

# **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**



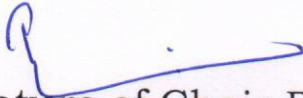
RAJEEV GANDHI MEMORIAL COLLEGE OF ENGINEERING AND TECHNOLOGY  
(AUTONOMOUS)

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

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

**CONSOLIDATED REPORT**

S.No.	Academic Year	No. of Events	Page.No's
1	2023-24	04	1-14
2	2022-23	04	15-25
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6	2018-19	02	47-53

  
Signature of Chair Person  
(Dr.J.Sofia Priya Dharshini)

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



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

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2	2023-24	Debate Competition on International Girl child day	11/10/2023	3
3	2023-24	Nurturing strength Within: Empowering Women and Girl Students	19/08/2023	6
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5	2022-23	Speech by Joint Collector & District Magistrate	07/03/2023	17
6	2022-23	ICC Awareness Programme	26/11/2022	18
7	2022-23	ICC Meeting	26/11/2022	20
8	2022-23	ICC Meeting	08/08/2022	23
9	2021-22	Motivational Talk by Police Department	14/06/2022	27
10	2021-22	Disha SOS App Awareness	27/04/2022	28
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17	2018-19	ICC Meeting	10/09/2018	50



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

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.
2. The committee deals with the issues of gender based violence and conduct gender sensitization programme.
3. The committee serves as a designated body to receive and investigate complaints of sexual harassment.
4. The committee ensures a fair and unbiased process, protecting the rights of both the complainant and accused.
5. The committee develops and implements policies and guidelines related to sexual harassment prevention and response.
6. 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.




**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 PICTURES, POSTERS, MMS, SMS, WHATSAPP, OR E-MAIL
6. INTIMIDATION, THREATS, BLACKMAIL AROUND SEXUAL FAVOUR.
7. THREATS, INTIMIDATION OR RETALIATION AGAINST AN EMPLOYEE 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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**WOMEN EMPOWERMENT CELL  
IN ASSOCIATION WITH ICC  
REPORT ON DEBATE COMPETITION**

DATE: 11/10/2023

No. of Participants: 25

VENUE: Rajeev Gandhi Memorial College of Engineering and Technology, Nandyal.


**INTRODUCTION:**

Debate Competition was organized by the Women Empowerment Cell in association with Internal Complaint Committee/ Anti Sexual Harassment Committee as part of International Girl Child Day at RGM CET. On October 11, 2023, a thought-provoking debate competition was conducted in celebration of International Girl Child Day. The event's central theme was "Invest in Girls' Rights: Our Leadership, Our Well-being," which aimed to encourage dialogue and awareness about the rights, opportunities, and challenges that girls face in society. The topic of the debate was "Do Girls Need Empowerment or Protection?" The event provided a platform for students to express their views and engage in a constructive conversation about the critical issues affecting girls globally.



The debate competition was organized by Women Empowerment Cell in association with Internal Complaint Committee/ Anti Sexual Harassment Committee and brought together participants from branches in the college. The event showcased the talents and intellectual prowess of young individuals who passionately addressed the topic of girls' rights and the contrasting perspectives of empowerment and protection.

The event was judged by a panel of Anti Sexual Harassment/ ICC experts, including educators, women's rights activists who evaluated the participants based on their content, presentation, and ability to articulate their arguments.

  
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### KEY HIGHLIGHTS OF THE EVENT:

The debate competition was a resounding success, and it provided a platform for students to express their opinions and delve into the complexities of girls' rights and the means by which they can be upheld. Key highlights of the event included:

1. The event's inclusivity reflected the importance of promoting girls' rights across all segments of society.
2. Participants presented well-researched arguments, drawing from statistics, and global examples to support their stances. The event emphasized the significance of informed discussions.



3. While the debate was intense, participants maintained a high level of decorum and mutual respect throughout.
4. Participants discussed the delicate balance between empowering girls to achieve their full potential and protecting them from various societal challenges. Both sides presented compelling arguments, highlighting the nuances of the issue.
5. In this competition 62 students were registered out of which 25 were present and 11 were given the best speakers.

After intense rounds of debate, the winners of the competition are:

1<sup>st</sup> Prize: S M Rehana Sultana –II-ECE

2<sup>nd</sup> Prize: Tejaswini – III-ECE

3<sup>rd</sup> Prize: S Ayesha Contractor -MBA

Consolidation Prizes were given to the remaining best speakers.

We extend our heartfelt congratulations to all participants for their outstanding contributions and thank the judges for their invaluable support.

  
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**CONCLUSION:**

The International Girl Child Day Debate Competition was a resounding success, providing a platform for students to explore the multifaceted issues surrounding girls' rights, empowerment, and protection. It emphasized the importance of nurturing the leadership potential of girls while safeguarding their well-being. We hope that the insights gained during the debate will inspire ongoing efforts to empower and protect girls in our community and beyond. We extend our gratitude to all participants, supporters, and volunteers who made this event possible. With a renewed commitment to girls' rights, we look forward to future endeavors that will continue to foster dialogue and action in the quest for a more equitable and just world.

