

ANNUAL REPORT OF THE INTERNAL COMPLAINTS COMMITTEE**For the Calendar year 2025****1. INTRODUCTION**

The Internal Complaints Committee (ICC) of JSS AHER is constituted in accordance with the applicable statutory and regulatory provisions relating to the prevention, prohibition and redressal of sexual harassment of women at the workplace and in Higher Educational Institutions.

The Committee functions as an institutional mechanism for prevention, awareness, sensitization, receipt and redressal of complaints, and for promoting a safe, dignified, inclusive and gender-sensitive environment for students, faculty, research scholars, employees, interns and other members of the institutional community.

During the calendar year 2025, the Committee focused on strengthening preventive mechanisms, awareness and sensitization, accessibility of the complaint mechanism, campus and hostel safety, digital safety, professional conduct and periodic review of institutional preparedness.

2. CONSTITUTION OF THE ICC

The Internal Complaints Committee, during the period under report comprised the following members:

Sl. No.	Name	Role in ICC
1	Dr. M N Suma , Prof. Dept. of Bio-Chemistry, JSS Medical College, Mysuru	Presiding Officer
2	Smt. M S Kokila , Administrative Officer, JSS College of Pharmacy, Mysuru	Convener
3	Dr. A.M. Mahalakshmi , Dy. Dean, Bureau of Quality & Statistics, JSS Academy of Higher Education & Research, Mysuru	Member
4	Dr. Shilpa Palaksha , Asso. Professor, Dept., of Ph. Practice, JSS College of Pharmacy, Mysuru	Member

Sl. No.	Name	Role in ICC
5	Dr. B Gowramma , Asst. Prof. Dept., of Pharmaceutical Chemistry, JSS College of Pharmacy, Ooty	Member
6	Dr. N. Shalini , Assistant Professor, Department of Health System Management Studies, JSS Academy of Higher Education & Research, Mysuru.	Member
7	Dr. Ashwini.P , Associate Professor, Dept of Microbiology, JSS Academy of Higher Education & Research, Mysuru.	Member
8	Smt. S Sumithra , Computer Programmer, JSS Dental College & Hospital, Mysuru	Member
9	Smt. Madhuri Tathachari , Managing Trustee, Bhramara Trust, Mysuru	External Member
10	Professor Shivananda Bharathi , JSS Law College, Mysuru	

3. OBJECTIVES OF THE COMMITTEE

The major objectives of the ICC during 2025 were:

1. **To prevent** sexual harassment and promote a safe and respectful institutional environment.
2. **To create awareness** regarding the rights and responsibilities of students and employees.
3. **To provide an accessible mechanism** for reporting complaints.
4. **To ensure fair**, confidential and time-bound handling of complaints.
5. **To sensitize the institutional community** regarding gender equality, consent, dignity and professional conduct.
6. **To review safety concerns** relating to classrooms, laboratories, hostels, transportation and other institutional spaces.
7. **To address emerging concerns** relating to digital communication and cyber harassment.
8. **To periodically review** the effectiveness of the institution's preventive and redressal mechanisms.

4. MEETINGS OF THE ICC DURING 2025

The ICC adopted a review mechanism to monitor the progress of the activities of the ICC committee.

- Review of ICC constitution, policy, complaint mechanism, annual calendar
- Faculty-student relationships, workplace conduct, safe digital communication planning
- Implementation of guidelines for prevention of online harassment, impersonation, misuse of digital content
- Respectful behaviour and bystander responsibility
- Complaint procedure, inquiry, natural justice, confidentiality
- Victimization, interim measures, complainant/witness protection

5. MAJOR ACTIVITIES UNDERTAKEN DURING 2025

5.1 Awareness and Sensitization

The Committee emphasized awareness among students and employees regarding:

- Prevention of sexual harassment.
- Appropriate professional behaviour.
- Respectful communication.
- Consent and personal boundaries.
- Reporting mechanisms.
- Confidentiality.
- Protection against retaliation and victimization.
- Responsibilities of students and employees in maintaining a safe campus.

5.2 Campus Safety Review

The Committee reviewed preventive safety measures relating to:

- Campus lighting.
- Isolated areas.
- Security arrangements.

- Access control.
- Hostel premises.
- Common areas.
- Transportation.
- Emergency reporting mechanisms.

5.3 Hostel Safety

The Committee reviewed safety and preventive arrangements in student hostels, including:

- Security arrangements.
- Visitor management.
- Lighting.
- Availability of responsible hostel personnel.
- Emergency contacts.
- Awareness among residents.
- After-hours safety.

5.4 Digital and Cyber Safety

The Committee recognized the increasing importance of digital safety and sensitized students/employees regarding:

- Unwanted online communication.
- Cyber stalking.
- Fake profiles and impersonation.
- Misuse of photographs.
- Circulation of objectionable content.
- Social-media conduct.
- Preservation of electronic evidence.

5.5 Professional and Academic Relationships

The Committee reviewed the importance of maintaining appropriate professional boundaries in:

- Faculty-student interactions.
- Academic supervision.
- Research supervision.
- Mentoring.
- Evaluation.
- Internship and training.
- Administrative interactions.

6. COMPLAINTS RECEIVED AND DISPOSED OF

The following information was reported **only in aggregate**,

Particulars	Number
Complaints received during 2025	NIL
Complaints under preliminary processing	NIL
Complaints under inquiry	NIL
Complaints disposed of	NIL
Complaints pending at year-end	NIL
Complaints withdrawn/closed, wherever applicable	NIL
Interim measures recommended, if any	NIL

7. ACTION TAKEN DURING THE YEAR

Sl. No.	Area	Action Taken
1	ICC information/display	Completed
2	Awareness programme	Completed
3	Campus safety	Completed
4	Hostel safety	Completed
5	Transport safety	Completed

Sl. No.	Area	Action Taken
6	Digital safety	Completed
7	Policy/SOP review	Completed
8	Other	Completed

8. MAJOR OBSERVATIONS

During the year, the Committee identified the following areas requiring continuous attention:

- Sustained awareness rather than one-time sensitization.
- **Easy accessibility of ICC information by circulating the exclusive toll-free number 1800 – 425 – 6711 of JSS AHER and display of the same.**
- Periodic review of campus safety.
- Awareness regarding digital harassment.
- Sensitization of outsourced and support personnel.
- Regular review of institutional policy and procedures.

9. RECOMMENDATIONS FOR 2026

The ICC recommended the following measures for the subsequent year:

1. Continue monthly/periodic ICC review meetings.
2. Conduct structured awareness programmes for newly admitted students and newly appointed employees.
3. Conduct gender-sensitization programmes regularly.
4. Strengthening awareness regarding digital harassment and emerging technology-related risks.
5. Periodically review hostel and transportation safety.
6. Ensure prominent display/publication of ICC contact details.
7. Conduct refresher training for ICC members.
8. Periodically review and update the ICC policy/SOP.

10. CONCLUSION

The Internal Complaints Committee remained committed to strengthening a safe, dignified, respectful and inclusive environment within the institution during the calendar year 2025.

The Committee will continue to focus on prevention, awareness, accessibility, confidentiality, timely redressal and continuous improvement of institutional mechanisms relating to prevention and redressal of sexual harassment.

Place: Mysuru

Date: 05.01.2026



Presiding Officer / Chairman
Internal Complaints Committee