

No.: JSSU/REG/WCW/26/17-18/2022-23

Date: 13.05.2025

Sub: - Minutes of the Internal Complaints Committee (ICC)
Meeting held on 29.04.2025 @ 3 PM in the Board Room
JSS Medical College, Mysuru – Reg.

Ref: - ICC Meeting Notice dt 09.04.2025

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Members Present:

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| 1. | Dr. M N Suma, Vice Principal, JSS Medical College, Mysuru | → | Chairman |
| 2. | Smt. Madhuri Tathachari, Managing Trustee, Bhramara Trust, Mysuru | → | Member |
| 3. | Dr. A M Mahalakshmi, Asst. Dean, BQS, JSSAHER, Mysuru | → | Member |
| 4. | Dr. B Gowramma, Asst. Prof. Dept., of Pharmaceutical Chemistry, JSS College of Pharmacy, Ooty | → | Member |
| 5. | Dr. Shalini N, Asst. Prof. Dept., of HSMS, JSS AHER, Mysuru | → | Member |
| 6. | Dr. Ashwini P, Asso. Prof. Dept., of Microbiology, Faculty of Life Sciences, JSS AHER, Mysuru | → | Member |
| 7. | Smt. S Sumithra, Computer Programmer, JSS Dental College & Hospital, Mysuru | → | Member |
| 8. | Smt. M S Kokila, Admin. Officer, JSS College of Pharmacy, Mysuru | → | Member Secretary |

Members Leave of Absence:

1. Prof. Shivananda Bharathi, JSS Law College, Mysuru
2. Dr. Shilpa Palaksha, Asso. Professor, Dept., of Ph. Practice, JSS College of Pharmacy, Mysuru.

Invitees:

1. Dr. Chandrashekar B R, Associate Dean, Academics, JSSAHER, Mysuru
2. Dr. Dhakshaini M R, Principal and Chairman, ICC, JSS Dental College, Mysuru.
3. Dr. Vidya C S, , Head, Dept of Anatomy and Member Secretary, ICC, JSSMC, Mysuru.
4. Dr. Preethi S, Assistant Professor, Dept. of Pharmaceutics, JSS CPM.
5. Dr. Deepalakshmi, Assistant Professor, Dept. of Pharmacy Practice, JSS CPO.

Seeking the blessing of His Holiness Swamiji, Dr. Suma M N, Chairperson of ICC welcomed all the members and invites to the meeting.

Dr. Suma M N gave an overview of the ICC and its activities for the benefit of new members and the days meeting agenda and its structure. She requested the constituent units representatives to present the activities conducted for the newly admitted students for the year 2024-25 and to discuss their plan of action / activities set for the year 2025-26.

- 1) Dr. Vidya C S, Prof and Head, Dept. of Anatomy, JSS Medical College and the Member Secretary, ICC presented the details of activities conducted at JSS MC for creating awareness and gender sensitization.

a) Activities conducted:

- i) Dr Vidya C S, Member Secretary, ICC JSS Medical College delivered lecture on "Awareness On Gender Harassment And Its Consequences" for the 1st year MBBS 2024-25 batch students on 15th October 2024.
- ii) Dr Vijaya B, Professor of Pathology and Chairman of ICC, JSS Medical College addressed the students and created awareness on 9th October 2024 about "Prevention Of Sexual Harassment" during the Induction Program for Biomedical Students.
- iii) Dr Sumana M N, Professor of Microbiology conducted an awareness session about "Anti-Ragging and Prevention of Sexual Harassment" on 13th October 2024 for students, highlighting about the "Zero -Tolerance Policy" towards ragging and the strict enforcement of related regulations on campus.
- iv) The School of Public Health of JSS Dental College & Hospital celebrated "International Women's Day" on 08th March 2024 and "Ultimate 30 Days Fitness Challenge" activity was formally concluded by Dr. Usha Hegde appreciating the challenge and comprehensive approach of integrating physical activity, proper diet, mental health, rest and social interaction undertaken by the participants and distributed certificates.
- v) Two days' workshop was conducted on 29th and 30th March 2025 on "Women's Self Defense" in association with Oculis Iuris. Mrs. Pooja Harsha, National level Kickboxer and Mr. Abhishek Poonacha were the resource persons. They emphasized the need for physical liability as well the mental strength.

