

INTERNAL COMPLAINTS COMMITTEE 2019-20





SRI SAI RAGHAVENDRA (S.S.R.) DEGREE COLLEGE

(Affiliated to Telangana University L.No.019/UG/Ext. Affil/DAA/2011-2012. Nov.11th 2011)

(Co-Education)

KHALEELWADI, NIZAMABAD DISTRICT-503 001, (T.S), PHONE NO: 08462-220751.

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE **ACADEMIC YEAR 2019-20**

SSR/Internal Complaints/2019-20/001

Date: 12-07-2019

The Internal Complaints Committee Has Been Formed in SSR Degree and PG College, Nizamabad to Address the Issues Under Prevention and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulations, 2019-20. The Committee Is Formed to Provide Protection Against Sexual Harassment of Female Employees and Students in The Campus and for The Prevention and Redressal of Complaints of Sexual Harassment and for Matters Connected Therewith or The Incidental Thereto.

Objectives, Roles and Responsibilities:

- Prevent Discrimination and Sexual Harassment by Promoting Gender Amity Among Students and Employees.
- Make Recommendations to The Management for Changes/Elaborations in The Rules for Students in The Prospectus and The Bye-Laws, To Make Them Gender Just and to Lay down Procedures for The Prohibition, Resolution, Settlement and Prosecution of Acts of Discrimination and Sexual Harassment by The Students and The Employees.
- Deal with Cases of Discrimination and Sexual Harassment Against Women in Time Bound Manner, Aiming at Ensuring Support Services to the Victimized and Termination of the Harassment.
- Recommend Appropriate Punitive Action Against the Guilty Party to The Management.

Here It Should Be Noted That According to The Supreme Court Guideline Sexual Harassment Can Be Defined as "Unwelcome" Sexually Determined Behavior (Whether directly or by Implications) As:

- Physical Contact and Advances
- Demand or Request for Sexual Favour's
- Sexually Colored Remarks
- Showing Pornography And
- Other Unwelcome and Physical, Verbal or Non-Verbal Conduct of a Sexual Nature. (Vaisakha Judgment by Supreme Court)



The Committee for the Academic Year 2019-20 Is Constituted with The Following Members

S.No	Name Of The Members	Designation	Role In The Committee
1	Dr. Akhilesh kumar Singh	Principal	Chairman
2	B Swapna	NSS Officer	Co-Ordinator
3	V Sravani	Asst.Professor	Member
4	Laxmi Prasanna	Asst.Professor	Member
5	B Raju	Asst.Professor	Member
6	B Santosh	Asst.Professor	Member
7	Susheel kumar	Asst.Professor	Member
8	G Yashwanth	Student	Member
9	E Vineela	Student	Member

FUNCTIONS:

It Is the Duty of the Employees to Maintain Safe Work Environment for Women as They Are the Major Contributors for The Organizational Growth. Employees Has to Take the Issues of the Workplace Harassment Very Seriously However Silly or Insignificant They Appear Because Those Simple Issues to Create Lots of Mental Agony for Women and They Suffer a Lot with Emotional Distress. Organization Must Have a Standard Operating Procedure Where

- A Comprehensive Anti-Sexual Harassment Policy is Defined
- Sexual Harassment Should Be Affirmatively Discussed at Workers Meeting, Employer-Employee Meetings Etc.
- Guidelines Should Be Prominently Displayed to Create Awareness About the Rights of Female Employees.
- The Employer Should Assist the Persons Affected in Cases of Sexual Harassment by Outsiders.
- Central and State Government Must Adopt Measures Including Legislation to Ensure That Private Employers Also Observe the Guidelines.
- Names and Contact Numbers of the Members of the Complaints Committee Must Be Prominently Displayed. National Commission for Women Also Asked the Government to Ensure Constitution of Internal Complaints Committee (ICC) And Conducting Gender Sensitization Workshops.



