

# **RAJEEV GANDHI MEMORIAL COLLEGE OF ENGINEERING AND TECHNOLOGY**

**(AUTONOMOUS)**

**Affiliated to JNTUA-Ananthapuramu, Approved by AICTE-New Delhi,  
Accredited by NBA-New Delhi, Accredited by NAAC with A+ Grade-New Delhi  
Nandyal – 518501, AP, India**



## **ANTI SEXUAL HARASSMENT COMMITTEE /INTERNAL COMPLAINT COMMITTEE**



## S A L H C E / R L C E ( )

Anti-sexual harassment committee plays a crucial role in safeguarding the institution's members, fostering a respectful environment, and ensuring that instances of sexual harassment are addressed promptly, sensitively and effectively.

1. The committee's foremost responsibility is to foster a safe environment, free from sexual harassment.

. The committee deals with the issues of gender based violence and conduct gender sensitization programme.

The committee serves as a designated body to receive and investigate complaints of sexual harassment.

The committee ensures a fair and unbiased process, protecting the rights of both the complainant and accused.

The committee develops and implements policies and guidelines related to sexual harassment prevention and response.

The committee collaborates with various stakeholders, including management, human resources, legal departments and external organizations such as law enforcement or counselling service.

7. The committee conducts training programs, workshop and awareness campaigns to educate the institution's community about the importance of consent, respectful behavior and the reporting process.

### SEXUAL HARASSMENT

x

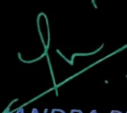


**Note: Sexual harassment of women at workplace Act, 2013 is specific to India and focuses on addressing sexual harassment issues faced by women in the workplace. The Act recognizes the fundamental right of women to work with dignity and aims to provide a legal framework for prevention, prohibition, and redressal of sexual harassment at the work place.**



FOR ANY COMPLAINTS CONTACT:


DR. J.SOFIAPRIYA DHARSHINI,  
ICC CHAIR PERSON,  
RGM CET, NANDYAL,  
PH:8790050087

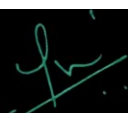
  
Dr. T. JAYACHANDRA PRASAD  
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# ANTI SEXUAL HARASSMENT COMMITTEE/ INTERNAL COMPLAINT COMMITTEE (ICC)

## EXAMPLES OF BEHAVIOUR THAT CONSTITUTE SEXUAL HARASSMENT

1. MAKING SEXUALLY SUGGESTIVE REMARKS OR INNUENDOS.
2. SERIOUS OR REPEATED OFFENSIVE REMARKS, SUCH AS TEASING RELATED TO A PERSON'S BODY OR APPEARANCE.
3. OFFENSIVE COMMENTS OR JOKES.
4. INAPPROPRIATE QUESTIONS, SUGGESTIONS OR REMARKS ABOUT A PERSON'S SEX LIFE.
5. DISPLAYING SEXIST OR OTHER OFFENSIVE COMMENTS, MMS, SMS, WHATSAPP, OR E-MAIL
6. INTIMIDATION, THREATS, BLACKMAIL
7. THREATS, INTIMIDATION OR RETALIATION WHO SPEAK UP ABOUT UNWELCOME BEHAVIOUR WITH SEXUAL OVERTONES.
8. UNWELCOME SOCIAL INVITATIONS, WITH SEXUAL OVERTONES COMMONLY UNDERSTOOD AS FLIRTING.
9. UNWELCOME SEXUAL ADVANCES WHICH MAY OR MAYNOT BE ACCOMPANIED BY PROMISES OR THREATS, EXPLICIT OR IMPLICIT.
10. PHYSICAL CONTACT SUCH AS TOUCHING OR PINCHING.
11. CARESSING, KISSING OR FONDING SOMEONE AGAINST HER WILL (COULD BE CONSIDERED AS ASSAULT).
12. INVASION OF PERSONAL SPACE (GETTING TOO CLOSE FOR NO REASON, BRUSHING AGAINST OR CORNERING SOMEONE).
13. PERSISTENTLY ASKING SOMEONE OUT, DESPITE BEING TURNED DOWN.
14. STALKING AN INDIVIDUAL.
15. ABUSE OF AUTHORITY OR POWER TO THREATEN A PERSON'S JOB OR UNDERMINE HER PERFORMANCE AGAINST SEXUAL FAVOUR.
16. FALSELY ACCUSING AND UNDERMINING A PERSON BEHIND CLOSED DOORS FOR SEXUAL FAVOUR'S.
17. CONTROLLING A PERSON'S REPUTATION BY RUMOUR-MONERING ABOUT HER PRIVATE LIFE.

  
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## INTERNAL COMPLAINT COMMITTEE/ANTI SEXUAL HARASSMENT COMMITTEE

### REPORT ON NURTURING STRENGTH WITHIN: EMPOWERING WOMEN AND GIRL STUDENTS

Title: Nurturing Strength Within: Empowering Women and Girl Students

Date: 19-08-2023

Venue: Rajeev Gandhi Memorial College of Engineering and Technology

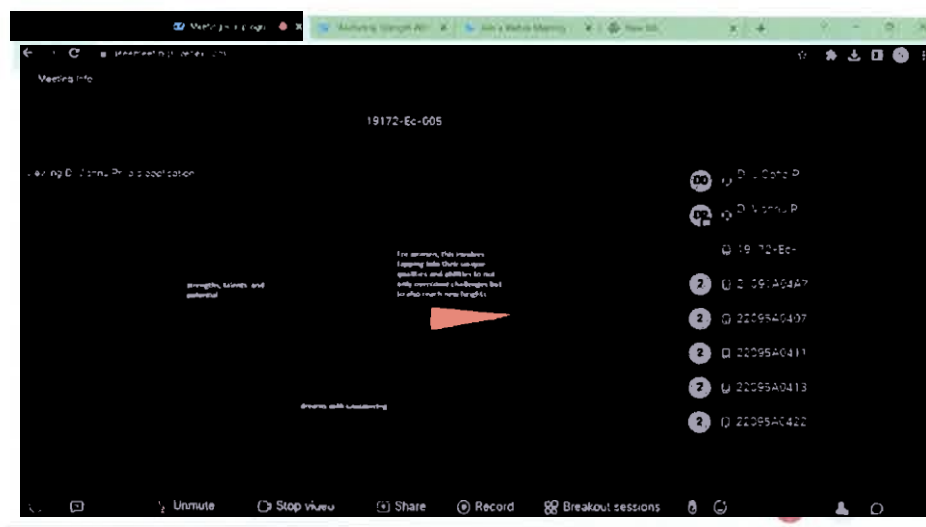
Speaker: Dr.D.Vishnu Priya, Psychiatrist, MD, SRMC.


Organised by : Internal Complaint Committee/ Anti Sexual Harassment Committee

#### Introduction:

The Internal Complaint Committee/ Anti sexual Harassment Committee at RGM CET took a significant step towards fostering a culture of empowerment and strength by organizing a talk titled "Nurturing Strength Within." The event, held on 19-08-2023, aimed to empower women and girl students, fostering a supportive environment for their personal and academic growth.

The primary objective of the event was to inspire and motivate female students to recognize and harness their inner strength. The organizers sought to provide a platform for discussing the challenges faced by women and girls and to offer strategies for overcoming obstacles in both academic and personal spheres.




  
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**KEY HIGHLIGHTS:**

1. Renowned speaker and expert in the field Dr.D.Vishnu Priya were invited to share their experiences and insights on empowerment. Their talks focused on personal growth, resilience, and the importance of self-belief.
2. These sessions were designed to enhance self-awareness, build confidence, and provide practical tools for navigating challenges.
3. Engaging panel discussions allowed for the exploration of various aspects related to women's empowerment. Topics included career choices, overcoming stereotypes, and building a support network.
4. Real-life success stories of women who have excelled in their respective fields were showcased, serving as powerful examples of what can be achieved through determination and perseverance.
5. To address issues related to harassment and discrimination, a legal awareness session was conducted. This provided valuable information on the rights and resources available to women within the educational institution.
6. Developing resilience and effective coping skills is essential for navigating challenges. Girls who possess strong coping mechanisms, problem-solving skills, and emotional resilience are better equipped to manage stressors and maintain mental well-being.
7. Positive psychology emphasizes strengths, virtues, and factors that contribute to a fulfilling life. Focusing on positive aspects of girls' lives, such as personal strengths, positive relationships, and a sense of purpose, can contribute to mental well-being.

