



ADITYA COLLEGE OF ENGINEERING

(UGC-Autonomous Institution)

(Approved by AICTE, New Delhi & Affiliated to JNTUA, Anantapuramu)

Madanapalle -517325, Annamayya Dist., A.P. www.acem.ac.in



INTERNAL COMPLAINTS COMMITTEE (ICC)

The Internal Complaints Committees (ICC) ON SEXUAL HARASSMENT OF WOMEN AT WORK PLACES of the institution was constituted in the college in 2017 in order to take care of the complaints of women staff members relating to gender discrimination and sexual harassment cases on the campus, as per the UGC guidelines.

Objectives of ICC:

- ✳ To provide guidelines for the redress of grievances related to sexual harassment of female students, teaching and non-teaching women staff of the college.
- ✳ To prevent sexual harassment and to promote the general well-being of female students and staff of the college.
- ✳ To provide appropriate environment towards women at work places or study places.

Methods:

- ✳ The ICC is committed to creating a campus free from gender-based discrimination and sexual harassment or assault.
- ✳ The ICC provides guidelines for the redressal of sexual harassment of female staff and students of the college. In this regard, the ICC conducts awareness programme every year about what constitute sexual harassment.
- ✳ ICC ensures that victims and respondents are not to be discriminated or suffered from complaints. The ICC is empowered to take Suo-motto notice of incidents of sexual harassment and gender injustice in the institute campus and act against the same in manner as it deems appropriate.



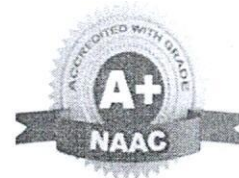


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The Mechanism for redressal of Internal Complaints:

- ✪ Any aggrieved student or women may make a complaint in writing or oral of sexual harassment at college to the Internal Committee or Anti Sexual Harassment Committee.
- ✪ The committee makes proper investigation. Both victims and eye witness are not neglected or discriminated or not suffered for their complaints.
- ✪ Any complaints in writing or oral are documented in complaints register and maintained with confidential.
- ✪ The cell may recommend the following minor penalties on person found guilty of sexual harassment.
 - ▲ Warning (in front of the parents in case of refrain)
 - ▲ Written apology
 - ▲ Bond of good behaviour
 - ▲ Debarring entry into campus and hostel
 - ▲ Suspensions from attending classes for a specified period of time
 - ▲ Withholding of results
 - ▲ The culprit would be penalized according to the stated norms and seek apologies as such
- ✪ Any minor (women's grievances) or sexual harassment cases are sorted out by the anti-sexual harassment committee and in case of major and complicated cases are referred to the management through the principal for the appropriate action against the culprits.



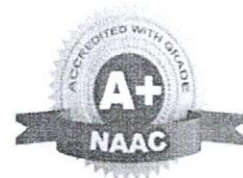


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Internal Complaints Committee (ICC) constituted for the Year 2025-26:

Date: 02.07.2025

Ref.: ACEM/IQAC/Office order/Constitution/ AY: 2025-26/ SEM-I/44

The **Internal Complaints Committee (ICC)** has been constituted with the following members, comprising faculty and students from various departments. The composition of **Internal Complaints Committee (ICC)** is as follows:

S. No.	Name of the Member	Designation	Role
1.	Mrs. Nalini.V	Associate Professor, Dept. of M.S.	Convener
2.	Dr.T.Maheswari	Associate Professor, Department of H & S	Member
3.	Mrs. N Ajitha	Assistant Professor, Department of H & S	Member
4.	Mrs.B.Sasikala	Assistant Professor, Department of CSE	Member
5.	Mrs.S.Reddy Mubaraq	Assistant Professor, Department of CSE	Member
6.	Mrs. Ch.Suma Latha	Assistant Professor, Department of EEE	Member
7.	Mrs. C. K. Hemantha Lakshmi	Assistant Professor, Department of ECE	Member
8.	Mrs.Alimunnisa Shaik	Assistant Professor, Department of CE	Member
9.	Mrs.C.Priyanka	Assistant Librarian	Member
10.	Mrs.Shilpa Rani	Lab.Instructor,Department of ECE	Member
11.	Mrs.J.Soujanya	Medical Assistant	Member
12.	Ms.Haritha.N	Student (248P1A0553),Dept of CSE	Member
13.	Ms.Aiswarya.Y	Student (238P1A3103), Dept of CSE(AI)	Member
14.	Ms.K.Likitha	Student(238P1A3024),Dept of CSE(AI&DS)	Member
15.	Ms.S.Muni Mounika	Student (238P5A0406), Dept of ECE	Member
16.	Ms.K.Ganga Sheershika	Student (238P1A0201) ,Dept of EEE	Member
17.	Ms. Brunda.S	Student (248P1A0104) ,Dept of CE	Member

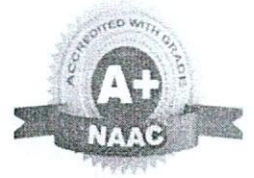




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Objectives:

1. To promote gender equality and ensure a safe campus environment
2. To create awareness on women's rights, health, and legal provisions.
3. To build skills, confidence, and leadership among women students and staff.
4. To provide counselling, mentoring, and support services.
5. To extend outreach activities and implement relevant policies effectively.

Functions:

1. Organize seminars, workshops, and awareness programs on gender sensitization, health, and rights.
2. Conduct training and skill development programs to enhance confidence and leadership.
3. Provide counselling, mentoring, and grievance redressal support.
4. Celebrate Women's Day and related events to promote empowerment.
5. Collaborate with external bodies for outreach and ensure policy implementation.