- The Structural Transformation in The Indian Economy Has Opened Gates to Women at Large to Join Jobs for Earning. More Opportunities Were Created and More Provisions Were Given to Women Who Wish to Take Up a Career in Their Choicest Industry. As More Women Started Working Off Late, The Need to Make Their Work Place Comfortable and Safe Has Become a Necessity. The Safer and Happier the Workplace, the More Will Be the Productivity of the Working Women.

Co-ordinator

Chairman
Internal Complaints Committee

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NIZAMABAD.





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KHALEELWADI, NIZAMABAD DISTRICT-503 001, (T.S), PHONE NO: 08462-220751.

CIRCULAR

SSR/Internal Complaints/2019-20/002

Date:18-07-2019

It Is Hereby Informed That All the Internal Complaints Committee Members Are Requested to Meet on **18-07-2019** at 10:00 AM in The Seminar Hall.

AGENDA:

- ✓ It is planned to organize a Lecture on Stress Management for female Students.
- ✓ Discussion on Steps to Create Awareness about Internal Complaints Committee among the Students.


Co-ordinator

Internal Complaints Committee


Chairman

Principal
S.R. DEGREE COLLEGE
NIZAMABAD

Copy to:

- All Committee Members
- The Chairman
- File





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KHALEELWADI, NIZAMABAD DISTRICT-503 001, (T.S), PHONE NO: 08462-220751.

MINUTES OF MEETING OF INTERNAL COMPLAINTS COMMITTEE HELD ON 18-07-2019

Time: 10:00AM

Venue: seminar hall

The following members attended the meeting of internal complaints committee.

S.No	Name Of TheMembers	Designation	Role In TheCommittee
1	Dr. Akhilesh kumar Singh	Principal	Chairman
2	B Swapna	NSS Officer	Co-Ordinator
3	V Sravani	Asst.Professor	Member
4	Laxmi Prasanna	Asst.Professor	Member
5	B Raju	Asst.Professor	Member
6	B Santosh	Asst.Professor	Member
7	Susheel kumar	Asst.Professor	Member
8	G Yashwanth	Student	Member
9	E Vineela	Student	Member

Points discussed and the resolutions made in the meeting are presented below:

- At The First Chairman'saddressedthe Meeting.
- Minutes of Previous Meeting Were Presented by The Co-Ordinator ofthe Committee.
- No Complaints Were Received During the Last Semester.
- It was Resolved to Conduct Program on Stress Management among Students and Women Staff.
- The Class In-charges wereinstructedto Address Female Students About the Activities and Importance ofthe Committee.

Co-ordinator
Internal Complaints Committee



Chairman
Principal
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CIRCULAR

SSR/InternalComplaints/2019-20/003

Date: 13-02-2020

It Is Hereby Informed That All the Internal Complaints Committee Members Are Requested to Meet on **15-02-2020** at 03:00 AM in The Seminar Hall.

AGENDA:

- ✓ It is planned to organize a Lecture on Stress Management for female Students.
- ✓ Discussion on Steps to Create Awareness about Internal Complaints Committee among the Students.


Co-ordinator

Internal Complaints Committee


Chairman

Principa.
S.S.R. DEGREE COLLEGE
NIZAMABAD

Copy to:

- All Committee Members
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KHALEELWADI, NIZAMABAD DISTRICT-503 001, (T.S), PHONE NO: 08462-220751.

MINUTES OF MEETING OF INTERNAL COMPLAINTS COMMITTEE HELD ON 15-02-2020

Time: 03:00PM

Venue: seminar hall

The following members attended the meeting of internal complaints committee.

S.No	Name Of The Members	Designation	Role In The Committee
1	Dr. Akhilesh kumar Singh	Principal	Chairman
2	B Swapna	NSS Officer	Co-Ordinator
3	V Sravani	Asst.Professor	Member
4	Laxmi Prasanna	Asst.Professor	Member
5	B Raju	Asst.Professor	Member
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Co-ordinator

Chairman
Internal Complaints Committee



Principal
S.S.R. DEGREE COLLEGE
NIZAMABAD.