



CIRCULAR

Constitution of Internal Complaints Committee (ICC)

Ref No.: NICE/COM/ICC/2025

Date 17/07/2025

In accordance with the guidelines of the All India Council for Technical Education (AICTE) and as mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the institution hereby constitutes the Internal Complaints Committee (ICC) for the Academic Year 2025-26.

The Committee is formed to ensure a safe, secure, and dignified environment for women employees and students and to address complaints related to sexual harassment at the workplace/campus.

For the smooth functioning of the ICC the committee has been constituted with the following members

Sl. No	Position	Name	Details
1	Chairperson	Ms. Divine K Varghese	Presiding Officer (Senior Woman Faculty Member)
2	Principal	Dr. Biju C V	Principal
3	Faculty Member	Ms. Neethu Paul	Asst. Professor, Civil Engineering Dept.
4	Faculty Member	Ms. Saritha K	Asst. Professor, Mechatronics Engineering Dept.
5	Faculty Member	Ms. Linny Sunny	Asst. Professor, Computer Science Dept.
5	Non-Teaching Staff Member	Ms. Mrudhula Baiju	Lab Assistant, Dept of Civil Engineering
6	Legal Advisor	Adv. Sunil Jose	Advisory Support
7	ICC Coordinator	Ms. Soumya K Nair	Asst. Professor, Applied Sciences Dept.

Objectives of the ICC:

1. To prevent incidents of sexual harassment within the institution.
2. To provide a safe and confidential mechanism for lodging complaints.
3. To conduct impartial inquiry into complaints received.
4. To recommend appropriate action based on inquiry findings.
5. To create awareness about gender sensitivity and workplace dignity.


PRINCIPAL

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