

INTERNAL COMPLAINTS COMMITTEE

Objectives, Roles and Responsibilities:

Ensuring a Safe and Supportive Environment: The primary ambition of the ICC is to create an environment where women staff feel safe and supported to raise concerns without fear of reprisal. This entails fostering a culture where harassment and discrimination are not tolerated and where individuals are empowered to speak up.

Promoting Gender Equality: The ICC aims to promote gender equality by addressing systemic issues that disproportionately affect women in academia. This includes tackling gender bias, ensuring equitable access to opportunities, and supporting the advancement of women in their careers.

Facilitating Fair and Transparent Processes: The ICC strives to uphold fairness and transparency in its processes for investigating complaints. This involves providing clear guidelines, conducting impartial investigations, and ensuring that all parties involved are treated with respect and dignity.

FUNCTIONS:

It Is the Duty of the Employees to Maintain a Safe Work Environment for Women as They Are the Major Contributors for The Organizational Growth. Employees have to Take the Issues of the Workplace Harassment Very Seriously However Silly or Insignificant They Appear Because Those Simple Issues Will Create Lots of Mental Agony for Women and They Suffer a Lot with Emotional Distress. Organization Must Have a Standard Operating Procedure Where

- A Comprehensive Anti-Sexual Harassment Policy is Defined
- Sexual Harassment Should Be Affirmatively Discussed at Workers Meeting, Employer-Employee Meetings Etc.
- Guidelines Should Be Prominently Displayed to Create Awareness About the Rights of Female Employees.

- The Employer Should Assist the Persons Affected in Cases of Sexual Harassment by Outsiders.
- Central and State Government Must Adopt Measures Including Legislation to Ensure That Private Employers Also Observe the Guidelines.
- Names and Contact Numbers of the Members of the Complaints Committee Must Be Prominently Displayed. National Commission for Women Has Also Asked the Government to Ensure Constitution of Internal Complaints Committee(ICC) and to Conduct Gender Sensitization Workshops.
- The Structural Transformation in The Indian Economy Has Opened Gates to Women at large to join jobs for earning. more opportunities were created and more provisions were given to women who wish to take up a career in their choicest industry. as more women started working off late, the need to make their work place comfortable and safe has become a necessity. the safer and happier the workplace, the more will be the productivity of the working women.

Constitution of Internal Complaints Committee

S. No	Name Of the Members	Designation	Role In the Committee
1	Dr B Gopal	Principal	Chairman
2	Mrs.Y.V Rani	Assistant Professor, CSE	Co-ordinator
3	Mrs.Naseemunnisa	Assistant Professor, EEE	Member
4	Mr. B Sekhar Babu	Assistant Professor, ECE	Member
5	Mrs G. Rama Devi	Assistant Professor, CSE	Member
6	MrBoda Veera	Assistant Professor, H&S	Member
7	M. Harshitha	Student	Member
8	D. Roopa	Student	Member