



# HOLY SPIRIT INSTITUTE OF NURSING EDUCATION

## HOLY SPIRIT HOSPITAL

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## INTERNAL COMPLAINT COMMITTEE CELL

### INTRODUCTION

The Internal Complaint Committee (ICC) Cell is a vital entity within organizations, dedicated to ensuring a safe workplace environment by addressing sexual harassment complaints. Comprised of dedicated members, the ICC Cell plays a crucial role in upholding legal mandates and organizational policies aimed at preventing and resolving instances of sexual harassment. Through its establishment and functioning, the ICC Cell signifies a commitment to promoting equality, dignity, and fairness for all individuals within the organization.

### AIM

To uphold and encourage a zero-tolerance policy for workplace violence.

### OBJECTIVES

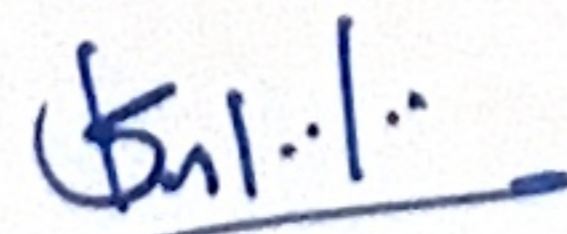
- To create a policy at the Institute prohibiting the sexual harassment of women.
- To develop an ongoing system at the Institute for the avoidance and resolution of incidents of sexual harassment and other gender-based violence.
- To guarantee that the policy is followed in letter and spirit by appropriately reporting complaints and handling their follow-up.
- To honor the Institute's pledge to create a gender-neutral environment free from discrimination.
- To prevent any act of sexual harassment by establishing a safe and secure social and physical environment.
- To encourage a psychological and social milieu that will increase consciousness regarding sexual harassment in all of its manifestations.

## ACTIVITIES

- Establishing policies and procedures in compliance with relevant laws.
- Receiving complaints confidentially and sensitively.
- Conducting fair investigations and providing support to complainants.
- Recommending actions or sanctions against respondents if harassment is found.
- Implementing preventive measures and awareness programs.
- Maintaining records, reporting to authorities, and ensuring compliance.
- Providing training and support to ICC members, faculty, staff, and students.
- Offering support and assistance to both complainants and respondents throughout the process.
- Through these activities, the ICC fosters a culture of zero tolerance towards sexual harassment and promotes a safe and respectful environment within the nursing college community.

## MEMBER

SR. NO.	NAME OF THE MEMBER	DESIGNATION
1	Dr. Sr. Lalitha Rosali Principal	Presiding Officer
2	Ms. Vijitha K Faculty	Secretary
3	Sr. Julie George Advocate	Member
4	Dr. Supriya Mane Faculty	
5	Ms. Catherine John Warden	



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