The Convener of the ICC is authorized to conduct at least one meeting per semester to fulfill its objectives, organize activities, prepare the Minutes of the Meeting, and compile the Action Taken Report (ATR).




PRINCIPAL

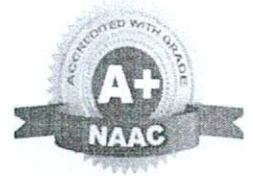
Principal
Aditya College of Engineering
Madanapalle - 517325



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Date: 30.06.2025

Ref. No.: ACEM/IQAC/ICC/CIR/AY: 2025-26/Sem I/06

C I R C U L A R

This is to inform all members of the **Internal Complaint Committee (ICC)** that a meeting of the committee will be held on 02.07.2025 at 4.00 pm in Conference Hall (Room No. 110). All members are requested to attend the meeting without fail.

Agenda of the Meeting:

1. Welcome and opening remarks by the Convener.
2. Review of the previous meeting minutes and Action Taken Report (ATR).
3. Discussion on organizing awareness and sensitization programs on gender equality and prevention of sexual harassment.
4. Mechanism for effective handling and redressal of complaints.
5. Recommendations for preventive and corrective measures to strengthen a safe campus environment.
6. Any other matter with the permission of the Chair.

All members are requested to kindly make it convenient to attend.

Convener

Internal Complaints Committee

Copy to:

The Members of ICC.

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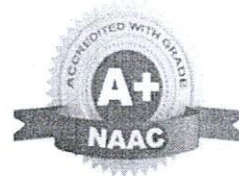


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INTERNAL COMPLAINT COMMITTEE - MINUTES OF MEETING

Academic Year: 2025-26 & Sem - I

The Convener of the **Internal Complaint Committee (ICC)** conducted a meeting with its members on 02.07.2025 at 4.00 pm in the Conference Hall (Room No. 110).

Agenda:

1. Welcome and opening remarks by the Convener.
2. Review of the previous meeting minutes and Action Taken Report (ATR).
3. Discussion on organizing awareness and sensitization programs on gender equality and prevention of sexual harassment.
4. Mechanism for effective handling and redressal of complaints.
5. Recommendations for preventive and corrective measures to strengthen a safe campus environment.
6. Any other matter with the permission of the Chair.



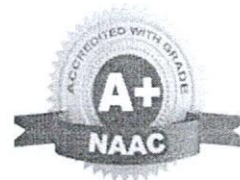


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Members Present: The following members attended the meeting:

S. No.	Name of the Member	Designation	Role
1.	Mrs. Nalini.V	Associate Professor, Dept. of M.S.	Convener
2.	Dr.T.Maheswari	Associate Professor, Department of H & S	Member
3.	Mrs. N Ajitha	Assistant Professor, Department of H & S	Member
4.	Mrs.B.Sasikala	Assistant Professor, Department of CSE	Member
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15.	Ms.S.Muni Mounika	Student (238P5A0406), Dept of ECE	Member
16.	Ms.K.Ganga Sheershika	Student (238P1A0201) ,Dept of EEE	Member
17.	Ms. Brunda.S	Student (248P1A0104) ,Dept of CE	Member

Members Absent: - Nil

1. Welcome and Opening Remarks

Convener welcomed all members and highlighted the importance of ICC in ensuring a safe, inclusive, and gender-sensitive campus environment.

2. Review of Previous Meeting and ATR

The Action Taken Report (ATR) of the previous meeting was presented and reviewed.

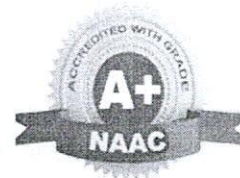




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3. Awareness and Sensitization Programs

It was resolved to organize orientation and sensitization sessions for students and staff during the current semester through women Empowerment Cell.

4. Complaint Handling and Redressal Mechanism

No complaints were received from any student or staff regarding sexual harassment or gender equity. The Convener appreciated the committee members for maintaining a safe and respectful environment on campus and informed that any issues or complaints, if reported, would be duly communicated to the members. The committee also reviewed the existing redressal mechanism and resolved to further strengthen awareness about the confidential complaint process.

5. Preventive and Corrective Measures

Suggestions were made to install more awareness boards and posters across the campus and to conduct workshops on gender sensitization and safe practices through women Empowerment Cell.

6. Any Other Matter

No additional matters were raised. The Convener thanked all members for their active participation and constructive suggestions.

The meeting concluded with a vote of thanks to the Convener.





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Members Present

Date of Meeting: 02.07.2025

Ref. No.: ACEM/IQAC/ICC/CIR/AY: 2025-26/Sem I/06

Total Number of Committee Members : 17

Number of Committee Members attended the Meeting: 17

S. No.	Name of the Member	Role	Signature
1.	Mrs. Nalini.V	Convener	
2.	Dr.T.Maheswari	Member	
3.	Mrs. N Ajitha	Member	
4.	Mrs.B.Sasikala	Member	
5.	Mrs.S.Reddy Mubaraq	Member	
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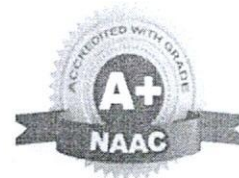


Photo Gallery



Internal Complaint Committee members attending the meeting.

Malini V

Convener

Internal Complaints Committee