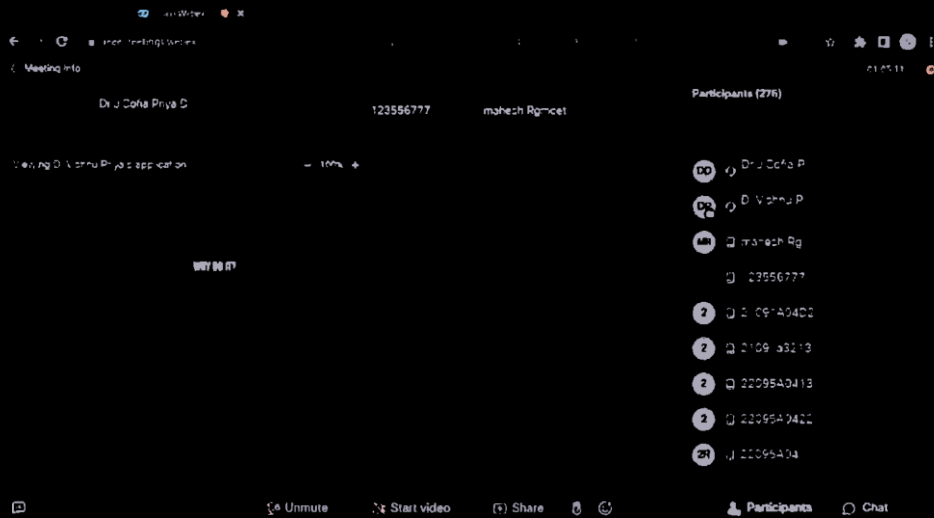
The event facilitated networking among students, faculty, and guest speakers, creating a supportive community where women and girl students could connect, share experiences, and mentor each other.



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# Rajeev Gandhi Memorial College of Engineering & Technology (Autonomous)



## Conclusion:

The "Nurturing Strength Within" event organized by the Internal Complaint Committee/ Anti Sexual Harassment Committee at RGM CET was a resounding success in promoting empowerment and fostering a culture of support and encouragement for women and girl students. By addressing challenges, providing inspiration, and offering practical tools, the event played a crucial role in nurturing the strength within each participant. It is hoped that the positive impact of this initiative will be long-lasting, contributing to a more inclusive and empowering academic environment at RGM CET.

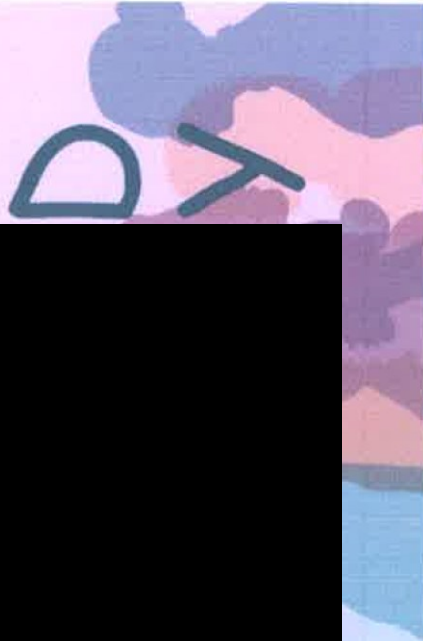
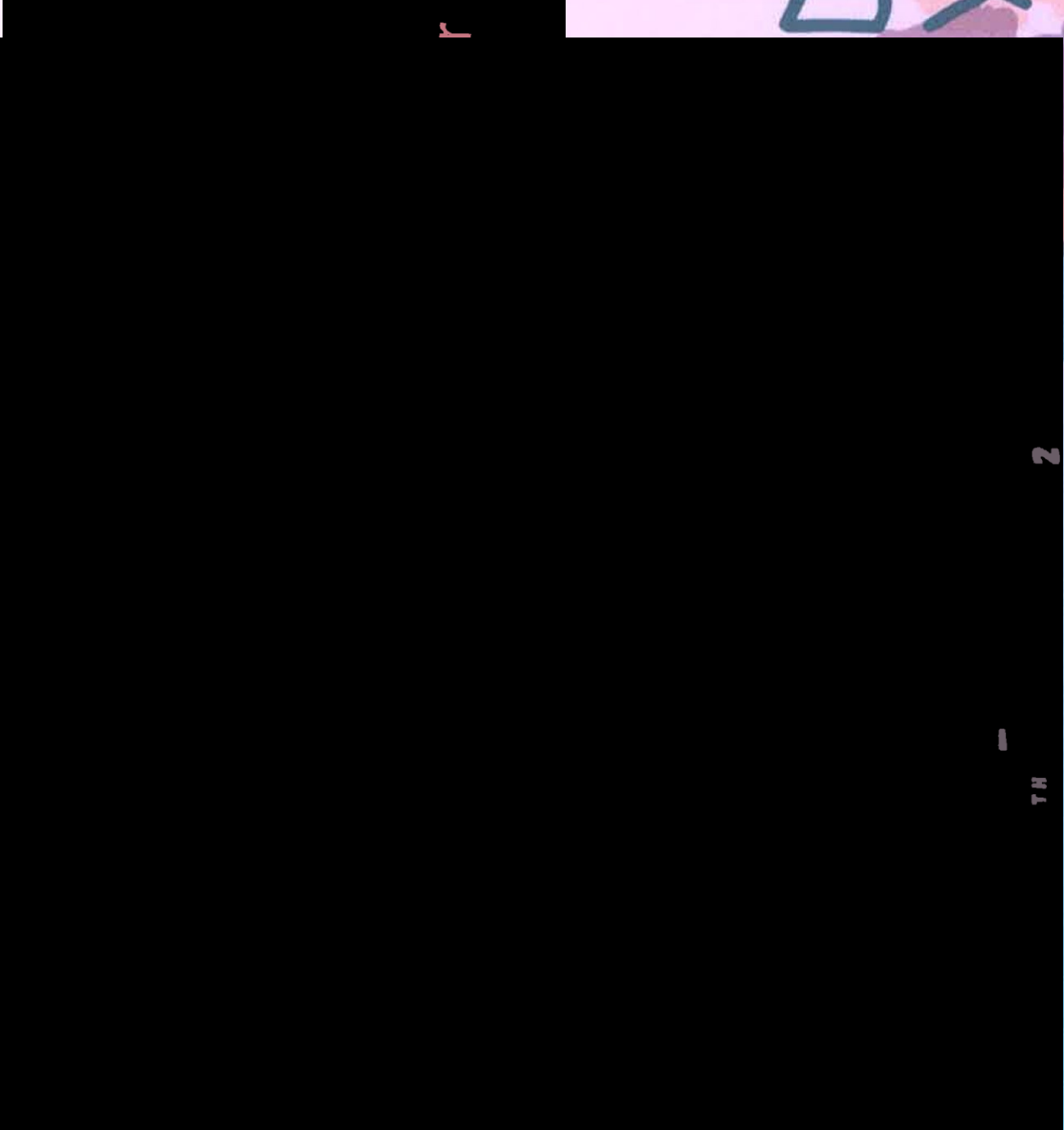
Signature of Chairperson  
(Dr.J. Sofia Priya Dharshini)  
**Dr. J. SOFIA PRIYA DHARSHINI**  
M.Tech, Ph.D, MIE  
ASSOCIATE PROFESSOR  
RGM College of Engg & Tech  
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NANDYAL-518501, Kurnool(Dt) A.P.


