

Internal Complaint Committee (ICC)

Sri Vaishnavi Degree College is a coeducational institution providing equal opportunities to all. Men and women work together in a congenial atmosphere, however if there are any complaints involving physical contacts or advances, demand for sexual favours, sexually tainted remarks, and any unwelcome physical, verbal or nonverbal expressions of a sexual nature; it is addressed and appropriate action is taken. The ICC cell aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college. Complaints of sexual harassment shall be lodged with the Committee and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

Why ICC?

It is formed according to the provisions of the POSH ACT-Sexual Harassment of Women at Workplace Act of 2013, 9th December 2013 (Prevention, Prohibition and Redressal). It is also mentioned in University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015- 2nd May 2016.

What is ICC?

The POSH Act demanded an ICC be made at all workplaces for the redressal of sexual harassment cases.

Functions of ICC:

- To prevent sexual harassment at workplace.
- To prevent discrimination and sexual harassment against women by promoting gender amity among students and employees
- To conduct periodical programmes on women empowerment.
- To provide conducive environment and congenial atmosphere for women.

Who can approach ICC?

Any *aggrieved woman* who has suffered harassment at workplace can approach ICC.

Aggrieved woman includes:


- a. Woman who is an employee, or
- b. Someone visiting workplace, or
- c. Student

Note: A legal heir or a person prescribed can make a complaint on behalf of the woman, if the aggrieved is unable to do so on account of physical, mental capacity or death.

ICC Committee Composition

# Name	Designation	Position
1 Mrs. D. Manjula	Lecturer	Presiding Officer Member
2 Mrs. U. Lakshmi Devi	Lecturer	Member
3 Mrs. A.Manjula	Lecturer	Member
4 Mr. P.Kiran Kumar	Lecturer	Member
5 Mr. T. Bala Krishna	Lecturer	Member
6 Mr. V. Pratap Reddy	Senior Assistant	Member
7 Mr. P. Sireesh Reddy	External member	NGO Member
8 Ms. Bhusamudram Swetha	Student	Student Member

Any student who wishes to file a complaint can contact any member of the ICC committee in college


PRINCIPAL
SRI VAISHNAVI DEGREE COLLEGE
RAJAMPET- 516 115,
Kadapa (Dt.)