

INTERNAL COMPLAINTS COMMITTEE 2024-25



CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Academic year 2024-25

SSRDC/Internal Complaints/2024-25/

Date:16-08-2024

The internal complaints committee has been formed at Sri Sai Raghavendra Degree & PG College to address the issues under prevention and redressal of sexual harassment of women employees and students in higher educational institutions regulations, 2024-25. 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 Laydown 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 Judgement by Supreme Court)

The Committee for The Academic Year 2024-25 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	P.Sathish	Lecturer	Co-ordinator
3	M Ramesh	Lecturer	Member
4	M Srilekha	Lecturer	Member
5	R Harison	Lecturer	Member
6	Ch Anjaiah Goud	Lecturer	Member
7	Dattreya Sharma	Lecturer	Member
8	UTNOOR DEEPIKA B.A III yr	Student	Member
9	GANDHAM ROHITH B.Sc Life Science III Yr	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 atlarge 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


Chairperson
Internal Complaints Committee
Principal
S.S. DEGREE COLLEGE
NIZAMABAD



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.

CIRCULAR

SSRDC/Internal Complaints/2024-25/

Date:21-06-2024

It Is Hereby Informed That All the Internal Complaints Committee Members Are Requested to Meet at 11:00 AM Today 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.


Coordinator


Chairperson
Internal Complaints Committee
NIZAMABAD

Copy to:

1. All Committee Members
2. The Chairperson
3. File



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Minutes Of Meeting of Internal Complaints Committee Held On 21-06-2024

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	P.Sathish	Lecturer	Co-ordinator
3	M Ramesh	Lecturer	Member
4	M Srilekha	Lecturer	Member
5	R Harison	Lecturer	Member
6	Ch Anjaiah Goud	Lecturer	Member
7	Dattreya Sharma	Lecturer	Member
8	UTNOOR DEEPIKA B.A III yr	Student	Member
9	GANDHAM ROHITH B.Sc Life Science III Yr	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 Programs On Stress Management Among Students and Women Staff.
- The Class In-Charges Were Instructed to Address Female Students About the Activities and Importance of the Committee.


Coordinator


Chairperson
Internal Complaints Committee
NIZAMABAD