  
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(ESTD-1995)



  
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**NANDYAL-518501, AP, India**



**ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)**

**Dt.26.07.2023**

**CIRCULAR**

All the ICC Members and girl CRs are informed to attend the meeting in the Mechanical Gallery at 11.00 AM on 27.07.2023.

**Agenda:**

- Discussion on spreading sexual harassment awareness among the female students and staff.
- Discussion on Student's Psychology by Dr.D.Vishnu Priya , M.D. Psychiatry, SRMC
- Plans on Prevention, Prohibition and Redressal of Sexual Harassment in the work place.
- Discussion on complaints received/resolved by ICC.
- Any other matters related to this portfolio.

**ICC Chair person**

**(Dr.J.Sofia Priya Dharshini)**

**Dr. J. SOFIA PRIYA DHARSHINI**  
M.Tech,Ph.D,MIE  
ASSOCIATE PROFESSOR  
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**(AUTONOMOUS)**

**NANDYAL-518501, AP, India**

**ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)**

**Dt. 27.07.2023**

**ICC MEETING**

**Venue:** Mechanical Gallery

**Time:** 11.00 AM

**Agenda:**

- Discussion on spreading sexual harassment awareness among the female students and staff.
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- Any other matters related to this portfolio.

S.No	Members	Designation	Signature
1	Dr.J.Sofia Priya Dharshini	Chair Person	
2	Dr.D.Vishnu Priya, M D Psychiatry, SRMC	Member	
3	Dr.K.Sudha Madhuri	Member	
4	Mrs. Pushpalatha	Member	
5	Mrs.S.Anuradha	Member	
6	Dr.S.Venkateswarulu	Member	
7	Dr.M.Chennakesavulu	Member	
8	Mr.S.Sreenivasa Reddy	Member	
9	Ms.S.Gousiya (20091A0439)	Student Member	
10	Ms K.Chamundeswari (20091A3207)	Student Member	Absent
11	Ms.C. Ayesha(22091E0005)	Student Member	

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## Resolutions:

### It is resolved

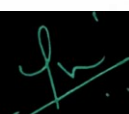
1. To confirm the minutes of the previous meeting held on 26.11.2022.
2. To approve the action taken for the resolutions of the previous meeting.
3. The committee has decided to organize programmes on sexual harassment awareness for female students and staff.
4. The committee has decided to invite Dr. D. Vishnu Priya for regular consultation to ensure students mental health.
5. The committee has decided to maintain a transparent and accessible record of all complaints received and resolved by the Internal Complaint Committee.
6. The committee has decided to create awareness about ICC through posters in each and every department and whatsapp groups in the campus.
7. The following committee contact numbers are circulated among the students to file a complaint if any :-  
8790050087,9949188178, 9652754062



**ICC Chairperson**

**(Dr.J.Sofia Priya Dharshini)**

**Dr. J. SOFIA PRIYA DHARSHINI**  
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**ASSOCIATE PROFESSOR**  
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## Anti-Sexual Harassment Committee

Anti-sexual harassment committee plays a crucial role in safeguarding the institution's members, fostering a respectful environment, and ensuring that instances of sexual harassment are addressed promptly, sensitively, and effectively. Sexual Harassment of Women at Workplace Act, 2013 is specific to India and focuses on addressing sexual harassment issues faced by women in the workplace. The Act recognizes the fundamental right of women to work with dignity and aims to provide a legal framework for prevention, prohibition, and redressal of sexual harassment at the workplace.

### Roles and Responsibilities:

1. The committee's foremost responsibility is to foster a safe environment, free from sexual harassment.
2. The committee serves as a designated body to receive and investigate complaints of sexual harassment
3. The committee ensures a fair and unbiased process, protecting the rights of both the complainant and the accused.
4. The committee develops and implements policies and guidelines related to sexual harassment prevention and response.
5. The committee collaborates with various stakeholders, including management, human resources, legal departments, and external organizations such as law enforcement or counseling services.
6. The committee conducts training programs, workshops, and awareness campaigns to educate the institution's community about the importance of consent, respectful behavior, and the reporting process.

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**RGM COLLEGE OF ENGINEERING AND TECHNOLOGY  
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NANDYAL, A.P-518501**

**ICC Members (2023-24)**

S.No	Members	Designation	Signature
1	Dr.J.Sofia Priya Dharshini	Chair Person	
2			
3	Dr.K.Sudha Madhuri	Member	
4	Mrs. Pushpalatha	Member	
5	Mrs.S.Anuradha	Member	
6	Dr.S.Venkateswarulu	Member	
7	Dr.M.Chennakesavulu	Member	
8	Mr.S.Sreenivasa Reddy	Member	
9	Ms.S.Gousiya (20091A0439)	Student Member	
10	Ms K.Chamundeswari (20091A3207)	Student Member	
11	Ms.C.Ayesha (22091E0005)	Student Member	

Signature of \_\_\_\_\_ al

**Dr. T. JAYA** **APRASA**  
Principal  
R G M College of Engg. & T. J.,  
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R G M COLLEGE OF ENGINEERING & TECHNOLOGY  
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Nandyal-518501 ( Dt.), AP., INDIA

RGM CET/PRO/ICC/23/2023

Date: 31.03.2023

CIRCULAR

It is informed that the Internal Complaint Committee has been formed with the following members to look after Gender Sensitization, prevention and prohibition of Sexual Harassment of Women Employees and students and Redressal of Grievances in our institution.

S.No	Name of the faculty	Role	Dept
	Mrs. K. Pushpalatha	Chair Person	---
		Member	MBA Administration Mathematics
8	Mr. S. Sreenivasa Reddy	Student Member	EEE

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9. Academic Section
10. Library
11. Concerned Members
12. All Notice Boards

Validi

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ALARI

Date: 2023  
IST

14:46:19

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**(ESTD-1995)**

**ANTI SEXUAL HARASSMENT  
COMMITTEE/INTERNAL COMPLAINT  
COMMITTEE (ICC)**

**[2025-2026]**



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**ANTI SEXUAL HARASSMENT COMMITTEE/INTERNAL  
COMPLAINT COMMITTEE(ICC)**

**ANNUAL REPORT 2025-2026**

S:No	Programme/Meeting	Date
1.	Training Session for Women Faculty on "POSH ACT 2013(The Sexual Harassment of women at work place-Prevention, Prohibition and Redressal Act 2013)	20/09/2025
2.	A Session on "Igniting Young Minds"	25/11/2025
3.	ICC Circular	03/12/2025
4.	ICC Members Meeting	05/12/2025
5.	ICC Meeting-Girl CR's	08/12/2025
6.	A Session on "Online Self Defence for Women"(Focus On Cyber Security)	20/02/2026
7.	Walkathon for" Awareness on Women Safety"	05/03/2026

**Note:** - There was no Complaint received by Anti Sexual Harassment Committee/Internal Complaint Committee(ICC) the academic year 2025-26 till date.

**Dr. K. SUDHA MADHURI**  
M.Phil, Ph.D.  
ICC Chair person  
Assoc. Professor  
(Dr. K. Sudha Madhuri)  
Dept. of C.E.  
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## A Report On Training Session on “POSH ACT 2013 (The Sexual Harassment of women at Workplace-Prevention, Prohibition and Redressal act 2013)

**Date:** 20/09/2025

<b>Type of the Activity</b>	Online Training
<b>Name of the Coordinator</b>	Dr.K.Sudha Madhuri, Associate Professor, Department of ME
<b>No. of Participants</b>	60
<b>Target Audience</b>	All Women Faculty of RGM CET
<b>Objective</b>	<b>Objectives of the Training Session on POSH Act 2013</b> <i>(The Sexual Harassment of Women at Workplace – Prevention, Prohibition and Redressal Act, 2013)</i>

1. **To create awareness** about the provisions and importance of the POSH Act, 2013 among employees and management.
2. **To understand what constitutes sexual harassment** at the workplace, including different forms such as verbal, non-verbal, physical, and online harassment.
3. **To educate employees about their rights and responsibilities** in maintaining a safe and respectful workplace environment.
4. **To explain the roles and responsibilities of the Internal Complaints Committee (ICC)** in handling complaints related to sexual harassment.
5. **To familiarize employees with the complaint and redressal process** under the POSH Act.
6. **To promote a culture of respect, dignity, and gender equality** in the workplace.
7. **To encourage employees to report incidents** of sexual harassment without fear of retaliation.
8. **To ensure compliance with legal requirements** of the POSH Act for organizations and institutions.
9. **To build a safe and inclusive work environment** where women feel secure and empowered.
10. **To prevent workplace harassment** through awareness, training, and proactive organizational policies.