Signature of coordinator  
(Dr. J. Sofia Priya Dharshini)

Signature of the Principal  
(Dr. T. Jayachandra Prasad)

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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

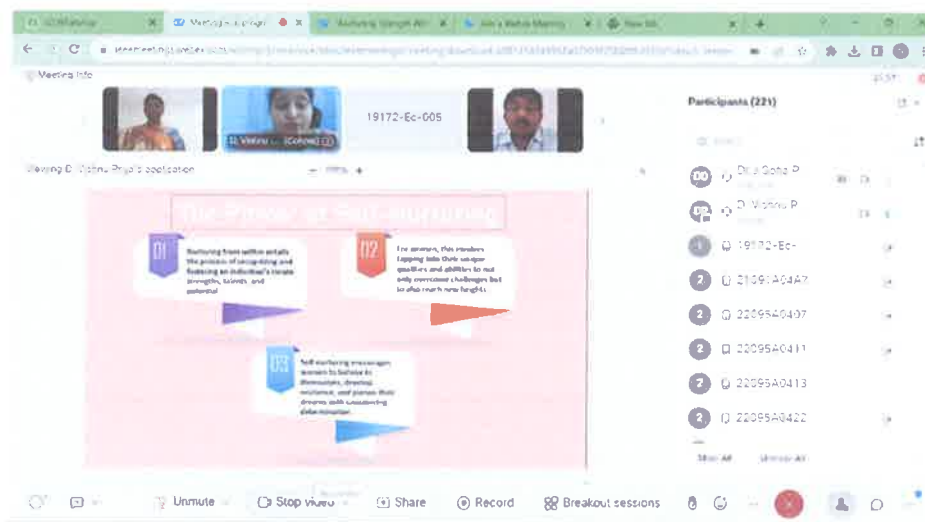
Speaker: Dr.D.Vishnu Priya, Psychiatrist, MD, SRMC.

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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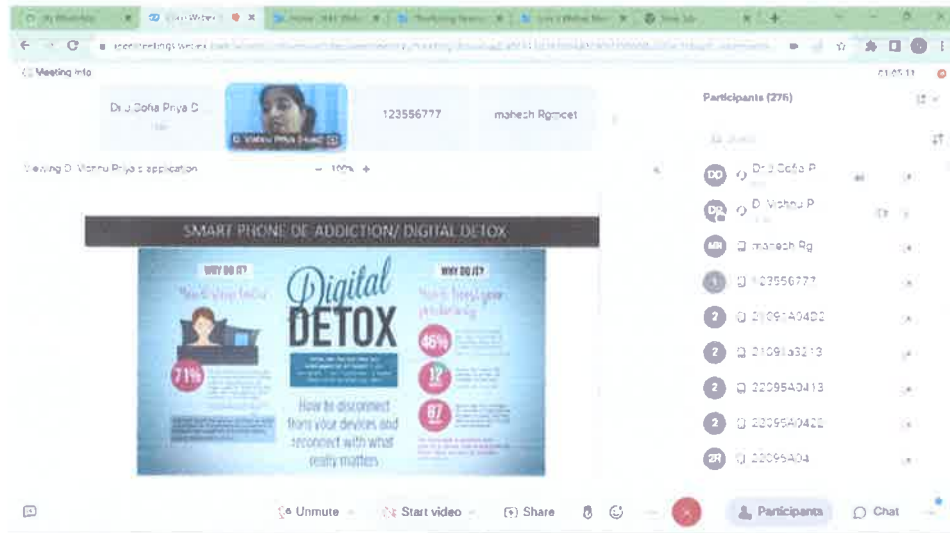


**KEY HIGHLIGHTS:**

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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### 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**  
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**ASSOCIATE PROFESSOR**  
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## WOMEN EMPOWERMENT CELL

in association with

**ICC**

Presents

## DEBATE COMPETITION

Topic : Invest in Girl's Rights : Our  
Leadership, Our well-being

*International*

**GIRL CHILD  
DAY**



**TIME:-3:00PM  
11<sup>TH</sup> OCTOBER 2023**

  
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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**  
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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.
- 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.

