

Internal Complaints Committee (ICC)

The Internal Compliance Committee was constituted in the college in 2019 as per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) regulations. The ICC in association with other institutional clubs and committee gives awareness classes on sexual harassment and abuse, legal measures etc. Staff and students are given the freedom to report any such cases. Concerned authorities are notified if any such cases are reported.

Objectives of IC

- To create and maintain a safe and harassment-free environment for women in the workplace.
- To prevent discrimination and sexual harassment by promoting gender sensitization.
- To address complaints of sexual harassment in a fair, confidential, and timely manner.
- To recommend appropriate actions and redress mechanisms as per the legal framework.

What Constitutes Sexual Harassment?

Sexual harassment includes, but is not limited to:

- Unwelcome physical contact or advances.
- Demand or request for sexual favors.
- Making sexually coloured remarks, jokes, or gestures.
- Displaying pornography or sexually explicit content.
- Any unwelcome verbal, non-verbal, or physical conduct of a sexual nature.

Preventive Measures & Awareness Initiatives

- Conducting gender sensitization workshops and training sessions.
- Displaying anti-harassment policies in prominent locations.
- Encouraging a culture of respect, inclusivity, and equality.

As per the approval of the competent authority, an internal complaints committee has been constituted with the following members:

Sl. No.	Name of the Staff	Designation	Position
1.	Ms. Bhavana C	Senior Faculty	Chairperson
2.	Dr. Ruma Chakrabarthy	Faculty	Member
3.	Mr. Thejesh K.M.	Faculty	Member
4.	Ms. Potnuru Monica	Faculty	Member
5.	Ms. Roopasri S.	Advocate	External Member

Source: [UGC Gazette Notification \(2016\)](#)