*ASW*

*ASW*  
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## **Outcomes of the Training Session on POSH Act 2013**

*(The Sexual Harassment of Women at Workplace – Prevention, Prohibition and Redressal Act, 2013)*

**1. Increased Awareness:**

Participants gain a clear understanding of the POSH Act, its purpose, and its importance in ensuring a safe workplace for women.

**2. Understanding of Sexual Harassment:**

Employees are able to identify different forms of sexual harassment and recognize inappropriate behavior in the workplace.

**3. Knowledge of Rights and Responsibilities:**

Participants become aware of their rights as well as their responsibilities in preventing and addressing workplace harassment.

**4. Familiarity with Complaint Mechanism:**

Employees understand the procedure for reporting incidents and the functioning of the **Internal Complaints Committee (ICC)**.

**5. Confidence to Report Issues:**

Women employees feel more confident and supported to report harassment without fear of retaliation.

**6. Improved Workplace Culture:**

The training helps promote respect, dignity, and gender sensitivity among all employees.

**7. Strengthened Organizational Compliance:**

The organization ensures compliance with legal requirements under the POSH Act.

**8. Creation of a Safe and Inclusive Environment:**

Participants contribute to building a workplace that is safe, respectful, and inclusive for everyone.

*Dsm*

*Dr.*  
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**List of Women Faculty Attended the Programme**

S.No	Name	Designation
1.	Dr.K.Sudha Madhuri	Faculty
2.	Mrs.A.Mounika	Faculty
3.	Mrs.S.Snigdha Malya	Faculty
4.	Ms.T.Shanthala	Faculty
5.	Mrs. Naveena	Faculty
6.	Dr.P.Sreedevi	Faculty
7.	Mrs.D.Sravanthi	Faculty
8.	Mrs.S.Tahseen Banu	Faculty
9.	Mrs.Bana Swetha	Faculty
10.	Mrs.Y.Durga Tejaswini	Faculty
11.	Mrs.S.Rubiya Parveen	Faculty
12.	Mrs.P.Sucharitha	Faculty
13.	Mrs.K.Jayasri	Faculty
14.	Mrs.K.Rathi	Faculty
15.	Mrs.P.V.Prasanna Kumari	Faculty
16.	Mrs.A.Annapurna	Faculty
17.	Mrs.R.Arshiya	Faculty
18.	Mrs. Dr.G.Chandana Swathi	Faculty
19.	Mrs.C.Leelavathi	Faculty
20.	Mrs.P.Priyanka	Faculty
21.	Mrs.B.V.S.N.Lakshmi	Faculty
22.	Mrs.K.Jabeen	Faculty
23.	Ms.P.Supriya	Faculty
24.	Mrs.C.K.Indira	Faculty
25.	Ms.Srujana	Faculty
26.	Mrs. Y.Akhila	Faculty
27.	Dr.P.Sreedevi	Faculty
28.	Mrs.P.Madhu Sravanthi	Faculty
29.	Mrs.Aparna	Faculty
30.	Ms.Prashanthi	Faculty
31.	Dr.Y.Sunitha	Faculty
32.	Dr.A.Vasavi	Faculty
33.	Dr.B.Ravanamma	Faculty
34.	Mrs.Jyothi	Faculty
35.	Mrs.K.Ravali	Faculty

*DSW*

*Dr.*  
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**ANTI SEXUAL HARASSMENT COMMITTEE/INTERNAL COMPLAINT COMMITTEE**  
Organizes  
**TRAINING ON POSH ACT 2013**  
**THE SEXUAL HARASSMENT OF WOMEN**  
**AT WORKPLACE**  
**(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013**

20/09/2025

Dr. T. JAYA CHANDRA PRASAD  
Principal,  
RGM CET

Dr. K. SUDHA MADHURI  
ICC Coordinator  
Department of ME

**Photos**

*A safe, secure, discrimination-free, harassment-free workplace is a fundamental human right of all employees, and it is the duty of both employers and employees to ensure this.*

MANOJ wagh \*\*\*

Reshma Som... VIDHYA RANI... MANOJ wagh SP

Time line for various activities under POSH Act 2013

Activity	Time Frame
Filing Complaint	3 months from the date of last incident
Initiation of Enquiry - Precedence	Within the period of 7 working days of receipt of the complaint
Issue of Notice to attend to Enquiry	Within the period of 7 working days of registration of the complaint
Enquiry to be conducted by Enquiry Officer	Within the period of 90 working days of issue of Notice to attend
Completion of Enquiry Proceedings	Within 3 months from the date of registration of the complaint
Initiation of Internal Appeal Register by ICA	Within 10 days of completion of Enquiry
Implementation of ICA's Recommendations by Employer	Within 60 days of the receipt of the Recommendations
Appeal	Within 90 days of Recommendations by ICA

MANOJ wagh \*\*\*

Dr. Smitha... Revathi M... MANOJ wagh SP

*DMW*

*[Handwritten signature]*



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Sexual harassment includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- Physical contact and advances.
- A demand or request for sexual favours.
- Making sexually coloured remarks.
- Showing pornography.
- Unwanted or deliberate touching, leaning over, pinching, sexual remarks or questioning.
- Making weird sounds – kissing sound, howling, smacking lips, whistling etc.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

MANOJ wagh ...

<u>Unwelcome Behaviour</u>	<u>Welcome Behaviour</u>
• Feels Bad	• Feels good
• One-sided	• Reciprocal
• Feels Powerless	• In-control
• Power based	• Equality
• Unwanted	• Wanted
• Illegal	• Legal
• Invading	• Open
• Demeaning	• Appreciative
• Causing anger/ sadness	• Happy
• Causes negative self-esteem	• Positive self-esteem

**POSH ACT 2013**  
THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE  
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

1. On 27<sup>th</sup> April 2013, POH Act passed in parliament of India.  
2. The POH Act came into force on 9<sup>th</sup> December, 2013.

**MHRD ME (GoI)**  
1. On 10<sup>th</sup> April 2013, POH Act 2013.

1. GE. Regulations, 2013 came into force on 2<sup>nd</sup> May, 2013.

1. GE. Regulations, 2014 came into force on 19<sup>th</sup> Aug, 2014.

ICC *(Signature)* Person  
(Dr.K.Sudha Madhuri)

*(Signature)*  
Principal of RGM CET  
**Dr. T. JAYACHANDRA PRASAD** M.E, Ph.D.,  
Dr.T.Jayachandra Prasad  
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**A Report On “A Session on “IGNITING YOUNG MINDS”**

**Date:** 25/11/2025

**Type of the Activity**

Awareness Programme

**Name of the Coordinator**

Dr.K.Sudha Madhuri, Associate Professor, Department of ME

**No. of Participants**

54

**Target Audience**

Students of I year CSE

**Objective**

**Objectives of “Igniting Young Minds” Program**

- To create awareness among students about gender sensitivity and mutual respect within the campus environment.
- To educate young minds about the importance of a safe and harassment-free academic environment.
- To inform students about the role and functions of the Internal Complaints Committee (ICC) in addressing issues related to harassment and discrimination.
- To encourage students to speak up against inappropriate behavior and support victims of harassment.
- To promote ethical values, discipline, and responsible behavior among engineering students.
- To empower students with knowledge of their rights and responsibilities within the institution.
- To develop awareness about the POSH Act and institutional policies related to safety and dignity.
- To encourage respectful communication and positive interaction among students from diverse backgrounds.
- To motivate students to contribute towards building a safe and inclusive campus culture.
- To ignite social responsibility and leadership qualities in students to act as ambassadors of respect and equality in society.

