



ST. THOMAS COLLEGE, PALAI

GRIEVANCE REDRESSAL MECHANISM

PRELUDE

Various internal committees/cells are functioning within the College such as Grievance redressal cell, Anti ragging committee, Anti harassment committee, Women's Forum & Vanitha Jagratha Samithi, Ethics committee, Anti ragging squad and monitoring cell, etc. to address the issues and problems heaved by the students and staff. The committees are entrusted to observe/discuss the issues of the students and staff regarding any kind of activities happening within the campus which are directly or indirectly intended to hassle/ abuse the student/staff both physically and mentally. The committee is also entrusted to submit recommendations in matters related to similar kind of issues. The functioning of the committee is strictly in accordance with the orders and directions issued by UGC, state Government and the affiliating University from time to time. A separate three-tier Grievance resolving mechanism is working to find solutions for the complaints related to the award of internal marks to the students. The student can approach her/his tutor directly to resolve the issues and if no solutions are obtained or not satisfied with the solution, she/he can approach the Head of the Department, and then the Principal. If she/he is not satisfied with the solutions, she/he can finally approach the University appellate authorities. The mechanism of the grievance redress system is shown below:



ADVICE

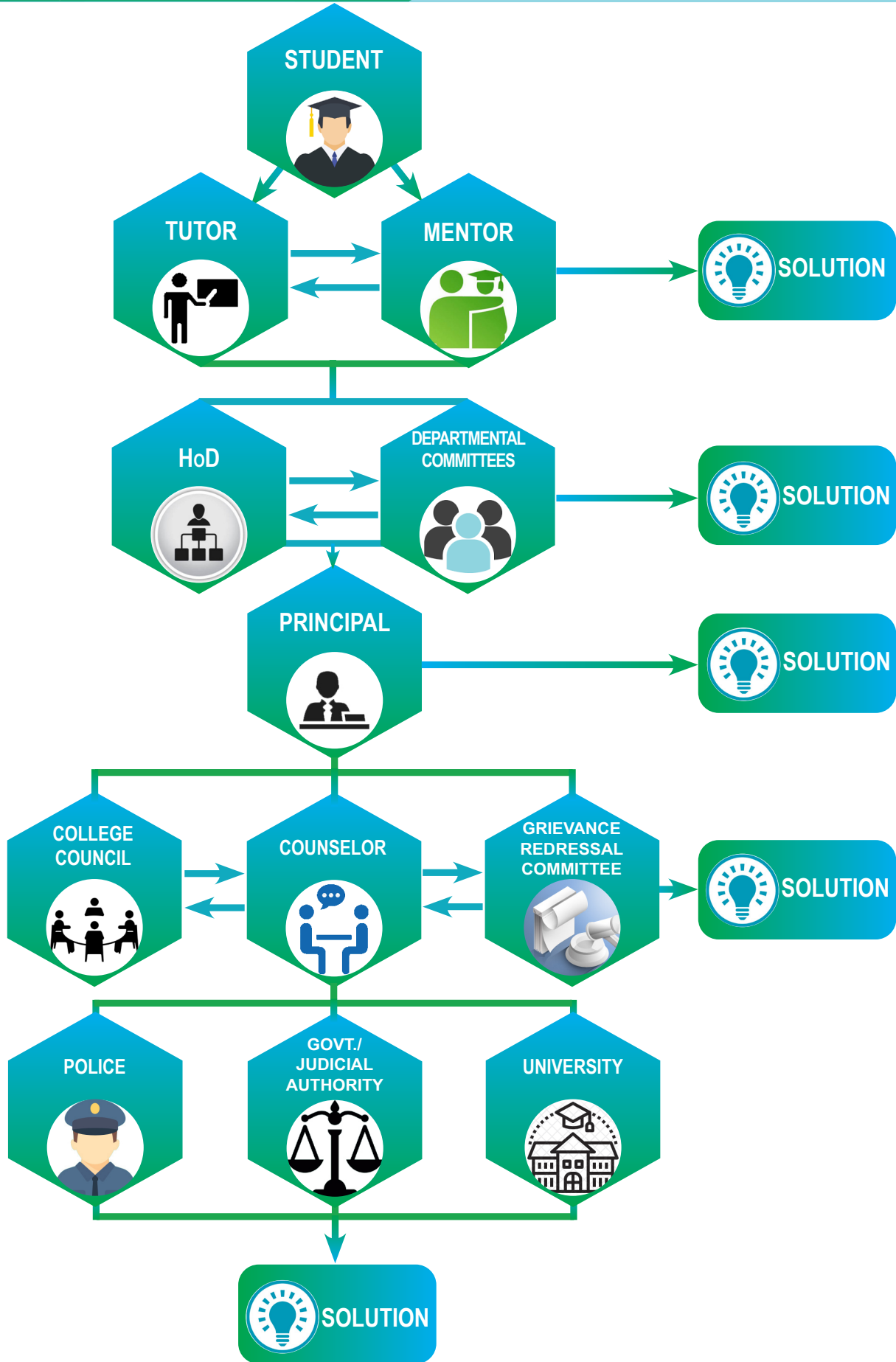
SUPPORT

HELP

ASSISTANCE

GUIDANCE

TIPS



- In case of alleged sexual harassment, the victim can directly approach the anti-harassment committee, bypassing the departmental committees. Discussion at any stage shall be done in presence of female faculty and female student representatives.
- In case of alleged harassment against SC/ST/Other backward or Minority communities, at least one faculty/student representative from the aforesaid categories shall be present at any stage of discussion.



INTERNAL COMMITTEES

Anti-Harassment Committee



1. **Smt. Shilpa Mathew** (*Coordinator*)
2. Smt. Tinjumol Mathew
3. Dr. Dinimol N.D
4. Dr. Lini L Alapattu
5. Smt. Soniya M Thomas

Anti-Ragging Committee



1. **Dr. James John** (*Chairman*)
2. Dr. Sunny Kuriakose
3. Fr. Mathew Kurian
4. Fr. Mathew Alapattumedayil
5. Fr. Abin Jose Pallackal
6. Lt. Dr. P. D. George
7. Dr. Davis Xavier
8. Sri. Raju Thomas
9. Sri. Jogy Alex
10. Dr. Babu Jose
11. Circle Inspector of Police, Palai
12. College Union Chairman

Ethics Committee



1. **Dr. James John** (*Chairman*)
2. **Dr. Sunny Kuriakose** (*Vice Chairman*)
3. **Dr. Sunny Joseph** (*PTA Vice President, Coordinator*)
4. **Dr. Siby James** (*Convenor*)
5. Fr. Mathew Kurian

6. Lt. Dr. P. D. George
7. Dr. Cyriac Jose
8. Smt. Shilpa Mathew
9. College Union Chairperson
10. College Union Vice Chairperson

Discipline Committee



1. **Dr. James John** (*Chairman*)
2. Dr. Sunny Kuriakose
3. Fr. Mathew Kurian
4. Lt. Dr. P. D. George
5. Dr. Salvin K. Thomas
6. Dr. Thankachan Augustine
7. Dr. Stany Thomas
8. Dr. Siby James
9. Dr. Davis Xavier
10. Dr. Biju K.C.
11. Dr. Ison V. Vanchipurackal
12. Dr. Thomas V. Mathew
13. Dr. Tejil Thomas
14. Dr. Ratheesh M.
15. Dr. Cyriac Jose
16. Sri. Joji Jacob
17. Dr. Dinimol N. D.
18. Dr. Suvarnani Devi E.
19. Dr. Jayesh Antony
20. Sri. Mathew Abraham