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**  
M.Tech,Ph.D,MIE  
**ASSOCIATE PROFESSOR**  
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**RGM COLLEGE OF ENGINEERING AND TECHNOLOGY**

**(AUTONOMOUS)**

**NANDYAL, A.P-518501**

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## **Anti Sexual Harassment Committee/Internal Complaint Committee (ICC)**

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	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	
11	Ms.C.Ayesha (22091E0005)	Student Member	

Signature of the Principal

Dr. T. JAYACHANDRAPRASAD  
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RGMCET/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.
1.	Dr. J. Sofia Priya Dharshini	Chair Person	ECE
2.	Dr. Venkata Naga Saritha, M.D, Psychiatrist, SRMC	Member	Psychiatrist, SRMC
3.	Dr. K.Sudha Madhuri	Member	ME
4.	Mrs. K. Pushpalatha	Member	MBA
5.	Mrs. S. Anuradha	Member	Administration
6.	Dr. S. Venkateswarulu	Member	Mathematics
7.	Dr. M. Chennakesavulu	Member	ECE
8.	Mr. S. Sreenivasa Reddy	Member	ECE
9.	Ms. E. Pooja Sree (19091A05A1)	Student Member	CSE
10.	Ms .M. Jeevana (19091A0470)	Student Member	ECE
11.	Ms. M. Rajani (19091A0252)	Student Member	EEE

**Copy to:**

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

PRINCIPAL

Dr. T. JAYACHANDRA PRASAD  
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Validity unknown

Digitally signed by TALARI  
JAYACHANDRA PRASAD  
Date: 2023.03.18 14:46:19  
IST

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Nandyal-518501, Andhra Pradesh, INDIA

ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

**Annual Report 2022-2023**


The Institution has the responsibility to sensitize employees regarding sexual harassment issues by organizing and conducting workshops and seminars. Under the Anti- Sexual Harassment at Workplace Act, the central government requires the organizations to implement the following: –

1. Dissemination of the policies against sexual harassment.
2. Carrying orientation programs for the members of the Internal Complaint Committee.
3. Conduct skill building programmes for the members of the Internal Complaint Committee.
4. Publish names and contact details of the members of the Internal Complaint Committee for the easy access by employees of the organization.
5. The organization may invite legal practitioners, representatives of NGOs, organizations that have worked on issues that are related to women's rights or human rights for such orientation programs on sensitizing sexual harassment.

The following are the meetings/programmes organized in the academic year 2022-2023

S.No	Programme/Meeting	Date
1	Motivational talk on Women safety by Mahila Police	14/06/2022
2	ICC Meeting	08/08/2022
3	ICC Awareness Programm	26/11/2022
4	ICC Meeting	26/11/2022
5	Speech by additional District Magistrate & Joint Collector, Nandyal District.	07/03/2023

Note:- There was no complaint received by ICC in the academic year 2022-23 till date.

  
Dr. J. Sofia Priya Dharshini  
ICC In –Charge

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(AUTONOMOUS)



Nandyal-518501, Andhra Pradesh, INDIA

ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

Speech by Joint Collector & Additional District Magistrate on the  
occasion of International Women's Day on 07/03/2023



(Dr.J.Sofia Priya Dharshini)  
ICC In -Charge

Dr. J. SOFIA PRIYA DHARSHINI  
M.Tech, Ph.D, IITM  
ASSOCIATE PROFESSOR  
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NANDYAL-518501, Kurnool (Dt) A.P.

Dr. T. JAYACHANDRA PRASAD  
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## Gallery of ICC Awareness Programme on 26/11/2022



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📷 Note cam lite

Address : null,Kurnool,Andhra Pradesh,India

Latitude : 15.50405162°

Longitude : 78.37615771°

Altitude : 10.064988 meter

Date : 11/26/2022 03:44 pm

Accuracy : 18.591457 meter

Time zone : IST

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

Dt.25.11.2022

**CIRCULAR**

All the ICC Members and girl CRs are informed to attend the meeting in the Civil Gallery at 3.00 PM on 26.11.2022.

Agenda:

1. To discuss on spreading sexual harassment awareness among the female students and staff.
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 Chair Person**  
**(Dr. J. Sofia Priya Dharshini)**

Dr. J. SOFIA PRIYA DHARSHINI  
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**ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)**

**Dt. 26.11.2022**

**ICC MEETING**

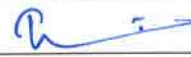



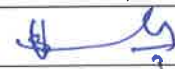

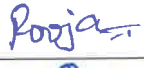
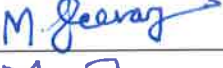

**Venue:** Civil Gallery

**Time:** 3.00 PM

**Agenda:**

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

**Members Present:**

S.No	Members	Designation	Signature
1	Dr.J.Sofia Priya Dharshini	Chair Person	
2	Dr. Venkata Naga Saritha, 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	S.Sreenivasa Reddy
9	Ms.E.Pooja Sree (19091A05A1)	Student Member	
10	Ms M.Jeevana (19091A0470)	Student Member	
11	Ms.M.Rajani (19091A0252)	Student Member	

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

**Resolutions :**

It is resolved

1. To confirm the minutes of the previous meeting held on 08.08.2022.
2. To approve the action taken for the resolutions of the previous meeting.
3. To create awareness on sexual harassment at the workplace.
4. To propose the visits to the classrooms and girls hostel.
5. To organize awareness programme on anti-sexual harassment.
6. To make it mandatory for all girl students in the campus to install Disha SoS App.
7. To appoint Student Ambassadors for monitoring girl students.

The meeting concluded with thanks to the chair.