*DSM*

*Dr. T. Jayachandra Prasad*  
Dr. T. JAYACHANDRA PRASAD  
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**Outcomes of the Program – Igniting Young Minds (ICC)**

1. Students gained awareness about gender equality, dignity, and respectful behavior within the campus environment.
2. Participants understood the role and responsibilities of the **Internal Complaints Committee (ICC)** in addressing harassment and discrimination issues.
3. The program helped students identify inappropriate behavior and understand the procedures for reporting complaints safely and confidentially.
4. Students developed confidence to speak up against harassment and support victims, promoting a safe campus culture.
5. The session encouraged responsible conduct, ethical values, and mutual respect among students.
6. Awareness was created about laws related to women's safety and workplace harassment, including the principles of the POSH Act.
7. Students were motivated to create a positive, inclusive, and harassment-free academic environment.
8. The program strengthened student participation in promoting gender sensitization activities on campus.
9. It enhanced students' understanding of their rights, responsibilities, and grievance redressal mechanisms.
10. Overall, the program contributed to building socially responsible and ethically aware young minds.

*Dsm*

*P.L.*  
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**List of Participants**

S.No	Reg:No	Name
1.	25091A0501	SHAIK ABDULLA
2.	25091A0502	K ABHILASH
3.	25091A0503	NALLAGONDA ABHILASH
4.	25091A0504	A. ABHINAY KUMAR REDDY
5.	25091A0505	ULAPU ABHISHEK
6.	25091A0506	PANETI ADITHYA
7.	25091A0507	SYED AFRID
8.	25091A0508	BOGANI AJAI KUMAR
9.	25091A0509	CHINTHAPARTHI AJAY KUMAR
10.	25091A0510	SOORAPUREDDY AJITH KUMAR REDDY
11.	25091A0511	THIMMAPURAM AKASH BABU
12.	25091A0512	AKASH YERUKULA
13.	25091A0513	MARRI AKHIL
14.	25091A0514	MULLA AKHIL
15.	25091A0515	GOLLA AKHILA
16.	25091A0516	NALBAND ALEENA RAMEEN
17.	25091A0517	CHELIMI ALEKHYA
18.	25091A0518	GANGENENI AMRUTHA
19.	25091A0519	RAMAVATH AMRUTHA
20.	25091A0520	VYAPARLA AMRUTHA REDDY
21.	25091A0521	MAMUDDU AMULYA
22.	25091A0522	PALURU ANIL KUMAR
23.	25091A0523	BOJJA ANUSHA
24.	25091A0524	SANDA ANUSHA
25.	25091A0525	BARUGU ARAVIND
26.	25091A0526	ARCCHITASREJA

*DJM*

*R.*  
**Dr. T. JAYACHANDRA PRASAD**  
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27.	25091A0527	GIRISHALA ARCHANA
28.	25091A0528	SHAIK ARSHIYA
29.	25091A0529	PENUMALA ASHMITHA
30.	25091A0530	CHAKALI ASMITHA
31.	25091A0531	TALARI ASWINI
32.	25091A0532	VELPULA ASWINI
33.	25091A0533	SHAIK AYUB BASHA
34.	25091A0534	SHAIK BABA AMRUDDIN
35.	25091A0535	MUSOLLA BABU
36.	25091A0536	BOJJAPPAGARI BALACHANDRA
37.	25091A0537	TUPAKULA BHANU TEJA
38.	25091A0538	NEELAPALA BHANUPRAKASH
39.	25091A0539	MUDIRAJU BHANUTEJA
40.	25091A0540	BODEDDULA BHARATH KUMAR REDDY
41.	25091A0541	GOPI BHARGAVI
42.	25091A0542	PITTALA BHARGAVI
43.	25091A0543	MANTHRIGARU BHAVANA
44.	25091A0544	RAMI REDDY BHAVYA SREE
45.	25091A0545	BADA BHUVANAKRUTHI
46.	25091A0546	PATIL CHANDANA
47.	25091A0547	KOPPERA CHANDRA SEKHAR
48.	25091A0548	PUJARI CHANDU
49.	25091A0549	MANDADI CHARAN KUMAR REDDY
50.	25091A0550	POTHUBOIENA CHARANYYA
51.	25091A0551	KARAPAKULA CHARISHMA
52.	25091A0552	GANGARAPU CHENNA SAI DEEKSHITHA
53.	25091A0553	GAJJALA DATTA SAI
54.	25091A0554	CHANDRA DEEKSHITH SAI

*BSW*

*R.*  
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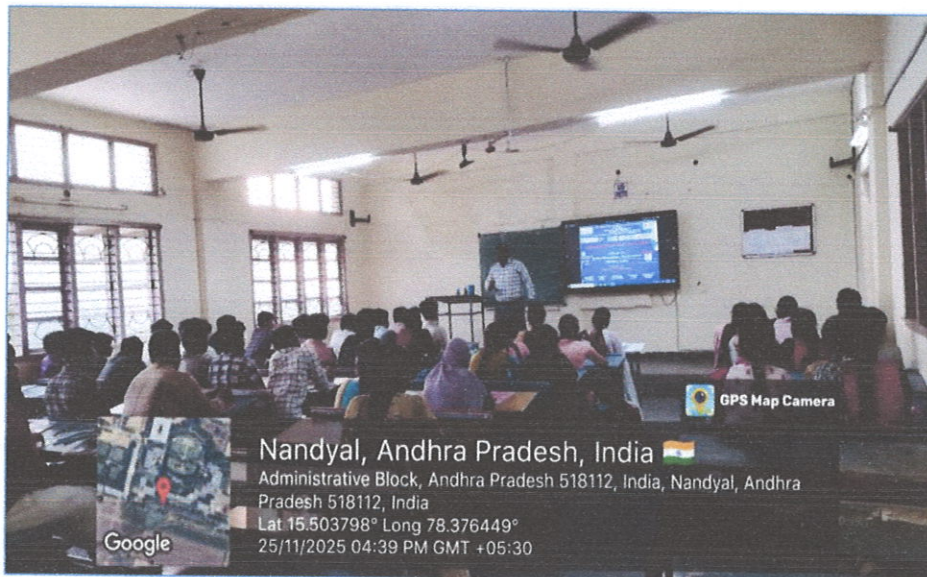
**ANTI SEXUAL HARASSMENT COMMITTEE/INTERNAL COMPLAINT COMMITTEE**  
Organizes  
**A Session on Igniting Young Minds**

25/11/2025  
Venue: UG Block

In Association with  
**Department of Mechanical Engineering**

<b>Dr.T.JAYA CHANDRA PRASAD</b> Principal, RGM CET	<b>Dr.K.Thirupati Reddy</b> Professor & HOD Department of ME, RGM CET	<b>Dr.K.SUDHA MADHURI</b> ICC Coordinator Department of ME
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**Photos**