- b) Planned for the upcoming days:** wished to take up the activities on the theme "Dignity at Work: Strengthening Equality And Safety For All"

The activities undertaken were appreciated and the planned activity felt good. Hence, it was advised to proceed.

- 2) Dr. Dhakshaini M R, Principal, JSS DCH, presented the details of ICC activities conducted by the college.

a) Activities conducted:

- i) "Her Walk Her Health" walkathon was organized by JSS DCH under the aegis of JSS AHER to commemorate the International Women's Day on 08th March 2025. The ladies of the JSS AHER leadership were invited as Guest Of Honor to uphold dignity and to sensitize the women's role. The women achievers of JSS AHER were felicitated.

Insightful talk by Mr. Aravinda Kumar R A on "Secure On Your Money-Plan Your Life" was organized to emphasize the need of financial security and planning.

- ii) Induction program conducted for 1st Year BDS students on 7th October 2024 to create awareness on ICC and welcoming atmosphere to facilitate their transition.
- iii) Two programs for students and members of ICC were conducted by Dr. Nandini C P, Asso. Professor, the Damodaram Sanjivayya, National Law University, Vishakhapatnam.
 - (a) Conducted an interactive lecture with case studies on "Gender Sensitization and IT law - An overview" for BDS students on 13th Jan 2025. Program focused on strategies for fostering inclusivity
 - (b) Capacity building workshop on "The Role And Functions of ICC" for ICC members of JSS AHER and constituent units on 14th Jan 2025.

The program focused on the reality of gender equality, empowerment and justice.

- iv) The self-defense workshop was conducted from 28th March to 6th April 2024 by Dr. Maltesh, Dental Hygienist and Yoga Expert Karate Black belt and having proficiency in Squat Martial Arts and Lathi. Thought hands-on activities, oriented towards potential threats and responding effectively, developing ability to protect themselves and others.
- 3) Dr. Preethi S, Assistant Professor, Dept. of Pharmaceutics, JSS CPM briefed the activities conducted at the college in connection with ICC and women concerned activities:

a) Activities conducted:

- i) Conducted International Women's Day on under the theme –"Invest in Women: Accelerate Progress". Committee presented the annual report of ICC – 2023 and honored the guest and cultural activities; ramp walk to induce confidence amongst women was conducted.

Dr. Usha Krishna Kumar was the Chief Guest of the program who inspired the gathering with the role of women in nation building as well as the multitasker. Dr. Acsha Anne Paul impressed on the importance of HPV vaccination and cervical cancer awareness among women.

- ii) Health Awareness Program was conducted in the eve of National Pharmacy Week 2024 during Sept/Oct 2024 under which "Cervical Cancer Screening camp" was conducted focusing on early detection and women health awareness.

iii) In collaboration with the NSS Unit of the College, conducted various webinar and seminars under which 2 important activities conducted focusing on the women concerned:

(a) Seminar on PCOD and menstrual hygiene was conducted at Govt. First Grade College, Siddartha Nagar, Mysuru and P40 students interacted and availed the benefit of the same.

(b) Webinar on "Cancer prevention- Special Focus On Cervical Cancer" conducted at Pooja Bhagavat Memorial Mahajana PG centre, KRS Road, Mysuru and 50 students availed the benefit of it.

b) Proposed activities: with calendar of events on Introduction to ICC and gender sensitization during induction programme, activities under Pharmacy week, Rural Hygiene program - menstrual hygiene awareness, Seminars to sensitize the need of women empowerment, Women's day celebration... were reviewed and given clearance to proceed.

