everyone  
Please, feedback link  
mam

Dr.R.K.P.Kaliam... to Everyone 06:23 PM  
Need of the hour topic  
mam..it's very clear  
and excellent  
presentation mam  
..thanks a lot of  
information gathered  
today mam.Thanks to  
the organizing  
committee members

Dr Chandradevi ... to Everyone 06:24 PM  
Thank you Madam for  
your wonderful  
Lecture.

Who can see your messages? Recording On

To: Everyone

Dear:

Type here to search

29°C Partly cloudy

18:24  
09-12-2021

  
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Recording... LIVE via YouTube You are viewing Rosy Sujatha K's screen View Options

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Participants: Dr. A. Rajeswari Arumugam, Rosy Sujatha K., Kirthika, Dr. P.C. Naga Subramani

Unmute Start Video Security Participants Chat Share Screen Pause/Stop Recording Reactions More End

WhatsApp internal complaints committee Awareness Programme of Sexual Harassment of Women at Workplace

youtube.com/watch?v=SgibD6eUvkk&t=203s

Search

Top chat replay

Uma Raghu Gud evening to all.Prof.Uma Raghu, Nursing Dept

Awareness Programme of Sexual Harassment of Women at Workplace


152 views... 7 DISLIKE SHARE SAVE

Tamil Nadu Teach...docx Sexual Harassment...pdf internal complaint...pdf ICC letter from Re...pdf

Type here to search 30°C Light rain 17:11 11-12-2021

  
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<https://youtu.be/SgibD6eUvXk>

## 9.12.2021 Report


Tamil Nadu Teachers Education University, Karappakam, Internal Complaints Committee Organized a Webinar On “Awareness Programme of Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act 2013” on 09.12.2021 (Timings: 4.30 pm to 6.30 pm)

The programme started with **Welcome Address** was delivered by **Dr. A Rajeswari**, Presiding officer ICC, TNTEU which was Continued by **Felicitation Address** by **Dr. P.C Nagasubramani**. Member, ICC, TNTEU, Then Guest speaker, **Ms. K. Rosy Sujatha**, **President, Institute of Social Education, Vandulur, Chennai** opened up about Sexual Harassment to the participants by stating valuable points like

- What is meant by harassment?
- Act about Sexual harassment and how can be used by the women at work place
- Initiation of the act at Rajasthan in 1997 by vikasha- NGO
- Explained CEDAW and Vikasha Guidelines
- Definition of sexual Harassment
- Sexual Harassment has any unwelcome, sexually determined, physical, verbal and non- verbal conduct
- Redress mechanism
- About the act – uphold Fundamental right, equality & dignity in work place
- Explanation About each term prohibition, Prevention and Redress
- Forms of Work place Harassment
- Parameters and training for dealing with work place Sexual harassment

  
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**VICE-CHANCELLOR**  
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KARAPAKKAM, CHENNAI - 600 097.

Then the session continued with questions by the participants and Which was concluded with **Vote of Thanks** by **Dr. T. Sivasakthi Rajammal**, Member ICC, TNTEU. The anchoring was done by **Kirthika.N.C**, 1<sup>st</sup> Year M.Ed, TNTEU. In this Programme 90 candidates participated via zoom link and more than 150 candidates viewed via YouTube live stream.

  
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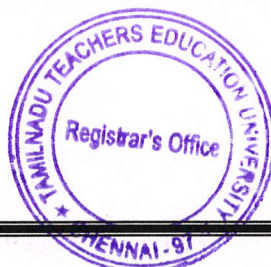
**PROGRAMME ON SEXUAL HARASSMENT OF WOMEN AT WORK PLACE**


**11.01.2018**

On 11<sup>th</sup> January 2018, Ms Ovia , social activists, FCS , addressed the gathering on the topic 'Sexual Harassment of Women At Work Place: Preventive , Prohibition and Protection'. There were 35 students participated in the programme.



  
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