

## **Constitution of Internal Complaints Committee (ICC)**

**Academic Year: 2024–25**

In pursuance of the UGC regulations (**University Grants Commission (UGC) and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**) and to provide a safe and secure environment for women on campus, the **Internal Complaints Committee (ICC)** is constituted as follows:

<b>S. No.</b>	<b>Name of the Member</b>	<b>Designation</b>	<b>Role in ICC</b>
1	<b>Dr. K Ratna Manikyam</b>	Principal	Chairperson
2	<b>Smt. K Sailaja</b>	Senior Woman Faculty	Presiding Officer
3	<b>Kum. G Harathi</b>	Faculty Member	Member
4	<b>Sri. N.V.V.S.N. Murthy</b>	Administrative Staff	Member
5	<b>MD. Jamal Khan</b>	External Member from NGO/Legal Field	External Member
6	<b>Ms. V. Kalyani</b>	Final Year Student Representative	Member
7	<b>Ms. M. Chinnari</b>	Final Year Woman Student Rep.	Member

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### **Objectives of the ICC:**

- To prevent sexual harassment of women staff and students in the college.
- To receive complaints on sexual harassment at the workplace and to redress them.
- To ensure gender sensitization and create awareness among students and staff.
- To conduct seminars, workshops, and orientation programs on gender issues.

### **Functions of the ICC:**

- Receiving and addressing complaints of sexual harassment.
- Ensuring fair and confidential enquiry procedures.
- Recommending appropriate actions to the college authorities.
- Promoting a zero-tolerance policy toward harassment.

This committee shall remain active throughout the academic year and submit bi-annual reports to the Principal.

## INTERNAL COMPLAINTS COMMITTEE (ICC)

### Annual Report for the Academic Year 2024–25

#### Activities Conducted

##### a) Orientation Programme for Freshers

- **Date:** 27-08-2024
- **Details:** An awareness session was conducted during the induction program to inform new students about the functioning of ICC and their rights regarding a safe campus.



##### b) Gender Sensitization Workshop

- **Date:** 27-02-2025
- **Name of the Speaker:** T. CH. KALYAN, MPDO, Chinturu.
- **Details:** A workshop was organized to educate students and staff on gender equality, respectful behaviour, and prevention of harassment.



### **c. Complaints Received and Redressed**

- **Number of Complaints Received: 0**
- **Number of Complaints Resolved: 0**

*Note: No formal complaints were registered during the academic year. However, the committee-maintained readiness to address any issues promptly.*

### **d. Outcomes and Impact**

- Increased awareness among students and staff about gender-based rights and redressal mechanisms.
- Strengthened confidence in the institutional support system for women.
- Greater participation in gender sensitization programs.

### **e. Future Plans**

- Organize self-defence training sessions for women students.
- Collaborate with local police and legal services for awareness sessions.
- Establish a digital grievance redressal platform for easier access and transparency.

*Submitted by:*

**Smt. K Sailaja**

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