

**INTERNAL COMPLAINTS COMMITTEE
(ICC)**

**Annual Report
Academic Year 2025-26**

INTERNAL COMPLAINTS COMMITTEE (ICC)

The Internal Complaints Committee (ICC) is a statutory committee established in an engineering institution to ensure a safe, respectful, and harassment-free environment for students and employees, particularly women.

The ICC is constituted as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It provides a confidential mechanism for receiving and addressing complaints of sexual harassment.

The Committee also conducts awareness and gender-sensitisation programmes, promotes a culture of dignity and equality, and ensures that complaints are handled fairly and confidentially.

The existence and active functioning of the ICC demonstrates the institution's commitment to student safety, women's dignity, gender equality, and a positive campus environment.

CONSTITUTION ICC FOR THE ACADEMIC YEAR 2025 - 26

Sl.No	Name and Designation	Position in ICC
1	Dr. Gangavathi P, Associate Professor, Dept. of Mathematics	Chairperson & Convener
2	Dr. Vineetha Telma D'Souza, Associate Professor Dept. of Chemistry	Member (Teaching employee)
3	Mrs. Shaila Sequeira, Student and Staff Counsellor, Dept. of Humanities	
4	Mrs. Pramila B J, Assistant Professor, Dept. of Humanities	
5	Mrs. Sowjanya Assistant Professor, Dept. of Electronics & Communication Engg	
6	Mrs. Verina D'Souza, Assistant Professor, Dept. of MBA	
7	Mrs. Sadhana K., Assistant Professor, Dept. of MCA	
8	Mrs. Bhavya S. Research Scholar, Electronics & Communication Engineering Research Center	
9	Mrs. Mallika Shetty, Accounts Head	Member (Non-Teaching employee)
10	Mrs. Shubha, Foreman, Dept. of Computer Science & Engineering	
11	Smitha K 1 st year, Dept. of MBA	Student Memeber
12	Divya Hiremath 3 rd year, Dept. of Aeronautical engg	
13	Shraddha M Shetty, 3 rd Year, Dept of ECE	

14	Mandhara M 4th Year, Dept. of Civil engg.	
15	Sanjana S 3 rd Year, Dept. of CSE	
16	Radhika Dinesh Shet 1 st Year, MCA	
17	Shibani.K S 3 rd Year, Dept. of ISE	
18	Navya 3 rd Year, Dept. of MTR	
19	Mrs. Rochana Surjit , Customer Service Relationship Executive	NGO Member

Meetings and Activities conducted by ICC during the Academic Year 2025-26

The following meetings and activities have been conducted under Internal Complaints Committee (ICC) 2025-26

Particulars	Numbers
Meetings Held	5
Activities Conducted	
4 faculty participated in the training on POSH act 2013	
Samvidhan Diwas - Innovations driving Constitutional Values on 26th November 2025	
Innovative Self Defense Training and Awareness Program	
Women's Leadership & Innovation Challenge 2026 – Driving Vision-Delivering	
International Women's Day Celebration 2026	
Care Beyond Cure" Breast Cancer Awareness Program	

Samvidhan Diwas-Innovations driving Constitutional Values

The **Internal Complaints Committee (ICC)** Of Mangalore Institute Of Technology & Engineering (MITE), In Association With The **Institution's Innovation Council (IIC)**, NSS And NCC Units, Organized *Samvidhan Diwas – Innovations Driving Constitutional Values* On 26 November 2025 At Auditorium 3. The Programme Was Organized To Commemorate Constitution Day And To Create Awareness Among Students And Faculty About Constitutional Values, Rights, Duties, Justice, Equality, And Responsible Citizenship.

Mrs. Kavitha Murugesh, Advocate And Notary, Government Of India, Graced The Occasion As The Chief Guest And Delivered An Insightful Address. She Emphasized The Importance Of Understanding Fundamental Rights And Duties, Constitutional Values, Legal Literacy, And Responsible Citizenship. She Also Highlighted The Role Of Innovation And Technology In Promoting Transparency, Justice, Social Welfare, And Citizen Empowerment.

As Part Of The ICC's Objectives, The Session Also Addressed Gender Equality, Dignity, And Workplace Safety, Sensitizing Students To The Importance Of Maintaining A Safe, Respectful, And Inclusive Environment.