4) Dr. B Gowramma, Chairman of ICC, JSSCPO presented the various activities conducted at the college:

a) Activities conducted:

i) Awareness/ Orientation Programme for about 250 students were conducted on 20.7.2024 and Ms. Suganya Jay, Former Child Protection Officer, Udhagamandalam was the Speaker who Sensitized on Understanding Gender Issues, Equity, Role of Education, Promoting Love, Respect, Humbleness, simplicity and flexibility, Self-control and inner strength, Nurturing Gender Identity...

ii) "Police Akka" a unique initiative launched in October 2024 wherein, Senior Police Officers are engaged as single point of contact for the students to share their concerns and to seek assistance at the time of need. The programme aims to enhance the safety and well-being of girl students.

Mrs. Divya, Sub Inspector, emphasized the need to build trust and to have open communication. Programme reinforced to Create a safer, student-friendly campus environment.

iii) Awareness session on Police Akka was conducted on 21st March 2025 by Mrs.Soundharya and shared her contact number for ease of approach directly in case of emergency to induce confidence and to ensure women security.

- iv) Tribal Awareness Programme for 2 days was conducted on 10th and 12th July 2024 on "Menstrual Health Awareness at Mudhumalai Tiger Reserve Tribal Villages: From Exclusion to Inclusion" for breaking the stigma in tribal communities.

The good work done was appreciated and advised to continue and organize activities for the upcoming academic year.

- 5) Dr Ashwini P, Asso Prof, Microbiology Dept, FLS- Member and Convener of ICC presented the newly constituted ICC committee details.

a) Activities conducted:

- i) Briefed about the Awareness programme conducted on ICC and its activities in the induction programme. Emphasis was given on promoting a culture of respect, inclusivity, and zero tolerance towards harassment.
- ii) Women Wellness program was conducted on 13th March 2025 to commemorate International Women's Day in association with the Special interest group of Reproductive Neuroendocrinology at the School of Life Sciences and Medicine and Dept of Yoga, NIMHANS, Bengaluru. Programme focused on practical techniques for holistic well-being. It was featured with expert-led discussions and hands-on activities focused on mindfulness, Yoga and Lifestyle management

- b) Planned activities:** One day workshop on "Empowering Women and Girls: Safety, Respect and Equality" tentatively planned in the month of October 2025.

- 6) Dr Shalini N, Asst Prof, HSMS Dept-Member presented the various activities conducted by the department to promote women's safety and security.

a) Activities conducted:

- i) Prof. Savitha, Faculty at JSS Law College, Mysuru briefed the Legal framework of POSH Act and the working of ICC on 14.10.2025
- ii) "Work Life Balance" equilibrium between professional and personal activities was focused and programme was conducted by Dr. Pradeep Shetty, Asst. Prof. Dept of Psychiatry, JSSMC being crucial for mental well-being. Programme emphasized on "Enhancing employees' productivity and creativity, reduce stress and preventive burnout, improves mental and physical health, increase in job satisfaction".
- iii) "A talk on Yoga and Life" was conducted by Dr. Sujana M U - emphasized and oriented on practice of Yoga which integrates Physical postures, breathing exercises, meditation and ethical principles. Promoted Yoga as a holistic discipline to boost the quality of life

and to achieve inner balance aiming at promoting physical health, mental clarity, emotional stability and to achieve spiritual growth.

- iv) A talk on Anti-ragging was organized to promote a safe environment to create awareness, prevention and to call for prompt action by Dr. Chandrakanth, Prof Dept of Forensic Medicine, JSSMC, Mysuru.

Under any other matter:

- 1) Dr. Suma briefed and urged the need for uploading annual report to the following portal by the ICC and from its Constituent units and requested to submit the copy to ICC, JSS AHER and to the Office of the Registrar:

- i) UGC → UGC, saksham.ugc.in & uamp.ugc.ac.in
- ii) She box portal: Ministry of Women & Child Development

She once again briefed on the constitution of the ICC committee and confirmed that it is intact. Further, sought the nomination of 3 students from the constituent units to be part of the committee and are:

- i) JSSMC
- ii) JSSDCH
- iii) SFLS

- 2) Further, it was decided that these students' representatives to be considered on a rotation basis annually to give platform for student's representation.

