



VAGDEVI DEGREE COLLEGE

Affiliated to Acharya Nagarjuna University, C. Code: 116
Approved by AICTE New Delhi



Ravipadu Road, Narasaraopet, Palnadu Dt, A.P., Mobile No: 9247025166

INTERNAL COMPLAINTS COMMITTEE CONSOLIDATED REPORT

ACADEMIC YEAR	NO OF COMPLAINTS RECEIVED	NO OF COMPLAINTS SOLVED
2024- 2025	NIL	NIL

N. Chaitanya Devi
CO -ORDINATOR

Internal Complaints Committee

Rajendra Prasad
Principal

PRINCIPAL
VAGDEVI DEGREE COLLEGE
NARASARAOPET, Palnadu Dist.



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CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Academic year 2024-25

The internal complaints committee has been formed at Vagdevi Degree College to address the issues under prevention and redressal of sexual harassment of women employees and students in higher educational institutions regulations, 2015. The Committee is formed to provide protection against sexual harassment of female employees and students in the campus and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or the incidental thereto.

Objectives, Roles and Responsibilities:

- ✓ Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.
- ✓ Make recommendations to the management for changes/elaborations in The Rules for Students in The Prospectus and The Bye-Laws, To Make Them Gender Just and to Lay down Procedures for The Prohibition, Resolution, Settlement and Prosecution of Acts of Discrimination and Sexual Harassment by The Students and The Employees.
- ✓ Deal with Cases of Discrimination and Sexual Harassment Against Women, in a Time Bound Manner, Aiming at Ensuring Support Services to the Victimized and Termination of the Harassment.
- ✓ Recommend Appropriate Punitive Action Against the Guilty Party to The Management.

Here It Should Be Noted That According to The Supreme Court Guidelines Sexual Harassment Can Be Defined as "Unwelcome" Sexually Determined Behaviour (Whether directly or by Implications) As:

- ✓ Physical Contact and Advances
- ✓ Demand or Request for Sexual Favors
- ✓ Sexually Coloured Remarks
- ✓ Showing Pornography And

- ✓ Other Unwelcome and Physical, Verbal or Non-Verbal Conduct of A Sexual Nature. (Vishaka Judgement by Supreme Court)

The Committee for the Academic Year 2024-25 Is Constituted with The Following Members:

S. No	Name Of the Members	Designation	Role In the Committee
1	Sri K Rajendra Prasad	Principal	Chairman
2	Smt N Gayathri Devi	HoD Humanities	Co-ordinator
3	Sri K Srikanth	IEC	Member
4	Sri S Ramesh Babu	Lecturer	Member
5	Sri R Naresh	Lecturer	Member
6	Sri B Mahesh Kumar	Lecturer	Member
7	Smt Ch Saritha	Staff	Member
8	K Srinivas Rao(Y213199048)	Student	Member
9	T Pavan Kumar (Y223116059)	Student	Member

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 Were

- ✓ 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.


Chairperson

Internal Complaints Committee



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Ref.No: VDC/ICC/2024-2025/38

Date:12-07-2024

CIRCULAR

This is the circular for the members of the committee to meet and discuss the grievances in the college at 10:00 **am** in Room **No: 1** on 18-07-2024.

Agenda:

- Discussion on steps to promote Internal Complaints through education
- Plan to discuss about the creation of healthy environment in the campus
- Plan to discuss on harassment through social media

Copy to:

1. All Committee Members
2. All HODs
3. Admin Office

Chairperson
Internal Complaints Committee



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Ref.No: VDC/ICC/2024-2025/40

Date:18-07-2024

Minutes of Meetings of Internal Complaints Committee Department Academic Committee held on 18- 07- 2024

Time: 10:00 am Venue: Room No: 1

The following members attended the meeting

S. No	Name Of the Members	Designation	Role In the Committee	Signature
1	Sri K Rajendra Prasad	Principal	Chairman	
2	Smt N Gayathri Devi	HOD Humanities	Co-ordinator	
3	Sri K Srikanth	IEC	Member	
4	Sri S Ramesh Babu	Lecturer	Member	
5	Sri R Naresh	Lecturer	Member	
6	Sri B Mahesh Kumar	Lecturer	Member	
7	Smt Ch Saritha	Staff	Member	
8	K Srinivas Rao (Y213199048)	Student	Member	
9	T Pavan Kumar (Y223116059)	Student	Member	

Points discussed in the resolutions made in the meeting are presented below:

- ✓ At first chairperson addresses the meeting.
- ✓ Minutes of previous meetings were presented by the coordinator of the committee
- ✓ No complaints were received during the last semester
- ✓ Discussion on the steps to be taken for combining harassment of women and creation of a holistic environment in the college campus
- ✓ Discussion on grading awareness on how to handle the social media harassment with intelligence

Co - Ordinator

Internal Complaints Committee
Committee

Chairperson
Internal Complaints



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Ref.No: VDC/ICC/2024-2025/76

Date:21-12-2024

CIRCULAR

This is the circular for the members of the committee to meet and discuss the grievances in the college at 10:00 **am** in Room **No: 1** on 23-12-2024.

Agenda:

- Discussion on steps to promote Internal Complaints through education
- Plan to discuss about the creation of healthy environment in the campus
- Plan to discuss on harassment through social media

Copy to:

1. All Committee Members
2. All HODs
3. Admin Office

Chairperson
Internal Complaints Committee



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Ref.No: VDC/ICC/2024-2025/977

Date:23-12-2024

Minutes of Meetings of Internal Complaints Committee Department Academic Committee held on 23- 12- 2024

Time: 10:00 am Venue: Room No: 1

The following members attended the meeting

S. No	Name Of the Members	Designation	Role In the Committee	Signature
1	Sri K Rajendra Prasad	Principal	Chairman	<i>Rajendra Prasad</i>
2	Smt N Gayathri Devi	HOD Humanities	Co-ordinator	<i>N. Gayathri Devi</i>
3	Sri K Srikanth	IEC	Member	<i>K. Srikanth</i>
4	Sri S Ramesh Babu	Lecturer	Member	<i>S. Ramesh Babu</i>
5	Sri R Naresh	Lecturer	Member	<i>R. Naresh</i>
6	Sri B Mahesh Kumar	Lecturer	Member	<i>B. Mahesh Kumar</i>
7	Smt Ch Saritha	Staff	Member	<i>Ch. Saritha</i>
8	K Srinivas Rao (Y223199048)	Student	Member	<i>K. Srinivas Rao</i>
9	T Pavan Kumar (Y233116059)	Student	Member	<i>T. Pavan</i>

Points discussed in the resolutions made in the meeting are presented below:

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N. Gayathri Devi
Co - Ordinator

**Internal Complaints Committee
Committee**

Rajendra Prasad

**Chairperson
Internal Complaints**