

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

Date: 13.11.2025

**Sub: - Minutes of the Internal Complaints Committee (ICC)
Meeting held on 04.11.2025 at 12.30 PM in the Board Room,
2nd Floor, JSS Dental College & Hospital, Mysuru – Reg.**

Ref: - ICC Meeting Notice dt 27.10.2025

Members Present:

- | | | |
|---|---|------------------|
| 1. Dr. M N Suma, Vice Principal, JSS Medical College, Mysuru | → | Chairman |
| 2. Prof. Shivananda Bharathi, JSS Law College, 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. Shilpa Palaksha, Asso. Professor, Dept., of Ph. Practice,
JSS College of Pharmacy, Mysuru | → | Member |
| 6. Dr. Shalini N, Asst. Prof. Dept., of HSMS, JSS AHER, Mysuru | → | Member |
| 7. Dr. Ashwini P, Asso. Prof. Dept., of Microbiology, Faculty of Life Sciences,
JSS AHER, Mysuru | → | Member |
| 8. Smt. S Sumithra, Computer Programmer, JSS Dental College & Hospital,
Mysuru | → | Member |
| 9. Smt. M S Kokila, Admin. Officer, JSS College of Pharmacy, Mysuru | → | Member Secretary |

Members Leave of Absence:

1. Smt. Madhuri Tathachari, Managing Trustee, Bhramara Trust, 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 JSSMC 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.

The Internal Complaints Committee (ICC) was held on 04.11.2025 at 12.30 PM in the Board Room, JSS Dental College & Hospital, Mysuru, under the Chairmanship of Dr.Suma M N.

Seeking the blessing of His Holiness Swamiji, Dr. Suma M N, Chairperson of ICC welcomed all the members and invites to the meeting. She emphasized the need for proactive institutional mechanisms to ensure safety, dignity, inclusivity and gender sensitization across all constituent units.


The following points were discussed:

- 1) **Confirmation of the minutes of the previous ICC meeting:** The Minutes of the ICC Meeting held on 29.04.2025 were placed before the Committee for confirmation. As there were no suggestions / comments, the Minutes of the previous meeting were confirmed by the Committee.
- 2) **Review of action taken on the resolutions and suggestions made during the previous meeting:** *(Review of ICC Activities Conducted During 2025-26)*

The Committee reviewed the action taken report on the suggestions and resolutions passed during the previous ICC meeting. The Committee noted that the constituent units had actively conducted various awareness programmes, induction sessions, outreach activities, health awareness campaigns, gender sensitization programmes, and student engagement activities as advised during the previous meeting. The compliance relating to awareness creation, women safety initiatives, PoSH sensitization, and community outreach was appreciated.

The Committee further noted that:

- Gender sensitization sessions were included during induction programmes.
- Awareness on sexual harassment prevention and anti-ragging was conducted regularly.
- Women health awareness programmes and cervical cancer screening initiatives were organized.
- Student engagement activities promoting equality, inclusivity, and workplace ethics were successfully conducted.
- ICC awareness billboards and emergency contact information were initiated at various constituent units.

Programme Photos	Details of the Program / Activities Conducted
	Workplace Sexual Harassment Issues and Challenges. The expert talk delivered by Dr. Nandini C P, Professor of Law, Damodaram Sanjivayya National Law University (DSNLU), Visakhapatnam, India. The session began with a clear introduction, followed by a comprehensive explanation of workplace harassment, including its definitions and types.



Dr. S.N. Manjula, Professor, Department of Pharmacology, presented a concise and focused session on gender sensitisation. organised from 7-12 July 2025



Cervical Cancer Awareness Programme with IPA members, MIT Pharmacy College Officials, and faculty. Conducted at the MIT Pharmacy College on 4th September 2025.



On October 10th, 2025, Ms. Priya Jagadish, JSS Law College, Mysuru, oriented the students on ICC and Anti-ragging.

An orientation session on the Internal Complaints Committee (ICC) and Anti-Ragging Policies, for newly admitted MBA-HA, MBA-PA, MBA-IT & BBA students by Ms. Priya Jagadish from JSS Law College, Mysuru. The session aimed to familiarize admitted students with the institutional frameworks designed to ensure their safety, dignity, and overall well-being on campus.



As part of the Pharmafest Aavarthan 2025 celebrations and the Internal Compliance Committee (ICC), JSS College of Pharmacy, Mysuru, organized a Literary Events Programme in September 2025. One of the major events conducted under this programme was the Extempore (English) Competition, which was held on 24th September 2025 at Seminar Hall, JSS College of Pharmacy, Mysuru.

