

Annual Report-2025
Internal Complaint Committee (ICC)
Ramaiah College of Law, Bengaluru

Introduction:

Ramaiah College of Law has implemented a comprehensive policy to address sexual harassment in the workplace. Key points include:

1. Zero-tolerance against sexual harassment.
2. Gender-neutral policy approach.
3. Alignment with the Sexual Harassment of Women at Workplace Act, 2013.
4. Compliance with UGC Regulations, 2015.
5. Establishment of an Internal Complaints Committee (ICC) to handle and resolve sexual harassment complaints.

The ICC is responsible for effectively implementing the college's policy on sexual harassment prevention, prohibition, and redressal.

The Internal Complaint Committee (ICC) has been constituted to address and resolve any complaints related to sexual harassment within the organization. The ICC comprises the following members dated 01-05-2025.

01	Dr. Anita A Patil	Presiding Officer
02	Dr. Vani K G	Member
03	Ms. Punitha N	Member
04	Mr. Rudragouda H	Member
05	Ms. Vanitha	Member
06	Ms. Indumathi	Member
07	Mr. Aryan Raj	Student Representative
08	Ms. Krishna Hallur	Student Representative
08	External Member (to be nominated case to case basis)	Member

The Internal Complaints Committee (ICC) at Ramaiah College of Law has key responsibilities:

1. Conduct fair and unbiased inquiries into sexual harassment complaints
2. Ensure confidentiality throughout the process
3. Protect all parties involved in the complaint

For reporting sexual harassment incidents, individuals can contact the ICC directly at icc@msrcl.org.

Complaints Received: NIL

Inquiries and Actions Taken: NIL

ICC Initiatives & Recommendation:

ICC's recommended measures to create a safer and more inclusive work environment:

1. Regular awareness programs and training:
 - Comprehensive sessions on sexual harassment prevention
 - Focus on identifying subtle forms of harassment
2. Encourage reporting:
 - Ensure strict confidentiality
 - Implement robust protection for complainants and witnesses
 - Eliminate fear of retaliation
3. Strengthen policies and procedures:
 - Address complaints promptly and effectively
 - Include provisions for severe disciplinary actions, including termination
4. Promote a culture of respect and inclusivity:
 - Secure leadership commitment
 - Engage employees
 - Regularly communicate zero-tolerance stance

These measures aim to proactively prevent harassment, facilitate reporting, ensure swift action and foster a respectful workplace culture.

Meetings conducted

There were four meetings of ICC were conducted during the Year 2025 for the following:

1. Meeting with ICC Members on 10 May, 2025
2. Meeting for Plan of Action for Awareness Programme on POSH on 22 May, 2025
3. Meeting to organise the Awareness Programme on POSH on 5 June, 2025
4. General Meeting to check on the status of complaints received on 9 August, 2025

Awareness Programs:

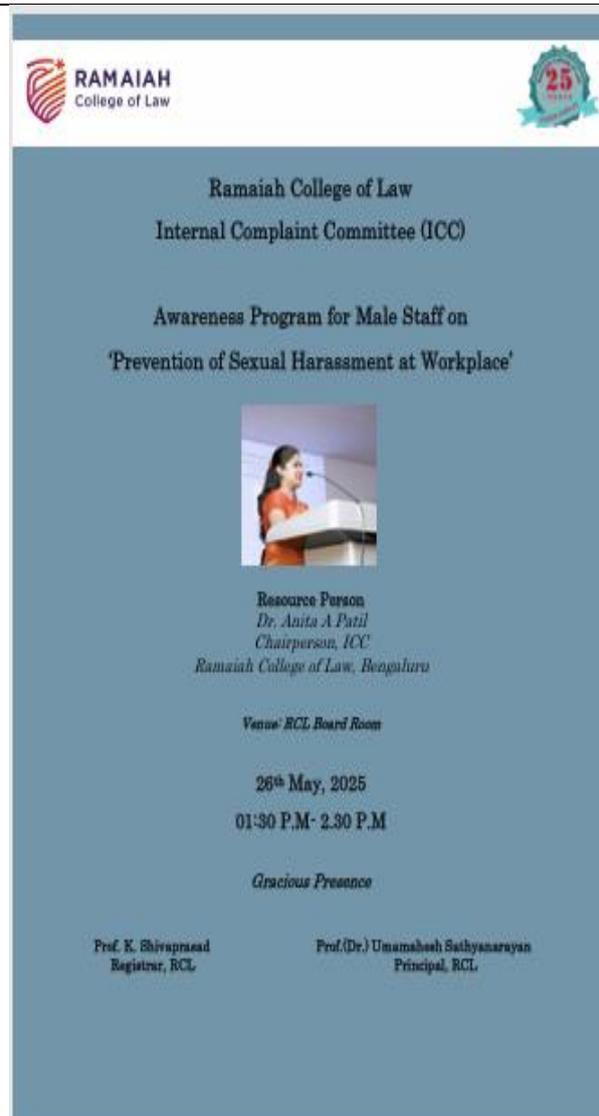
In 2025, the Internal Committee (ICC) collaborated with the Centre for Women and Child Welfare Policy & Internal Quality Assurance Cell at RCL to conduct an awareness program on Preventing Sexual Harassment in the Workplace. This initiative featured the following key components:

