

**Internal Complaint Committee**  
**(Anti-Sexual Harassment Committee)**  
**Academic Year 2023-24**



# GOUTHAMI INSTITUTE OF TECHNOLOGY & MANAGEMENT FOR WOMEN

(Approved by AICTE, New Delhi & Affiliated to JNTUA, Ananthapuramu & SBTET, VJWD)  
Peddasettypalli, Proddutur, YSR Dist., A.P

## **INTERNAL COMPLAINTS COMMITTEE**

**(Anti-Sexual Harassment Committee)**

**Academic Year 2023-24**

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations 2015, the existing Sexual Harassment Redressal Committee (SHRC) is re-named as Internal Complaints Committee (ICC) as under to deal with the complaints relating to sexual harassment at workplace.

### **Responsibilities of Internal Complaints Committee**

The Internal Complaints Committee (As per section 4 of Sexual Harassment of Women at workplace - Prevention, Prohibition and Redressal Act, 2013) for 2023-2024 is constituted. The duties and Responsibilities of the Internal Complaints Committee are as follows:

1. The Committee shall consider the Welfare of Women Teaching and Non-teaching Staff members of the college.
2. The Committee shall consider the recreational facilities to lady staff.
3. The Committee shall create the health care facilities to lady staff members and Girl students.
4. The Committee shall Receive complaints of sexual harassment if any from lady staff members and girl students Initiate and conduct an inquiry. Submit findings and recommendations of all such inquiries and take appropriate action.
5. Maintain strict confidentiality throughout the process as per established guidelines of the Internal Complaints Committee Policy. Submit annual reports in the prescribed format as prescribed.
6. The Internal Complaints Committee is required to be vigilant to redress the sexual harassment complaints and resolve the same ASAP.
7. In case of allegations are not in the nature of sexual harassment, ICC may refer such complaints to the Grievance Redressal Cell.
8. If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.
9. Submit annual reports in the prescribed format as prescribed

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## Internal Complaint Committee

(Anti-Sexual Harassment Committee)

Academic Year 2023-24

Gouthami Institute of Technology and Management for Women is aware of the sexual harassment of women at workplace and in the college campus and as per section 4 and according to the sexual harassment prevention act, 203 has found a committee with the following members by strictly enforcing the measures to prohibit, prevent and punishment for sexual harassment.

### Members of the Committee:

Sl No.	Name of the Faulty	Designation	Position	Sign
1	Mrs. C.Sailusha	CO-Director	CHAIRMAN	
2	Dr. Manne Rama Subbamma	Principal	PRESIDENT	
3	Y.Prakash Rao	Asst. Prof. & HOD ECE Dept.	CONVENER	
4	D Vijayamma	Asst. Prof. & HOD H&S Dept.	MEMBER	
5	S. Yakhoob Ali	Asst. Prof. & HOD CSE Dept.	MEMBER	
6	S. M.D Jabeer	Asst. Prof. & HOD EEE Dept	MEMBER	
7	B Nagamani Devi	Asst. Prof in the Dept. of H&S	MEMBER	
8	B Venkateswaramma	Asst. Prof in the Dept. of ECE	MEMBER	
9	B Sindhuja	Asst. Prof in the Dept. of EEE	MEMBER	
10	G.Prasanna	Asst. Prof in the Dept. of CSE	MEMBER	
11	S. Sai Latha	Student /ECE	MEMBER	
12	Gongati Likhitha Reddy	Student/CSE	MEMBER	
13	B.Haseena Begum	Student/EEE	MEMBER	
14	K. Venkata Padma Latha	Student/AI&ML	MEMBER	

### As per section 4, Act, 2013

Sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work or education. It was passed by the Loksabha on 3<sup>rd</sup> September, 2012. It was passed by the Rajya Sabha on 26<sup>th</sup> February, 2013.

### Objectives:

- To protect women from sexual harassment.
- To provide a peaceful atmosphere in the college.
- To increase the protection of women.
- To increase the number of women into both teaching and education

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## Internal Complaint Committee – Minutes of Meeting (Anti-Sexual Harassment Committee)

A meeting in connection with the Internal Complaint Committee held on 10/01/2024, in the principal chamber.

The following members were present.

Sl No.	Name of the Faulty	Designation	Position	Sign
1	Mrs. C.Sailusha	CO-Director	CHAIRMAN	
2	Dr. Manne Rama Subbamma	Principal	PRESIDENT	
3	Y.Prakash Rao	Asst. Prof. & HOD ECE Dept.	CONVENER	
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- At the outset, the Presiding officer welcomed all the participants of the meeting.
- The Committee noted that no complaint of sexual harassment against anyone of the institution has been received.
- The Committee emphasized that in order to create awareness and continuous sensitization for the students, it is essential to communicate the information through the faculty.
- The committee also emphasized (i) " Sexual Harassment of Women at Workplace ( Prevention, Prohibition and Redressal ) Act and Rule 2013", (ii) Constitution of the Committee, and (iii) details of the Members of the Complaints Committee such as name, phone number, address etc., needs to be uploaded in the website.
- The Committee stressed the need to increase awareness amongst the students on how the rules have been amended to prevent instances of harassment of women.
- The Presiding officer expressed his thanks to all the members and the members agreed that the committee will meet every year during the month of April on a regular basis or earlier, if need be in case of any complaints.
- **Resolution: Till now no incidents were reported**, So Committee recommended to strengthen some more level, and observing that some incidents in the society especially on women, so committee strongly recommended to give wide publicity on women security help-line numbers and mobile apps by Central and state Governments.
- The meeting ended with vote of thanks.

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