**ICC Chair Person  
(Dr.J.Sofia Priya Dharshini)**

Dr. J. SOFIA PRIYA DHARSHINI  
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**ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)**

**Dt.06.08.2022**

**CIRCULAR**

All the ICC Members and girl CRs are informed to attend the meeting in the Mechanical Gallery at 11.30 AM on 08.08.2022.

**Agenda:**

1. To discuss on spreading sexual harassment awareness among the female students and staff.
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 Chair Person  
(Dr.J.Sofia Priya Dharshini)**

Dr. J. SOFIA PRIYA DHARSHINI  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

Dt. 08.08.2022

**ICC MEETING**





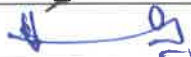
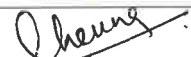

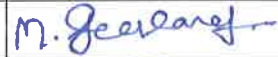

**Venue: Mechanical Gallery**

**Time: 3.00 PM**

**Agenda:**

- To discuss on spreading sexual harassment awareness among the female students and staff.
- To discuss on Prevention, Prohibition and Redressal of Sexual Harassment in the work place.
- To discuss about the complaints received/resolved by ICC.
- To discuss any other points related to this portfolio.

**Members Present:**

S.No	Members	Designation	Signature
1	Dr.J.Sofia Priya Dharshini	Chair Person	
2	Dr. Venkata Naga Saritha, M D Psychiatry, SRMC	Member	Absent
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	S. Sreenivasa Reddy
9	Ms.E.Pooja Sree (19091A05A1)	Student Member	
10	Ms M.Jeevana (19091A0470)	Student Member	
11	Ms.M.Rajani (19091A0252)	Student Member	

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

**Resolutions :**

It is resolved

1. To confirm the minutes of the previous meeting held on 21.05.2022.
2. To approve the action taken for the resolutions of the previous meeting.
3. To create awareness on sexual harassment and about ICC to all the girl students through social media.
4. To organize self-defense training to all the girl students
5. To make it mandatory for all girl students in the campus to install Disha SoS App.

The meeting concluded with thanks to the chair.



**ICC Chair Person  
(Dr.J.Sofia Priya Dharshini)**

Dr. J. SOFIA PRIYA DHARSHINI  
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**RGM COLLEGE OF ENGINEERING AND TECHNOLOGY  
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NANDYAL-518501, AP, India**

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

The Institution has the responsibility to sensitize the employees and the students regarding sexual harassment issues by organizing and conducting workshops and seminars. Under the Anti- Sexual Harassment at Workplace Act, the central government requires the organizations to implement the following: -

1. Dissemination of the policies against sexual harassment.
2. Carrying orientation programs for the members of the Internal Complaints Committee.
3. Conduct skill building programmes for the members of the Internal Complaints Committee.
4. Publish names and contact details of the members of the Internal Complaints Committee for the easy access by employees of the company/organization.
5. The organization may invite legal practitioners, representatives of NGOs, organizations that have worked on issues that are related to women's rights or human rights for such orientation programs on sensitizing sexual harassment.

**Internal Complaint committee (2022-23)**

S.No	Name	Designation
1	Dr.J.Sofia Priya Dharshini	Chair Person
2	Dr. Venkata Naga Saritha, 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.E.Pooja Sree (19091A05A1)	Student Member
10	Ms M.Jeevana (19091A0470)	Student Member
11	Ms.M.Rajani (19091A0252)	Student Member

  
**ICC In-charge**

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

**Dr. J. SOFIA PRIYA DHARSHINI**

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NANDYAL-518501, AP, India



## Report on Motivational Talk

A Talk on Responsibility of Men towards Women safety and Society was organized by Internal Complaint Committee (ICC) in association with Women Empowerment Cell (WEC) on 14/06/2022 in Civil Gallery at 11.00AM. The Police Team was invited to motivate the boy students not to indulge in an indisciplinary activity in the campus and society. They also explained the impact of students indulging in crime on their career, family and society. Around 150 Male students participated in the programme. All the boys' students were informed to install DISH SOS APP so as to assure the safety for them and their family members.



ICC In-charge

(Dr. J. Sofia Priya Dharshini)

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**Report on Awareness Programme on Disha SOS APP and  
Cyber Crime**

Awareness Programme has been organized by Internal Complaint Committee (ICC) in association with Women Empowerment Cell (WEC) on 27/04/2022 in Mechanical Gallery. Dr.J.Sofia Priya Dharshini, WEC coordinator motivated students to have strong mental and emotional health. The Kowlur women police team was invited to motivate the girl students. The women police explained the importance of women/girl safety and narrated various cases reported in the state of Andhra Pradesh. They also made it compulsory for all the girl students in our campus to install DISHA SOS APP. They emphasized much on cybercrime such as cyber stalking, trafficking, and grooming. Around 210 students from various departments have attended the Programme



  
ICC In-charge

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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

The Institution has the responsibility to sensitize employees regarding sexual harassment issues by organizing and conducting workshops and seminars. Under the Anti- Sexual Harassment at Workplace Act the central government requires the organizations to implement the following: -

1. Dissemination of the policies against sexual harassment.
2. Carrying orientation programs for the members of the Internal Complaints Committee.
3. Conduct skill building programmes for the members of the Internal Complaints Committee.
4. Publish names and contact details of the members of the Internal Complaints Committee for the easy access by employees of the company/organization.
5. The organization may invite legal practitioners, representatives of NGOs, organizations that have worked on issues that are related to women's rights or human rights for such orientation programs on sensitizing sexual harassment.