The Programme Included An Introduction To The Significance Of Constitution Day, Followed By An Interactive Session With Students On Constitutional Values, Cyber Safety, Legal Awareness, And Innovation For Social Welfare. The Interaction Encouraged Students To Understand Their Responsibilities As Citizens And To Explore How Innovation And Technology Can Contribute To Addressing Social Challenges.

The Event Witnessed Enthusiastic Participation From 133 Students And 10 Faculty Members. The Programme Successfully Enhanced Awareness Of Constitutional Principles And Reinforced MITE's Commitment To Responsible Citizenship, Ethical Conduct, Gender Sensitivity, Innovation, And A Safe And Inclusive Campus Environment.



Inaugural program



Collective pledge of Preamble

Innovative Self Defense Training and Awareness Program

The **Internal Complaints Committee (ICC)** of **Mangalore Institute of Technology & Engineering (MITE)** organized an **Innovative Self-Defense Training and Awareness Programme** on **19 December 2025** at **Auditorium 4**, with the objective of promoting personal safety, self-confidence, situational awareness, and preparedness among students and faculty. The programme witnessed the participation of 306 students and 10 faculty members.

The programme featured **Mr. Karthik S. Kateel, Founder and CEO of Swaraksha for Women Trust**, and **Mrs. Shobhalatha S. Kateel** as the resource persons. Mr. Karthik S. Kateel is a renowned self-defence trainer, martial artist, and social activist who has conducted numerous self-defence and safety-awareness programmes across Karnataka. He is also a Grand Master Trainer associated with the Indian Red Cross Society. Mrs. Shobhalatha S. Kateel is a classical dancer and experienced trainer who has actively contributed to women empowerment and safety-awareness initiatives.

During the programme, the resource persons demonstrated simple, practical, and effective self-defence techniques that can be applied in real-life situations. They emphasized the importance of situational awareness, presence of mind, confidence, quick decision-making, and personal safety. The interactive demonstrations encouraged active participation from both students and faculty members and enabled the participants to gain practical knowledge of basic self-defence techniques.

The programme served as an important initiative of the ICC towards creating a safe, confident, and empowered campus community. It enhanced awareness among participants regarding personal safety and preparedness and highlighted the importance of being alert and capable of responding appropriately during challenging situations. The enthusiastic participation of students and faculty contributed to the successful conduct of the programme and reinforced MITE's commitment to women's safety, empowerment, self-confidence, and a secure campus environment.



Live Demonstration of Practical Self-Defense Techniques by the Resource Persons



Students Actively Participating in the Interactive Self-Defense Exercise Session

Women's Leadership & Innovation Challenge 2026 – Driving Vision-Delivering Impact

The **Internal Complaints Committee (ICC)** of **Mangalore Institute of Technology & Engineering (MITE)**, in association with the **Institution's Innovation Council (IIC)**, organized the “**Women's Leadership & Innovation Challenge 2026 – Driving Vision, Delivering Impact**” on 9 March 2026 as part of the International Women's Day celebrations. The programme provided a platform for female students to showcase their innovative ideas, technological solutions, creativity, leadership, and problem-solving abilities. A total of 12 teams, comprising four members each, enthusiastically participated in the challenge and presented their innovative ideas. Dr. Vinambika Bhat, Dean – IQAC and Head, Department of Electronics & Communication Engineering, and Dr. Bindhu Madhavi, Deputy Controller of Examinations and Head, Department of Mechatronics, served as evaluators for the idea presentations and assessed the innovative solutions proposed by the participating teams. The challenge fostered leadership, confidence, teamwork, critical thinking, creativity, and an entrepreneurial spirit among the participants. The winning teams were subsequently felicitated during the International Women's Day celebration, recognizing their innovation and impactful contributions. The event successfully reinforced MITE's commitment to women's empowerment, innovation, leadership development, and creating opportunities for female students to translate their ideas into meaningful solutions.



Students At Idea Presentation Competition



Team Of girls presenting their innovative idea

International Women's Day Celebration 2026

The Internal Complaints Committee (ICC) of Mangalore Institute of Technology & Engineering (MITE), Moodabidri, organized the International Women's Day Celebration – 2026 on 12 March 2026 to recognize and celebrate the achievements of women and to promote awareness of women's empowerment, gender equality, leadership, confidence, innovation, and personal development. The programme witnessed the enthusiastic participation of 268 students and 20 faculty members.