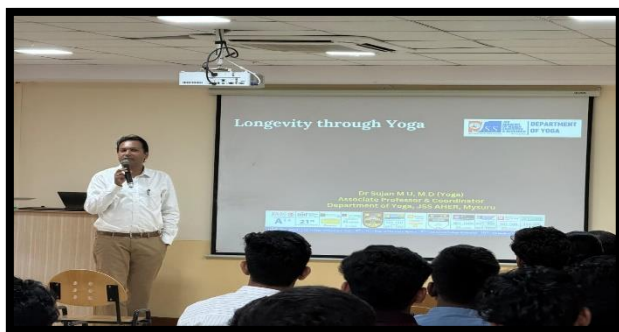
	<p>The themes for the extempore competition focused on important societal concerns related to women’s equality and gender sensitization, including:</p> <p>“Gender equality is not a goal — it is a prerequisite.”</p> <p>“Equal pay is not a privilege; it is a right.”</p> <p>“Breaking gender stereotypes is essential for sustainable development.”</p>
	<p>creative writing on the theme “A Workplace Without Fear: My Vision of an Ideal Institution.” Participants expressed their perspectives on creating safe, inclusive, respectful, and equitable workplace environments through thoughtful and creative write-ups.</p>
	<p>The debate was conducted on the theme: “Gender Equality is the Foundation of Sustainable Development” ON 24th September 2025</p>
	<p>program was conducted as part of the ongoing mission of MITM and IPA, “Healthy Women – Healthy Society,” aimed at promoting women’s health and contributing to the vision of Viksit Bharat.</p> <p>Dr. Vijaylakshmi Dayal, Chairperson and Dr. Veena S K, Member Secretary (ICC-MITM), Dr. S. N. Manjula, President, and Dr. Roopa G, Vice President, IPA Mysuru Local Branch, were present during the program along with members of KCS, Dr. Bhuvaneshwari, Dr. Meghana H. S. (Gynecologist, OBG Department), and nursing staff Lakshmi and Suchitra from JSS Hospital, supported by volunteers from JSS Pharmacy College</p>



On October 10th, 2025, for the MBA and BBA batch 2025-2026, a guest lecture on Anti-Ragging by Dr. Anil S Bilimale, the Chief Program Coordinator at the School of Public Health, JSS Medical College, JSS AHER, Mysuru,
He provided valuable insights into the world of Anti-Ragging



On October 10th, 2025, Dr. Megha Sadashiv, a Senior Resident in Psychiatry at JSS Medical College, Mysuru. She provided valuable lecture that emphasized the significance of maintaining emotional balance and using time efficiently among college students



On October 11th, 2025, Dr. Sujan M. U oriented the students on Yoga and Life

The Committee appreciated the active participation of students, faculty members, healthcare professionals, and external experts. The activities conducted were appreciated and the constituent units were advised to continue similar programmes regularly.

3) Review of implementation of UGC Guidelines, POSH Act provisions etc

The members of all the Const. Units informed the committee that any guidelines issued by the UGC are periodically implemented by circulation on the noticeboard and at the same time the details / compliances requested are uploaded in the UGC & She Box portal.

The Committee reviewed the compliance status regarding:

- UGC Annual Report uploading,
- She-Box portal compliance,
- Constitution and functioning of ICC Committees,

Further, Prof. Shivananda Bharathi instructed the members to ensure timely submission of annual reports and strict compliance with UGC and statutory requirements.

4) Discussion on Strengthening Women Safety Initiatives:

Mrs. Kokila M S informed that following actions are initiated at all the campuses of JSS AHER by


- a) A toll-free number 1800 – 425 – 6711 availed by the JSS AHER exclusively with regard women safety emergency contact number has been displayed at colleges and hostel notice boards.
- b) In addition, a billboard displaying the details of emergency contact numbers, members name, punishments, awareness, types of harassments etc., are displayed in and around the college, hostel, and campus.
- c) The representatives from the Const. Units informed the committee that have identified 2 female students and 1 male student to represent as the student representative's participation in their units committee. Meanwhile, the name of the students has also been uploaded to the UGC / SHE Box Portal.

Dr. M N Suma informed the members that with regard to constitution of a Special / Women Cell under the Administrative control to deal with the issues of gender-based violence and to conduct gender sensitization programme will be formed shortly under JSS AHER comprising internal and external members for better review on focusing specially on Women and to frame its objectives.

5) Any other matter with the permission of the Chair:

As there being no other matter for discussion, Prof. Shivanada Bharathi and Dr. M N Suma once again stressed the members to ensure in maintaining a "Zero Tolerance Policy" towards harassment, ragging and discrimination. Also, it was advised to increase surveillance in vulnerable areas, improve hostel safety measures and ensure quick response systems.

There being no other matter for discussion, the meeting concluded with a Vote of Thanks to the Chair by the Member Secretary.


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.
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