**Internal Complaint committee (2021-22)**

1	Dr.J.SofiaPriyaDharshini	Chair Person
2	Dr.K.SudhaMadhuri	Member
3	Ms.B.Rohini	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.Chaitanya Lakshmi(18091A0431)	Student Member
10	MsN.Pravallika (18091A0592)	Student Member
11	Ms.U.Kavya (18091A0218)	Student Member

  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

**Dt.16.08.2021**

**CIRCULAR**

All the ICC Members are informed to attend the meeting in the RB Gallery at 11.00 am on 17.8.2021.

Agenda:

- Discussion on spreading sexual harassment awareness among the female students and staff.
- Plans on Prevention, Prohibition and Redressal of Sexual Harassment in the work place

**ICC In-charge**

**(Dr.J.SofiaPriyaDharshini)**

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Nandyal-518501, Kurnool (Dt), Andhra Pradesh, INDIA

ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

Dt. 17.8.2021

ICC MEETING

Venue: RB Gallery

Time: 11.00 am

Agenda:

- Discussion on spreading sexual harassment awareness among the female students and staff.
- Plans on Prevention, Prohibition and Redressal of Sexual Harassment in the work place

ICC Members:

- 1 Dr.J.SofiaPriyaDharshini
- 2 Dr.K.SudhaMadhuri
- 3 Ms.B.Rohini
- 4 Mrs. Pushpalatha
- 5 Mrs.S.Anuradha
- 6 Dr.S.Venkateswarulu
- 7 Dr.M.Chennakesavulu
- 8 Mr.S.Sreenivasa Reddy
- 9 Ms.S.Chaitanya Lakshmi(18091A0431)
- 10 MsN.Pravallika (18091A0592)
- 11 Ms.U.Kavya (18091A0218)

- Chair Person *P. J. Sofia Priya Dharshini*  
Member *E. J. ...*  
Member *...*  
Member *...*  
Member *S. Anuradha*  
Member *...*  
Member *Chenu*  
Member *S. Sreenivasa Reddy*  
Student Member *Ch. Lakshmi*  
Student Member *Prav. ...*  
Student Member *Kavya*

*P. J. Sofia Priya Dharshini*  
ICC In-charge

(Dr.J.SofiaPriyaDharshini)

*T. Jayachandra Prasad*  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)


**Dt:-20.08.2021**

**ACTION TAKEN**

1. ICC conducted Awareness Programme for I.B.Tech & II B.Tech students on 19.08.2021.
2. It was announced that anything which appears to be sexual, unpleasant and inappropriate can be termed as sexual harassment. Sexual harassment at the workplace can include any of the following situations:
  - Physical contact or advances
  - Demanding or requesting sexual favours
  - Making sexually coloured remarks
  - Showing pornography
  - Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
3. The ICC members visited the class rooms in all blocks and interacted with the students.
4. It is mandatory for all girl students to install DISHA SOS App, the chief minister initiative to ensure safety
5. The following committee contact numbers are circulated among the students to file a complaint if any:-  
8790050087, 9949188178, 9652754062

  
**ICC In-charge**

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

  
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1. Dissemination of the policies against sexual harassment.
2. Carrying orientation programs for the members of the Internal Complaint Committee.
3. Conduct skill building programmes for the members of the Internal Complaint Committee.
4. Publish names and contact details of the members of the Internal Complaint Committee for the easy access by employees of the organization.
5. The organization may invite legal practitioners, representatives of NGOs, organizations that have worked on issues that are related to women's rights or human rights for such orientation programs on sensitizing sexual harassment.

**Internal Complaint committee (2020-21)**

1	Dr.J.Sofia Priya Dharshini	Chair Person	<i>Priya</i>
2	Dr.K.SudhaMadhuri	Member	<i>Chnd</i>
3	Ms.B.Rohini	Member	<i>RRel</i>
4	Mrs. Pushpalatha	Member	<i>RRel</i>
5	Mrs.S.Anuradha	Member	<i>S. Anuradha</i>
6	Dr.S.Venkateswarulu	Member	<i>Chenna</i>
7	Dr.M.Chennakesavulu	Member	<i>Chenna</i>
8	Mr.S.Sreenivasa Reddy	Member	<i>S. Sreenivasa Reddy</i>
9	Ms.S.Chaitanya Lakshmi(18091A0431)	Student Member	<i>Chaitanya</i>
10	MsK.Bhuvana (18091A0427)	Student Member	<i>Bhuvana</i>
11	Ms.B.Lavanya (18091A0551)	Student Member	<i>Lavanya</i>

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

Dt.16.03.2021

**CIRCULAR**

All the ICC Members are informed to attend the meeting in the RB Gallery at 10.30 am on 17.03.2021.

