



# ST. THOMAS COLLEGE

Ranni, Pathanamthitta, Kerala - 689673

ACCREDITED BY NAAC WITH ' B ' GRADE

**5.1.4 : The Institution adopts the following for redressal of students grievances including sexual harassment and ragging cases**

## **AWARENESS PROGRAMMES**

**CRITERION : 5**

**STUDENT SUPPORT AND  
PROGRESSION**

The Institution takes all student grievances, including cases of sexual harassment and ragging, very seriously and has established a transparent mechanism for timely redressal. This is in line with the regulations set by the UGC (University Grants Commission), Honorable Supreme Court, and the Government.

- To ensure that student grievances are addressed promptly, the college has constituted several bodies such as the Student Grievances and Redressal Committee, Anti-Ragging Committee, Internal Complaint Committee, and Anti-Sexual Harassment Committee. They are responsible for receiving student complaints, conducting thorough investigations, and taking appropriate action to address the grievances. The members of these comprise the Principal, Faculty, Non-teaching staff, Student Representative, Officers from Department of Police and MLA. Details of these committees are uploaded in the website.

#### Link of the Website

Committe	Link
Student Grievances and Redressal Committee	<a href="#">View</a>
Anti-Ragging Committee	<a href="#">View</a>
Internal Complaint Committee	<a href="#">View</a>
Anti-Sexual Harassment Committee	<a href="#">View</a>

Students are provided with the opportunity to register grievances through the auspices of these committees, employing both digital and non-digital channels for this purpose

- The college also prioritizes the prevention of such incidents by conducting orientation programmes for first-year students. During these programmes, resource persons are invited to educate the students about the various forms of harassment, the legal implications, and the actions that can be taken if they encounter such situations. This raises awareness among the students from the very beginning and helps them understand the seriousness of these issues.



Photos of First year Orientation Programme

- To ensure maximum awareness, boards and notices are displayed throughout the college premises to inform students about the college's policy against sexual harassment and ragging. These display boards provide information on the committees responsible for addressing grievances and the procedures to report incidents.



- Additionally, regular awareness classes are conducted by the college, where students are educated about their rights, prevention strategies, and importance of maintaining a safe and respectful environment. The college also encourages the establishment of various clubs, Forums, Cell and committees such as Women's Cell, Men's Forums, etc. They are dedicated to addressing gender-related issues. These forums and cells conduct various programmes to create additional awareness among the students. These include discussions, debates, film screenings, and interactive sessions that focus on promoting gender equality, respect, and sensitization. NAAM Series is the one of most notable initiatives programme of the institutions

**Resource Person**  
Anson PD Alexander  
Director  
Kanal Innovations (NGO)

Gender Sensitization Programme "NAAM" Series 1

**ST. THOMAS COLLEGE**  
Ranni, Pathanamthitta, Kerala – 689673

**WOMEN CELL (THARJANI) & IQAC**  
In collaboration with  
**ANTI SEXUAL HARASSMENT COMMITTEE**  
Is Organizing a  
**State Level Webinar on**

**AWARENESS REGARDING**  
**PROTECTION AGAINST SEXUAL HARASSMENT AT**  
**EDUCATIONAL INSTITUTIONS**

Date: 20.08.2022  
Time: 11.00am to 12.30 pm  
Platform: Google Meet  
Link: [meet.google.com/bwp-mzef-wts](https://meet.google.com/bwp-mzef-wts)

**ST. THOMAS COLLEGE, RANNI**  
IQAC  
IN COLLABORATION WITH  
**WOMEN'S CELL**  
ORGANISES A WEBINAR ON

**GENDER SENSITIZATION-"NAAM"**

**Resource Person:**  
**Adv. Smitha Chand**  
(Legal Counsellor, Govt. Mahila Mandiram  
Kozhencherry, Pathanamthitta)

**Date:** 14th November 2020  
Saturday @ 11.00am

**Platform:** Google Meet

**Faculty Coordinators:** Scan the QR code to join  
Dr. Riyaz Iktulla  
Dr. Ansu Jacob

**Google Meet link:**  
<https://meet.google.com/fqp-gbnh-mso>

GENDER PARITY IS NOT JUST GOOD FOR WOMEN, IT'S GOOD FOR SOCIETIES — ANSELICA PUNTS

### Brochures of NAAM Series conducted in different year

Overall, the institution is committed to maintaining a safe and inclusive environment for all its students. The presence of dedicated committees, orientation programmes, awareness classes, and forums reflects the college's proactive approach in addressing and preventing student grievances, including sexual harassment and ragging