The programme featured Ms. Tanuja Maben, Performance Coach, Mind Trainer and Therapist and Founder of Forrader Akademi and Tanuja's Mind Therapy, Udupi, as the Chief Guest. With more than 25 years of experience in corporate and institutional training and over 15 years of counselling practice, she delivered an inspiring and interactive session focusing on mindset transformation, emotional intelligence, resilience, confidence, leadership, innovation, self-motivation, and personal growth. Through practical insights, a real-life testimonial, a video presentation, and an engaging participant activity, she encouraged students to overcome challenges, develop a positive and resilient mindset, believe in their abilities, and pursue their aspirations with determination.

As part of the celebration, the achievements of outstanding female students were recognized and felicitated. Ms. Medinee S. Rao (ISE) and Ms. Deeksha B. Devadiga (CSE – IoT & Cyber Security) were honoured for securing VTU First Rank for the 2021–2025 batch, while Ms. Irshita Saaksha (CSE – AI & ML) received the Female Student Achiever Award 2025–2026 in recognition of her all-round excellence in academics, technical activities, certifications, internships, research, leadership, and co-curricular and extracurricular achievements. The programme also highlighted the Women's Leadership & Innovation Challenge 2026, organized by ICC in association with IIC on 9 March 2026. The winners of the challenge were felicitated during the Women's Day celebration in recognition of their creativity, critical thinking, teamwork, leadership, innovation, and entrepreneurial spirit.

The celebration also provided an opportunity for meaningful interaction and reflection on women's empowerment, leadership, personal growth, and professional development. The programme concluded with a vote of thanks, expressing gratitude to the Chief Guest, Management, faculty members, and students for their valuable support and participation. Overall, the International Women's Day Celebration – 2026 successfully created an inspiring platform to recognize women's achievements, encourage leadership and innovation among female students, and foster a culture of equality, confidence, respect, empowerment, and holistic development at MITE.



Students and faculty participating in the International Women's Day programme



Felicitating Idea Presentation competition winners team during the celebration



Faculty and students at Women's day Celebration

Care Beyond Cure - Breast Cancer Awareness Program

The Internal Complaints Committee (ICC) of Mangalore Institute of Technology & Engineering (MITE), in association with KMC Hospital, Mangalore and Lions Club, Bendorewell, organized the “**Care Beyond Cure – Breast Cancer Awareness Program: Be Aware. Be Strong. Be Supportive**” on 22 May 2026. The programme was organized to create awareness about breast cancer, promote breast health, and emphasize the importance of early detection, prevention, timely screening, and appropriate medical intervention. **Dr. Basila Ameer Ali, Breast Oncoplastic Surgeon, KMC Hospital, Manipal**, served as the Resource Person and provided expert guidance on breast cancer care, early detection, self-examination, screening, and available treatment options. The programme was attended by 246 students and 20 faculty members.

The awareness session then commenced, focusing on breast cancer prevention, early detection, screening, and treatment options. The session was highly informative and interactive, encouraging active participation from the attendees. A question-and-answer session was conducted, providing participants with an opportunity to clarify their doubts and gain expert guidance on various aspects of breast health and breast cancer management. Following the awareness session, a one-to-one consultation session was arranged, enabling participants to interact personally with the doctor and seek individualized advice regarding their health concerns.

The session included an informative interaction on breast health and self-examination techniques, followed by an interactive question-and-answer session that enabled participants to clarify their concerns and receive expert medical guidance. A **one-to-one consultation session** was also

arranged for participants seeking further guidance. The programme significantly enhanced awareness about breast cancer and encouraged participants to adopt proactive health-seeking practices, thereby contributing to a culture of health awareness, prevention, and well-being among students and faculty members.



Chief Guest Dr. Basila Ameer Ali addressing the gathering



Enthusiastic participation from faculty and students during the programme

The Internal Complaints Committee (ICC) of Mangalore Institute of Technology & Engineering (MITE) continued to play an active and significant role in promoting a safe, respectful, inclusive, and gender-sensitive campus environment during the academic year. Through a range of awareness programmes, sensitization activities, self-defence training, health awareness initiatives, leadership and innovation programmes, and celebrations recognizing the achievements of women, the ICC provided meaningful opportunities for students and faculty members to enhance their awareness, confidence, personal safety, leadership abilities, and overall well-being. The active participation of the MITE community in these initiatives reflects the institution's commitment to gender equality, women's empowerment, dignity, respect, and equal opportunities. The ICC remains committed to strengthening awareness mechanisms, encouraging open and respectful interactions, supporting the well-being of students and employees, and contributing towards a safe, equitable, supportive, and empowering institutional environment.