Agenda:

- Discussion on organizing one day workshop on sexual harassment to the girl students
- Discussion on creating awareness and sensitize students on sexual harassment.

**ICC In-charge**

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

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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

Dt.17.03.2021

ICC MEETING

Venue: RB Gallery

Time: 10.30 am

Agenda:

- Discussion on organizing one day workshop on sexual harassment to the girl students
- Discussion on creating awareness and sensitize students on sexual harassment.

ICC Members:

1	Dr.J.SofiaPriyaDharshini	Chair Person	P.P.
2	Dr.K.SudhaMadhuri	Member	K.S.M.
3	Ms.B.Rohini	Member	B.R.
4	Mrs. Pushpalatha	Member	P.
5	Mrs.S.Anuradha	Member	S.A.
6	Dr.S.Venkateswarulu	Member	S.V.
7	Dr.M.Chennakesavulu	Member	M.C.
8	Mr.S.Sreenivasa Reddy	Member	S.S.R.
9	Ms.S.Chaitanya Lakshmi(18091A0431)	Student Member	S.C.L.
10	MsK.Bhuvana (18091A0427)	Student Member	Bhuvana
11	Ms.B.Lavanya (18091A0551)	Student Member	Lavanya

ICC In-charge

(Dr.J.SofiaPriyaDharshini)

RAJEEV GANDHI MEMORIAL COLLEGE OF ENGINEERING AND TECHNOLOGY  
(AUTONOMOUS)



Nandyal-518501, Kurnool (Dt), Andhra Pradesh, INDIA

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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)


Dt:-21.03.2021

**ACTION TAKEN**

1. An awareness programme was organized to the I and II B.Tech Girl students on National Security and Self Defense in association with Shakti Team Police Department, AP and WEC.
2. Sexual harassment sensitization, awareness about cyber-crime and other security related issues were discussed.
3. All the students were informed to use Disha App for their safety inside and outside campus.
4. It was also observed that no complaint was filed during the academic year 2020-21.

  
**ICC In-charge**

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

  
**Dr. T. JAYACHANDRA PRASAD**  
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Nandyal-518501, Kurnool (Dt), Andhra Pradesh, INDIA

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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

**Dt.10.07.2020**

**CIRCULAR**

All the ICC Members are informed to attend the meeting in the RB Gallery at 11.30 am on 10.07.2020 (today). Kindly follow social distancing and wear mask during the meeting.

Agenda:

- Discussion on spreading sexual harassment awareness among the female students and staff.
- Plans on Prevention, Prohibition and Redressal of Sexual Harassment in the work place

  
**ICC In-charge**

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

  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

Dt.10.07.2020

ICC MEETING

Venue: RB Gallery

Time: 11.30 am

Agenda:

- Discussion on spreading sexual harassment awareness among the female students and staff.
- Plans on Prevention, Prohibition and Redressal of Sexual Harassment in the work place

ICC Members:

1	Dr.J.SofiaPriyaDharshini	Chair Person	<i>P.h.</i>
2	Dr.K.SudhaMadhuri	Member	<i>K.Sudha</i>
3	Ms.B.Rohini	Member	<i>B.Rohini</i>
4	Mrs. Pushpalatha	Member	<i>Pushpalatha</i>
5	Mrs.S.Anuradha	Member	<i>S.Anuradha</i>
6	Dr.S.Venkateswarulu	Member	<i>S.Venkateswarulu</i>
7	Dr.M.Chennakesavulu	Member	<i>Chennakesavulu</i>
8	Mr.S.Sreenivasa Reddy	Member	<i>S.Sreenivasa Reddy</i>
9	Ms.S.Chaitanya Lakshmi(18091A0431)	Student Member	<i>Ch.Lakshmi</i>
10	MsK.Bhuvana (18091A0427)	Student Member	<i>Bhuvana</i>
11	Ms.B.Lavanya (18091A0551)	Student Member	<i>Lavanya</i>

ICC In-charge

(Dr.J.SofiaPriyaDharshini)

*J.P.*  
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Nandyal-518501, Kurnool (Dt), Andhra Pradesh, INDIA

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

**Dt:-21.07.2020**

**ACTION TAKEN**

With reference to the meeting conducted on 10.07.2020, the following actions have been taken:-

1. ICC conducted meeting on 19.07.2020 online with all the employees of the institution to confirm whether there is any implied or explicit threat of detrimental treatment in the work place.
2. As for as sexual harassment is concerned, it is applicable to the male faculty/ students also. So such issues faced if any can be reported to ICC.
3. The Contact of ICC has been disseminated to the employees as well as students on Watsapp (8790050087,9949188178)

**ICC In-charge**

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

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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

The Institution has the responsibility to sensitize employees regarding sexual harassment issues by organizing and conducting workshops and seminars. Under the Anti- Sexual Harassment at Workplace Act the central government requires the organizations to implement the following: –

1. Dissemination of the policies against sexual harassment.
2. Carrying orientation programs for the members of the Internal Complaint Committee.
3. Conduct skill building programmes for the members of the Internal Complaint Committee.
4. Publish names and contact details of the members of the Internal Complaint Committee for the easy access by employees of the organization.
5. The organization may invite legal practitioners, representatives of NGOs, organizations that have worked on issues that are related to women's rights or human rights for such orientation programs on sensitizing sexual harassment.