**A Session by Mr.M. Venkateswara Reddy**

*DSM*

*Dr. T. Jayachandrababu*  
**Dr. T. JAYACHANDRA PRASAD**  
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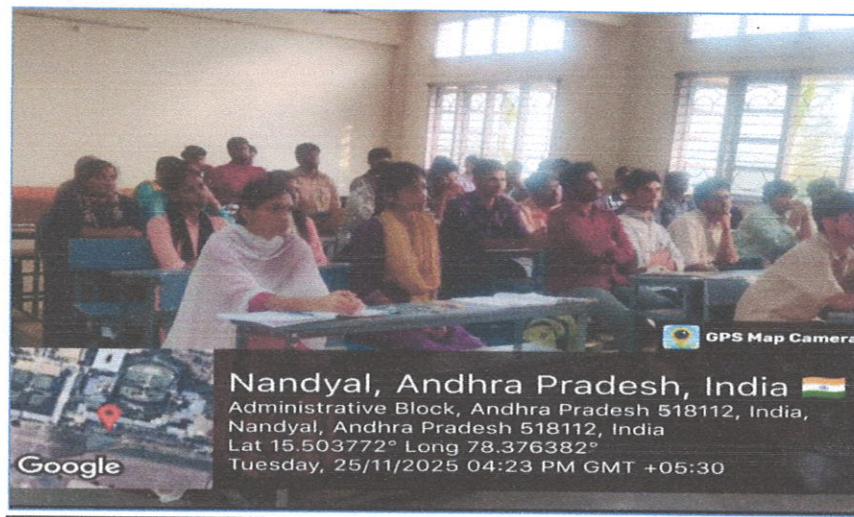
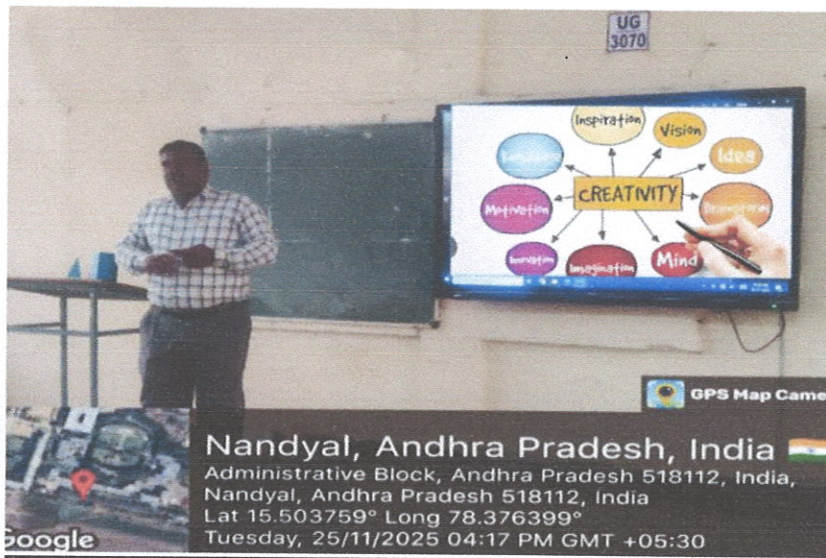


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**Students of I -Year CSE**

ICC Chair Person  
(Dr.K.Sudha Madhuri)

Principal of RGM CET  
**Dr. T. JAYACHANDRA PRASAD**  
Dr.T.Jayachandra Prasad, Ph.D.,  
PRINCIPAL  
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# R G M COLLEGE OF ENGINEERING & TECHNOLOGY

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**Nandyal - 518501 (Dt.), AP., INDIA**

RGM CET/PRO/ICC/100/2025

Date: 03.12.2025

## CIRCULAR

It is informed that the Internal Complaint Committee has been formed with the following members to look after Gender Sensitization, prevention and prohibition of Sexual Harassment of Women Employees and students and Redressal of Grievances in our institution.

S.No.	Name of the faculty	Role	Dept.
1.	Dr. K. Sudha Madhuri	Chair Person	ME
2.	Dr. D. Vishnu Priya, M.D, Psychiatrist, SRMC, Nandyal	Member	Psychiatrist, SRMC
3.	Mrs. S. Haritha	Member	MBA
4.	Mrs. S. Anuradha	Member	Administration
5.	Dr. S. Venkateswarulu	Member	Mathematics
6.	Dr. M. Chennakesavulu	Member	ECE
7.	Mr. S. Sreenivasa Reddy	Member	ECE
8.	Ms. G.Varsha (23091A04P8)	Student Member	ECE
9.	Ms. Y. Bhargavi (23091A3220)	Student Member	CSE-DS
10.	Ms. G. Rachel Deepika (25091E0023)	Student Member	MBA

### Copy to:

1. Chairman/MD
2. Director - Admin. & Placements
3. Dean Students' Affairs
4. All HODs (with a request to circulate among the faculty & students)
5. First Year Co-Coordinator
6. AO
7. Accounts
8. Academic Section
9. Library
10. Concerned Members
11. All Notice Boards

PRINCIPAL

*Dr. T. JAYACHANDRA PRASAD*  
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(Autonomous)  
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**ANTI SEXUAL HARASSMENT COMMITTEE/INTERNAL COMPLAINT  
COMMITTEE(ICC)**

05/12/2025

**ICC MEETING**

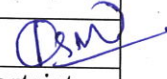
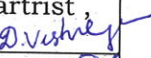



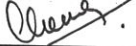
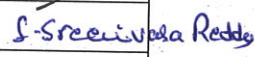

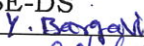
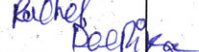
**Venue:** Mechanical Gallery

**Time:** MB-3030

**Agenda:**

- Discussion on spreading sexual harassment awareness among the female students and staff.
- Discussion on Student's Psychology by Dr.D. Vishnu Priya, M.D.Psychiartrist , SRMC
- Plans on Prevention, Prohibition and Redressal of Sexual Harassment in the work place.
- Any other matters related to this portfolio.

**Members Present**

S.No	Members	Designation	Signature
1.	Dr.K.Sudha Madhuri	Chair Person	ME 
2.	Dr.D.Vishnu Priya ,M D Psychiartrist , SRMC,Nandyal	Member	Psychiartrist SRMC 
3.	Mrs.S.Haritha	Member	MBA 
4.	Mrs.S.Anuradha	Member	Administration 
6.	Drs.S.Venkateswarulu	Member	Mathematics 
7.	Dr.M.Chennakesavulu	Member	ECE 
8.	Mrs.S.Sreenivasa Reddy	Member	ECE 
9.	Ms.G.Varsha (23091A04P8)	Student Member	ECE 
10.	Ms.Y. Bhargavi(23091A3220)	Student Member	CSE-DS 
11.	Ms.G.Rachel Deepika (25091E0023)	Student Member	MBA 



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**ANTI SEXUAL HARASSMENT COMMITTEE/ INTERNAL COMPLAINT  
COMMITTEE(ICC)**

DATE

08.12.2025

**CIRCULAR**

All the girl CRs are informed to attend the meeting in the MB-2030 at 3.00 PM on 10/12/2025

**Agenda:**

1. To discuss on spreading sexual harassment awareness among the female students.
2. To discuss on Prevention, Prohibition and Redressal of sexual harassment in the work place.
3. To discuss about the complaints received /resolved by ICC any other points with the permission of the chair

  
**ICC-Coordinator**

(Dr.K.Sudha Madhuri)



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**ANTI SEXUAL HARASSMENT COMMITTEE/ INTERNAL COMPLAINT  
COMMITTEE(ICC)**

**List of Girl CR's attended meeting**


S.No	Reg:No	Name	Year
1.	22091A0203	MALLU AKHILA	IV-Year
2.	22091A0216	SANDADI BHAVYA SREE	IV-Year
3.	22091A0228	MOLAKA HARSHITHA	IV-Year
4.	22091A0413	KOTHAPALLI ANUSHA	IV-Year
5.	22091A0486	MANGALI KUSUMA	IV-Year
6.	22091A0511	SAMUDRALA AMRUTHA	IV-Year
7.	22091A0548	CHILAKALA HANSIKA	IV-Year
8.	23091A0214	KORRAPATI CHANDANA	III-Year
9.	23091A0241	THODIME MAMATHA	III-Year
10.	23091A0214	KORRAPATI CHANDANA	III-Year
11.	23091A0216	MUPPURI DEEPIKA	III-Year
12.	23091A0410	GOWNI ANEETHA	III-Year
13.	23091A0504	GANGA AKHILA	III-Year
14.	23091A3704	AMBATI CHARITHA	III-Year
15.	23091A3737	GUNDAMPATI PRATHIMA	III-Year
16.	23091A0592	GUJJALA KAVERI	III-Year
17.	24091A0125	MIDDE NAHITHA	II-Year
18.	24091A0205	LINGALA ANUSHA	II-Year
19.	24091A0236	AKUTHOTA MANI	II-Year
20.	24091A0311	LINGAM CHANDANA PRIYA	II-Year
21.	24091A0406	DUDEKULA AMEENA BEE	II-Year
22.	24091A0517	GADDIPATI AMRUTHA	II-Year
23.	24091A05J1	DEVATI UDAYASREE	II-Year
24.	24091A3213	KARNATI ANUSHA	II-Year
25.	24091A3343	SONTAM GOWTHAMI	II-Year



**Resolutions:**

It is resolved

1. The ICC resolved to strictly implement the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** in the institution.
2. The committee resolved to create a safe, secure, and respectful environment for all women employees and girl students on campus.
3. The ICC resolved to conduct awareness programs, workshops, and seminars on prevention of sexual harassment and gender sensitization.
4. The ICC resolved to establish easy complaint mechanisms, including online and offline complaint submission.
5. The committee resolved to organize self-defense training and safety awareness programs for girl students.