1. Expert-led sessions: External specialists facilitated the program, bringing in-depth knowledge and experience.
2. Comprehensive curriculum: The training covered crucial areas such as:
 - Recognition and management of various sexual harassment forms
 - Overview of legal frameworks and company policies
 - Guidance on reporting procedures and available employee support

- Strategies for cultivating a workplace environment based on respect and inclusivity
3. Diverse participation: The program saw attendance from RCL employees, representing various levels of the organization including:
- Managerial staff
 - Supervisory personnel
 - Administrative team members
 - Housekeeping Staff

This initiative demonstrates RCL's commitment to fostering a safe, respectful, and inclusive work environment through education and awareness

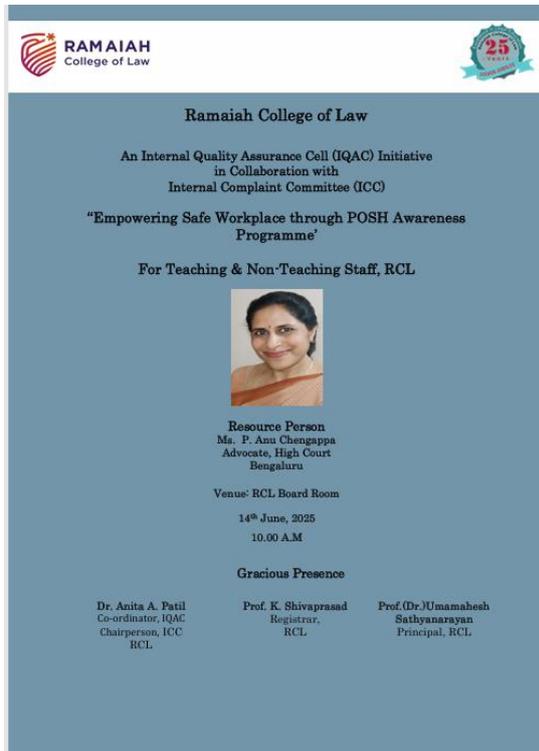
Flyer of the event on Awareness Programme on Prevention of Sexual Harassment at Workplace on 26 May 2025.



Photos of the event on Awareness Programme on Prevention of Sexual Harassment at Workplace on 26 May 2025



Flyer of the event on “Empowering Safe Workplace through POSH Awareness Programme” on 14 June 2025



Photos of the event on “Empowering Safe Workplace through POSH Awareness Programme” on 14 June 2025



Conclusion:

Ramaiah College of Law (RCL) and its Internal Complaints Committee (ICC) remain dedicated to maintaining a workplace free from harassment and safe for all staff. We extend our appreciation to committee members and all involved parties for their dedication to upholding workplace dignity and respect. RCL reiterates its firm stance against sexual harassment in any form. The institution will continue to:

1. Implement proactive measures ensuring workplace safety and inclusivity
2. Encourage prompt reporting of any harassment incidents.
3. Guarantee protection from retaliation for those who come forward.
4. Treat all complaints with the utmost seriousness and sensitivity.

Through these efforts, we aim to cultivate a workplace culture that values and protects all members of our community.