**Internal Complaint committee (2019-20)**

- 1 Dr.J.Sofia Priya Dharshini
- 2 Dr.K.SudhaMadhuri
- 3 Ms.B.Rohini
- 4 Mrs. Pushpalatha
- 5 Mrs.S.Anuradha
- 6 Dr.S.Venkateswarulu
- 7 Dr.M.Chennakesavulu
- 8 Mr.S.Sreenivasa Reddy
- 9 Ms.N.Gohitha (17091A0449)
- 10 MsY.Yamini (17091A0284)

- Chair Person *[Signature]*  
Member *[Signature]*  
Member *[Signature]*  
Member *[Signature]*  
Member *[Signature]*  
Member *[Signature]*  
Member *[Signature]*  
Member *[Signature]*  
Student Member *[Signature]*  
Student Member *[Signature]*

*[Signature]*  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

**Dt.02.03.2020**

**CIRCULAR**

All the ICC Members are informed to attend the meeting in RB Gallery at 11.00 am on 03.03.2020 without fail.

Agenda:

- Discussion on creating awareness and sensitize students on sexual harassment.
- Discussion on ICC progress/Action taken.
- Any other matter related to ICC

**ICC In-charge**

**(Dr.J.SofiaPriyaDharshini)**

Dr. T. JAYACHANDRA PRASAD  
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Nandyal-518501, Kurnool (Dt), Andhra Pradesh, INDIA

ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

Dt.03.03.2020

ICC MEETING

Venue: RB Gallery

Time: 11.00 am

Agenda:


- Discussion on creating awareness and sensitize students on sexual harassment.
- Discussion on ICC progress/Action taken.
- Any other matter related to ICC

ICC Members:

1	Dr.J.SofiaPriyaDharshini	Chair Person
2	Dr.K.SudhaMadhuri	Member
3	Ms.B.Rohini	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.N.Gohitha (17091A0449)	Student Member
10	MsY.Yamini (17091A0284)	Student Member

ICC In-charge

(Dr.J.SofiaPriyaDharshini)

  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

Dt:-05.03.2020


**ACTION TAKEN**

With reference to the meeting conducted on 03.03.2020, the following actions have been taken:-

1. MsDeepa, Advocate was invited to brief about the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. All the faculties, ICC members and Girl Class representatives of all branches participated.
2. ICC Contact has been shared to all students and is open for any time complaint as it is expedient to make provisions for protection of women against sexual harassment at workplace.

  
ICC In-charge

**(Dr.J.SofiaPriyaDharshini)**

  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

**Dt.01.07.2019**

**CIRCULAR**

All the ICC Members are informed to attend the meeting in RB Gallery at 11.30 am on 02.07.2019 without fail.

Agenda:

- Discussion on ICC progress/Action taken
- Discussion on new ideas creating awareness and sensitize students on sexual harassment.
- Any other matter related to ICC.

  
**ICC In-charge**

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

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

Dt.02.07.2019

ICC MEETING

Venue: RB Gallery

Time: 11.30 am

Agenda:

- Discussion on ICC progress/Action taken
- Discussion on new ideas creating awareness and sensitize students on sexual harassment.
- Any other matter related to ICC.

ICC Members:

- 1 Dr.J.SofiaPriyaDharshini
- 2 Dr.K.SudhaMadhuri
- 3 Ms.B.Rohini
- 4 Mrs. Pushpalatha
- 5 Mrs.S.Anuradha
- 6 Dr.S.Venkateswarulu
- 7 Dr.M.Chennakesavulu
- 8 Mr.S.Sreenivasa Reddy
- 9 Ms.N.Gohitha (17091A0449)
- 10 MsY.Yamini (17091A0284)

- Chair Person *P.*
- Member *Chnl*
- Member *USRI*
- Member *P.*
- Member *S. Anuradha*
- Member *P. G.*
- Member *Chenu*
- Member *S. Sreenivasa Reddy*
- Student Member *Gohitha*
- Student Member *Yamini*

*P.*  
ICC In-charge

(Dr.J.SofiaPriyaDharshini)

*J.P.*  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

Dt:-07.07.2019

**ACTION TAKEN**

With reference to the meeting conducted on 02.07.2019, the following actions have been taken:-