  
**ICC-Chair person**  
**Dr. K. SUDHA MADHURI**  
(Dr.K.Sudha Madhuri)  
M.Tech, Ph.D.  
Assoc. Professor  
Dept. of I.T.E  
RGM College of Engg & Tech.,  
NANDYAL-518 501, A.P.



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## A Report On Awareness Programme on “ONLINE SELF DEFENCE FOR WOMEN” (Focus on Cyber Security)

**Date:** 20/02/2026

<b>Type of the Activity</b>	Awareness Programme
<b>Name of the Coordinator</b>	Dr.K.Sudha Madhuri, Associate Professor, Department of ME
<b>No. of Participants</b>	120
<b>Target Audience</b>	Students of CSE
<b>Chief Guest</b>	R.Gowthami; C I of Police; Incharge of Cyber Crime
<b>Objective</b>	<b>Objectives of “Online Self Defence for Women” (Cyber Security Focus)</b>

1. **To create awareness about cyber threats** such as online harassment, cyberstalking, phishing, identity theft, and social media abuse.
2. **To educate women on safe internet practices**, including secure browsing, protecting personal information, and recognizing suspicious online activities.
3. **To develop skills for protecting digital identity**, such as creating strong passwords, using two-factor authentication, and managing privacy settings on social media.
4. **To help participants recognize and respond to cyber harassment**, including reporting abuse, blocking offenders, and preserving digital evidence.
5. **To inform women about cyber laws and legal remedies in India** related to online harassment, cybercrime, and digital safety.
6. **To build confidence in using technology safely**, enabling women to participate freely in online learning, work, and communication.
7. **To promote responsible use of social media and digital platforms** to avoid risks and maintain online privacy.
8. **To empower women with practical strategies to prevent cybercrime** and protect their digital presence.

*DSW*

*P.*  
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**Outcomes of “Online Self Defence for Women” (Cyber Security Focus)**

- 1. Improved Cyber Awareness:**  
Participants gain a clear understanding of common cyber threats such as cyberstalking, phishing, online scams, and social media harassment.
- 2. Enhanced Digital Safety Skills:**  
Women learn practical methods to protect their personal data through strong passwords, privacy settings, and secure online practices.
- 3. Ability to Identify and Prevent Cybercrime:**  
Participants become capable of recognizing suspicious online activities and avoiding potential cyber threats.
- 4. Confidence in Handling Online Harassment:**  
Women understand how to respond to cyberbullying or online abuse by blocking offenders, reporting incidents, and saving digital evidence.
- 5. Knowledge of Cyber Laws and Reporting Mechanisms:**  
Participants become aware of available legal protections and official platforms for reporting cybercrimes.
- 6. Responsible Use of Social Media:**  
Women learn how to manage their digital presence safely and maintain privacy while using online platforms.
- 7. Increased Confidence in Using Technology:**  
The program empowers women to participate safely in online education, professional activities, and digital communication.
- 8. Safer Digital Environment:**  
Participants contribute to creating a more secure and respectful online community.
- 9. Increased awareness of cyber threats such as phishing, cyberstalking, and online harassment. Improved ability to protect personal information through safe internet and social media practices.**
- 10. Enhanced skills to identify and respond to cybercrime and suspicious online activities. Better understanding of cyber laws and reporting mechanisms for online harassment. Greater confidence in using digital platforms safely for education, work, and communication.**

*Dsm*

*D.*  
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**List of Women Faculty**

S.No	Reg.No	Name of Student
1.	24091A0501	SHAIK ABDUL MOEES
2.	24091A0502	MOPURI ABHINAY
3.	24091A0503	N ABHINAY
4.	24091A0504	GAJJALA ABHISHEK REDDY
5.	24091A0505	SHAIK ABRAR
6.	24091A0506	M R G ACHSAH EUNICE
7.	24091A0507	MUKKELA ADARSHA
8.	24091A0508	CHEGU AKARSH
9.	24091A0509	SANNA NAGANNA GARI AKASH
10.	24091A0510	MITTE AKHIL
11.	24091A0511	SUGALI AKHIL NAIK
12.	24091A0512	BONTHA AKHILA
13.	24091A0513	KOORANNA GARI AKHILAMMA
14.	24091A0514	SYED AMAN MIRZANULLAH
15.	24091A0515	KONDREDDY AMARNATH REDDY
16.	24091A0516	THONDALADINNE AMEENA
17.	24091A0517	GADDIPATI AMRUTHA
18.	24091A0518	MANIYAR ANEES
19.	24091A0519	MUDE ANIL NAIK
20.	24091A0520	POTTIPOGU ANIL
21.	24091A0521	POLUDASU ANIRUDH JAGANNATH
22.	24091A0522	SYED ANISHA BEE
23.	24091A0523	NENAVATH ANJANEYULU NAIK
24.	24091A0524	SAJJANNA GANDLA ANKITHA
25.	24091A0525	A ANUSHA
26.	24091A0526	B ANUSHA
27.	24091A0527	MULLA ARSHAD BASHA
28.	24091A0528	KAMALAPURI ARUN KUMAR
29.	24091A0529	TALARI ARUNKUMAR
30.	24091A0531	YENUGULA ASHOK LARA
31.	24091A0532	DUDEKULA ASIF
32.	24091A0533	KAMANURU ASWINI
33.	24091A0534	PENNABADI ASWITHA
34.	24091A0535	SHAIK ATHIKA
35.	24091A0536	CHINNAGIREDDY GARI BADARINATH REDDY
36.	24091A0537	REDDICHERLA BALAJI
37.	24091A0538	KAKANURU BHAIKAVA POOJITHA

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38.	24091A0539	CHINNAMARU BHARATH KUMAR
39.	24091A0540	KANISSETTY BHARATH KUMAR
40.	24091A0541	KOLLI BHARATH KUMAR
41.	24091A0542	PULASANI BHARATHI
42.	24091A0543	DEVARAKONDA BHARGHAVA
43.	24091A0544	JAKKALA BHAVANI
44.	24091A0545	GUNDAM BHAVITHA REDDY
45.	24091A0546	B BHUVANA
46.	24091A0547	MUSTIPALLI CHAITHYA SAI
47.	24091A0548	MISKIN CHANDANA PRIYA
48.	24091A0549	DOLLU CHANDRA KUMAR
49.	24091A0550	KAPPALA CHANDRA SEKHAR
50.	24091A0551	KOYALADENNE CHANDRAMOHAN REDDY
51.	24091A0552	CHANDA CHARAN
52.	24091A0553	GIRIPOGU CHARAN
53.	24091A0554	TULASI CHARAN TEJ
54.	24091A0555	ESARI CHARAN VIVEK
55.	24091A0556	SAGILI CHENNA KESAVA REDDY
56.	24091A0557	YEKKALA CHETHAN SAI
57.	24091A0558	M CHINMAYANANDA
58.	24091A0559	DUDEKULA DADAPEER
59.	24091A0560	C M DEEKSHITHA REDDY
60.	24091A0561	MALE DEEPIKA
61.	24091A0562	NAGURU DEEPIKA
62.	24091A0563	SOMA DEEPIKA REDDY
63.	24091A0564	BANGI DEVA KUMAR
64.	24091A0565	KURUVA DEVENDRA
65.	24091A0566	MANGALI DHANALAKSHMI
66.	24091A0567	CHITTIBOYINA DHANUNJAYA
67.	24091A0568	MAJJARI DHARANI
68.	24091A0569	ITHAMUKKALA DHARSHINI
69.	24091A0570	KUKKALA DILEEP KUMAR
70.	24091A0571	MODU PALLI DILEEP
71.	24091A0572	KAMSALA DINESH ACHARI
72.	24091A0573	PERUMALLA DINESH KUMAR
73.	24091A0574	SANJAMALA DINESH REDDY
74.	24091A0575	KUNUTHURU DIVYA SREE
75.	24091A0576	TELUGU DIVYAVANI