- 3) In addition, requested the Office of the Registrar

- a) To provide the toll-free number or to share the committed phone number to display in the billboard for ease of contact. Requested Dr. Chandrashekar, Dy. Dean (Academics) to arrange for the number from the Office of the Registrar for display and has consented.
- b) To orient and guide on constituting a Special / Women Cell under the Administrative control to deal with the issues of gender-based violence and to conduct gender sensitization programme. Also sensitized that such committees are expected to have other than ICC to focus specially on Women and to frame its objectives.
- c) To propose the new billboard at ICC: The draft billboard outlining the activities, including definitions of Sexual Harassment and the associated penalties, along with **contact information for the women's helpline and emergency response support number**, was presented for approval to be displayed across JSS AHER and its Constituent Units.

- 4) Dr. Dhakshaini M R, Principal & Chairman, ICC, JSSDC proposed to include Dr. Nandini C P as external member for ICC of JSS AHER recognizing her contribution and commitment in the field of Law.

However, it was suggested that, given the presence of a non-practicing lawyer on the committee, Dr. Nandini C P could be considered as an advisor and invited to contribute as a resourceful faculty member when necessary.

- 5) Dr. A M Mahalakshmi, Asst Dean, BQS, JSSAHER-Member, opined to schedule the ICC activities connecting to the SDGs. Member Secretary appreciated the advice and sensitized that during Women Pakhwada Programme conducted during Jan'24 had focused on all vital activities towards fostering women safety, security and her health and wellbeing. Further, requested Dr. Mahalakshmi to share the aspiration to promote and to ensure that the SDG's to aim in the activities being scheduled soon in the upcoming days.
- 6) Smt. Madhuri Tathachari, Managing Trustee, Bramara Trust- Member- NGO appreciated the activities being conducted to foster and ensure the women safety. Further ascertained about the cases if any come across and action taken; to ensure the mechanism and approach. The Chairman briefed the same.

The Member Secretary thanked all the members present in person and through online for their continuous support and the representatives of all constituent units for the presentation of the respective units and the support of the leadership for successful conduct of the various activities and for creating the conducive environment.



Chairman



REGISTRAR

To,

1. Dr. M N Suma, Vice Principal, JSS Medical College, Mysuru
2. Smt. Madhuri Tathachari, Managing Trustee, Bhramara Trust, Mysuru
3. Professor Shivananda Bharathi, JSS Law College, Mysuru
4. Dr. Chandrashekar B R, Associate Dean, Academics, JSSAHER, Mysuru
5. Dr. Dhakshaini M R, Principal and Chairman, ICC, JSS Dental College, Mysuru.
6. Dr. A.M. Mahalakshmi, Asst Dean, Bureau of Quality & Statistics, JSS Academy of Higher Education & Research, Mysore

7. Dr. Shilpa Palaksha, Asso. Professor, Dept., of Ph. Practice, JSCP, Mysuru
8. Dr. B Gowramma, Asst. Prof. Dept., of Pharmaceutical Chemistry, JSSCP, Ooty
9. Dr. Vidya C S, , Head, Dept of Anatomy JSSMC and Member Secretary, ICC, JSSMC, Mysuru.
10. Dr. N. Shalini, Assistant Professor, Department of Health System Management Studies, JSS Academy of Higher Education & Research, Mysuru.
11. Dr. Ashwini.P, Associate Professor, Dept of Microbiology, JSS Academy of Higher Education & Research, Mysuru.
12. Smt. M S Kokila, Admin. Officer, JSS College of Pharmacy, Mysuru
13. Dr. Preethi S, Assistant Professor, Dept. of Pharmaceutics, JSS CPM.
14. Dr. Deepalakshmi, Assistant Professor, Dept. of Pharmacy Practice, JSS CPO.
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