1. Women Safety and Security Programme was organized for II B.Tech girl students on 06.07.2019. Laws and punishment for sexual harassment has been explained.
2. The police team also highlighted the threat due to the usage of mobile phones and cyber-crime for girl students.
3. There was no complaint filed in the academic year 2018-19
4. ICC Contacts has been disseminated among students

**ICC In-charge**

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

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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL  
COMPLAINT COMMITTEE (ICC)

The Institution has the responsibility to sensitize employees regarding sexual harassment issues by organizing and conducting workshops and seminars. Under the Anti- Sexual Harassment at Workplace Act the central government requires the organizations to implement the following: –

1. Dissemination of the policies against sexual harassment.
2. Carrying orientation programs for the members of the Internal Complaint Committee.
3. Conduct skill building programmes for the members of the Internal Complaint Committee.
4. Publish names and contact details of the members of the Internal Complaint Committee for the easy access by employees of the organization.
5. The organization may invite legal practitioners, representatives of NGOs, organizations that have worked on issues that are related to women's rights or human rights for such orientation programs on sensitizing sexual harassment.

**Internal Complaint committee (2018-19)**

1	Dr.J.SofiaPriyaDharshini	Chair Person
2	Dr.K.SudhaMadhuri	Member
3	Ms.B.Rohini	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.C.BhavithaChowdary (16091A0426)	Student Member
10	MsB.Chaitanya (16091A0519)	Student Member

  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)

**Dt.23.03.2019**

**CIRCULAR**

All the ICC Members are informed to attend the meeting in the RB Gallery at 11.00 am on 25.03.2019.

Agenda:

- Discussion on creating sexual harassment awareness among the girl students, Women faculty and staff.
- Discussion on Prevention, Prohibition and Redressal of Sexual Harassment in the work place
- Any other point related to ICC

  
**ICC In-charge**

**(Dr.J.SofiaPriyaDharshini)**

  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)

Dt.25.03.2019

ICC MEETING

Venue: RB Gallery

Time: 11.am

Agenda:

- Discussion on creating sexual harassment awareness among the girl students, Women faculty and staff.
- Discussion on Prevention, Prohibition and Redressal of Sexual Harassment in the work place
- Any other point related to ICC

ICC Members:

1	Dr.J.SofiaPriyaDharshini	Chair Person	
2	Dr.K.SudhaMadhuri	Member	
3	Ms.B.Rohini	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.C.BhavithaChowdary (16091A0426)	Student Member	
10	MsB.Chaitanya (16091A0519)	Student Member	

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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)

**Dt:-26.03.2019**


**ACTION TAKEN**

With reference to the meeting conducted on 25.03.2019, the following actions have been taken:-

1. ICC decided to provide counseling to the I.B.Techgirl students every last hour on Saturday to create awareness on sexual harassment.
2. The ICC members will allot the female faculty to counsel the students on regular basis.
3. No complaint was reported till date.

  
**ICC In-charge**

**(Dr.J.SofiaPriyaDharshini)**

  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)

**Dt. 10.09.2018**

**CIRCULAR**

All the ICC Members are informed to attend the meeting in the RB Gallery at 3.00 pm today (10.09.2018).

Agenda:

- Discussion on organizing onprogrammes on sexual harassment to the girl students
- Discussion on creating awareness through short videos or media and sensitize students on sexual harassment.
- Discussion on ICC Progress.

**ICC In-charge**

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

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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)

Dt. 10.09.2018

ICC MEETING

Venue: RB Gallery

Time: 3.00 pm

Agenda:

- Discussion on organizing on programmes on sexual harassment to the girl students
- Discussion on creating awareness through short videos or media and sensitize students on sexual harassment.
- Discussion on ICC Progress.

ICC Members:

1	Dr.J.SofiaPriyaDharshini	Chair Person	P. h.
2	Dr.K.SudhaMadhuri	Member	K. h.
3	Ms.B.Rohini	Member	U. h.
4	Mrs. Pushpalatha	Member	P.
5	Mrs.S.Anuradha	Member	S. Anuradha
6	Dr.S.Venkateswarulu	Member	S. Venkateswarulu
7	Dr.M.Chennakesavulu	Member	Chenna
8	Mr.S.Sreenivasa Reddy	Member	S. Sreenivasa Reddy
9	Ms.C.BhavithaChowdary (16091A0426)	Student Member	Bhavi
10	MsB.Chaitanya (16091A0519)	Student Member	Chaitanya

  
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ANTI SEXUAL HARASSMENT COMMITTEE / INTERNAL COMPLAINT  
COMMITTEE (ICC)

**Dt:-14.09.2018**

**ACTION TAKEN**

With reference to the meeting conducted on 10.09.2018, the following actions have been taken:-

1. ICC approved to conduct competitions such as short video, skit and debate on anti-sexual harassment to create awareness among the students.
2. All the ICC Members were instructed by the chair to motivate students to report any issue related without panic.
3. No active complaint or processed complaint found during the academic year 2017-18

**ICC In-charge**

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

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