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**Flyer**

**Photos**



**A Session by Mrs. R Gowthami**

*DSW*

*R.S.*  
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**A Session by Dr. Korra Lakshman; Director incharge of NEUT; Hyd**

	<b>POCSO అంట్:</b> Protection of Children From Sexual Offences Act, 2012 (లైంగిక నేరాల నుండి పిల్లల రక్షణ చట్టం, 2012)	
	<b>వారికల రక్షణ :</b> లైంగిక దోషిడి మరియు పిల్లల పోర్ట్రెన్ నుండి నేరాల నుండి 18 సంవత్సరాల లోపు పిల్లలందరికీ రక్షణ కల్పిస్తుంది.	

*Drw*

*Dr.*  
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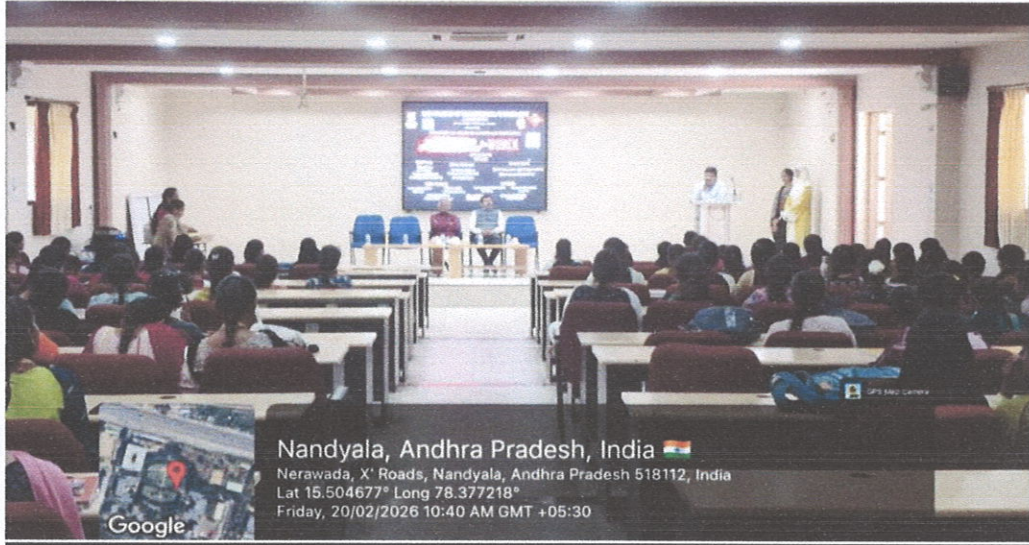
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Nandyala, Andhra Pradesh, India 🇮🇳  
Nerawada, X' Roads, Nandyala, Andhra Pradesh 518112, India  
Lat 15.504677° Long 78.377218°  
Friday, 20/02/2026 10:40 AM GMT +05:30

**Students of II- Year CSE**



**Women Faculty Attended the Session**

ICC-Chat Person  
*(Signature)*  
**Dr. K. SUDHA MADHURI**  
Asst. Prof. for  
Dept. of M.E  
RGM College of Engg & Tech.,  
NANDYAL-518 501, A.P.

Principal of RGM CET  
*(Signature)*  
**Dr. T. JAYACHANDRA PRASAD**  
Dr. T. Jayachandra Prasad  
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## A REPORT ON WALKATHON FOR “AWARENESS ON WOMEN SAFETY”

**Date:** 05/03/2026

**Type of the Activity** Awareness Programme  
**Name of the Coordinator** Dr.K.Sudha Madhuri, Associate Professor, Department of ME  
**No. of Participants** All Students and Faculty of RGM CET  
**Objective** **Objectives of a “Walkathon for Women’s Safety” (Internal Complaints Committee) (ICC)**

1. **To** create awareness among students and staff about women’s safety and gender equality on campus and in society.
2. **To** educate participants about the role and responsibilities of the Internal Complaints Committee (ICC) in addressing harassment and discrimination issues.
3. **To promote** awareness about the prevention of sexual harassment and the importance of maintaining a safe and respectful campus environment.
4. **To encourage** students to report incidents of harassment confidently through the ICC grievance redressal mechanism.
5. **To sensitize** the campus community about the rights and protection of women under relevant laws and institutional policies.
6. **To motivate** students to actively participate in promoting dignity, respect, and equality for women.
7. **To strengthen** awareness about ICC policies, complaint procedures, and support systems available for victims.
8. **To foster** a collective responsibility among students and staff in ensuring a harassment-free academic environment.
9. **To empower** young minds to stand against harassment and support women’s safety initiatives.
10. **To promote** a culture of respect, inclusiveness, and zero tolerance toward harassment on campus.

*DSM*

  
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### **Outcomes of “Walkathon for Women’s Safety” (Internal Complaints Committee) (ICC)**

1. The walkathon enhanced awareness among students and staff about women’s safety and gender sensitivity on campus and in society.
2. Participants gained knowledge about the role and functioning of the Internal Complaints Committee (ICC) in addressing harassment issues.
3. The program helped students understand the importance of reporting harassment through proper grievance redressal mechanisms.
4. It promoted respectful behavior, dignity, and equality among all members of the campus community.
5. The activity encouraged students to actively support initiatives that promote women’s safety and empowerment.
6. Students developed confidence to raise their voice against harassment and discrimination.
7. The event strengthened awareness about institutional policies related to prevention of sexual harassment.
8. It fostered a sense of social responsibility among students to ensure a safe and inclusive environment.
9. The walkathon motivated participants to spread awareness about women’s safety in their communities.
10. The program helped in building a culture of zero tolerance toward harassment within the institution.
11. It strengthened the visibility and effectiveness of ICC activities on campus.
12. Overall, the initiative contributed to creating a safer, more supportive, and gender-sensitive academic environment.

*QSM*

*h.*  
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Flyer

The flyer is a pink and white graphic with butterfly illustrations. It features the RGM College of Engineering & Technology logo (ESTD-1995) and the IOAC logo. The text reads: "RGM COLLEGE OF ENGINEERING & TECHNOLOGY (AUTONOMOUS) Nandyal-518501, Nandyal(Dt.) HAPPY INTERNATIONAL WOMEN'S DAY WALKATHON FOR AWARENESS ON WOMEN'S SAFETY Organized By Women Empowerment cell, ICC & IIC". At the bottom, it lists the organizers: Ms.T.Shanthala (IIC- Coordinator), Dr.K.Sudha Madhuri (ICC- Coordinator), Mrs.S.Haritha (WEC-Coordinator), and Dr.T.Jayachandra Prasad (Principal).

Photos



Principal, Dean and in-charges of WEC, ICC& IIC of RGM CET

*Dr. T. Jayachandra Prasad*

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**Faculty and Students of RGM CET**

ICC Chair Person  
**Dr. K. SURESHA MADHURI**  
(Dr. K. Sudha Madhuri)  
Assoc. Professor  
Department of  
RGM College of Engg. & Tech.,  
NANDYAL-518 501, A.P.

Principal of RGM CET  
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