

INTERNAL COMPLAINTS COMMITTEE 2021-22





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 2021-22

SSR/Internal Complaints/2021-22/001

Date:16-08-2022

The internal complaints committee has been formed at 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, 2021-22. 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 a 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.

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 Favors
- Sexually Colored Remarks
- Showing Pornography And
- Other Unwelcome and Physical, Verbal or Non-Verbal Conduct of A Sexual Nature. (Vishaka Judgment by Supreme Court)

The Committee for the Academic Year 2021-22 Is Constituted with The Following Members:

S.No	Name Of the Members	Designation	Role In the Committee
1	Dr. Akhilesh kumar Singh	Principal	Chairperson
2	G Anand kumar	NSS Officer	Co-ordinator
3	R Narendhar Goud	Asst.Professor	Member
4	M Srilekha	Asst.Professor	Member
5	K Swapna	Asst.Professor	Member
6	D Ramesh	Asst.Professor	Member
7	D Yagnasri	Asst.Professor	Member
8	A Rathnakar	Student	Member
9	Achyutha kumari	Student	Member

FUNCTIONS:

It Is the Duty of the Employees to Maintain a Safe Work Environment for Women as They Are the Major Contributors for The Organizational Growth. Employees have to take the Issues of the Workplace Harassment Very Seriously However Silly or Insignificant They Appear Because Those Simple Issues Will 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 Has Also Asked the Government to Ensure Constitution of Internal Complaints Committee (ICC) and to Conduct 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

Principal
S.S.R. Degree College
2003723
NIZAMABAD





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

CIRCULAR

SSR/Internal Complaints/2021-22/002

Date: 18-08-2021

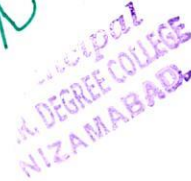
It Is Hereby Informed That All the Internal Complaints Committee Members Are Requested to Meet on **20-08-2021** at 11:00 AM in The Seminar Hall-1.

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


SRI SAI RAGHAVENDRA
DEGREE COLLEGE
NIZAMABAD.

Copy to:

1. All Committee Members
2. The Chairperson
3. 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 20-08-2021

Time: 10:00 am

Venue:Seminar Hall-1

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	Chairperson
2	G Anand kumar	NSS Officer	Co-Ordinator
3	R Narendhar Goud	Asst.Professor	Member
4	M Srilekha	Asst.Professor	Member
5	K Swapna	Asst.Professor	Member
6	D Ramesh	Asst.Professor	Member
7	D Yagnasri	Asst.Professor	Member
8	A Rathnakar	Student	Member
9	Achyutha kumari	Student	Member

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

- At The First Chairperson's addressed the Meeting.
- Minutes of Previous Meeting Were Presented by The Co-ordinator of The Committee.
- No Complaints Were Received During the Last Semester.
- It was Resolved to Conduct Programson Stress Management among Students and Women Staff.
- The Class In-Charges Were Instructed to Address Female Students About the Activities and Importance ofthe Committee.

Co-ordinator

Chairman
Internal Complaints Committee



Principal
S.R. DEGREE COLLEGE
NIZAMABAD.



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

CIRCULAR

SSR/Internal Complaints/2021-22/003

Date:14-02-2022

It Is here by Informed That All the Internal Complaints Committee Members Are Requested to Meet on **16-02-2022** at 11:00 AM in The Seminar Hall-1.

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

SRI SAI RAGHAVENDRA DEGREE COLLEGE
NIZAMABAD.

Copy to:

- All Committee Members
- The Chairperson
- File





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(Co-Education)

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

Minutes of Meeting of Internal Complaints Committee Held On 16-02-2022

Time: 04:00 pm

Venue:Seminar Hall-1

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	Chairperson
2	G Anand kumar	NSS Officer	Co-Ordinator
3	R Narendhar Goud	Asst.Professor	Member
4	M Srilekha	Asst.Professor	Member
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Co-ordinator

Chairman
Internal Complaints Committee

Principal
S.S.R. DEGREE COLLEGE
NIZAMABAD

