

SRI RACHAPUDY NAGABHUSHANAM DEGREE & P.G COLLEGE

AUTONOMOUS

Accredited by NAAC with A Grade

Permanently Affiliated to Yogi Vemana University
Recognized Under 2(f) & 12(B) of UGC Act 1956
Nellore Road, Badvel-516227, Kadapa Dist. A.P.
Contact Details: +91 9440261908; +91 9989951908



INTERNAL COMPLAINTS COMMITTEE CONSOLIDATED REPORT

ACADEMIC YEAR	NO. OF COMPLAINTS RECEIVED	NO. OF COMPLAINTS SOLVED
2024-25	NIL	NIL

G. Rama Suddha

**CO-ORDINATOR
INTERNAL COMPLAINT COMMITTEE**

Principal

**Principal
SRI RACHAPUDY NAGABHUSHANAM
DEGREE & P.G. COLLEGE
BADVEL - 516 227**





CELL : 94402 61908

SRI RACHAPUDY NAGABHUSHANAM

DEGREE & P.G. COLLEGE

(U.G.C. Recognised & Permanantly Affiliated to Yogivemana University, Kadapa)
Nellore Road, BADVEL - 516 227. Kadapa Dist. A.P., India.

Date : _____

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Academic Year 2024-25

SRNBDC/ICC/2024-25/001

Date: 24-07-2024

In accordance with the provisions of the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, and to ensure a safe and secure environment for women employees and students, the Internal Complaints Committee (ICC) is hereby constituted at Sri Rachapudy Nagabhushanam Degree and PG College, Badvel with the following members:

S. No.	Name of the Member	Designation	Role in ICC	Contact
1	Dr. T. Sreelatha	Associate Professor, Dept. of Life Sciences	Presiding Officer	tsree2011@gmail.com 9492963750
2	Dr. G. Rama Sudha	Associate Professor, Dept. of Journalism & Mass Communication	Faculty Member	ramasudha95@gmail.com 8500301720
3	Ms. S. Shahina	Assistant Professor, Dept. of Life Sciences	Faculty Member	shaikshannu121@gmail.com 9391707039
4	Mrs. R. Sujana	Administrative Officer	Non-teaching Member	rsujana1985@gmail.com 9989951908
5	Mr. T. Peeraiah	Office Assistant	Non-teaching Member	peeraiathondam28@gmail.com 9347206670
6	Ms. G. Vijaya Lakshmi	2 nd Year BCA, Dept. of Computer Applications	Student Representative	vijayalakshmigangasani33@gmail.com 9941002999
7	Mr. K. Surya Vasanth	1 st Year B. Com, Dept. of Commerce	Student Representative	vasanthkasturi75@gmail.com 8919743830
8	Ms. C. Lakshmi Prasanna	2 nd Year M. Com, Dept. of Commerce	Student Representative	prasannayadav249@gmail.com 7780485512



S. No.	Name of the Member	Designation	Role in ICC	Contact
9	Mr. M. Ankaiah	Representative from NGO, Ramakrishna Seva Samithi, Badvel.	External Member	meka.ankaiah01@gmail.com 8309083911

◆ **Tenure of Committee**

The tenure of the above committee members (except student members) shall be **three (03) years** from the date of issue of this order or until further notice.

◆ **Function of the Committee**

The ICC shall function as per the roles and responsibilities laid down in the UGC regulations, 2015, and address complaints of sexual harassment, ensure awareness, sensitization, and the creation of a gender-sensitive campus.




Principal

PRINCIPAL
SRI RACHAPUDY NAGABHUSHANAM
DEGREE & PG COLLEGE
BADVEL - 516 227.

INTERNAL COMPLAINTS COMMITTEE 2023-24



Cell : 94402 61908

SRI RACHAPUDY NAGABHUSHANAM

DEGREE & P.G. COLLEGE

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Nellore Road, BADVEL - 516 227. Kadapa Dist. A.P., India



Date : _____

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Academic year 2023-24

SRNBDC/Internal Complaints/2023-24/001

Date:24-07-2023

The Internal Complaints Committee Has Been Formed in Sri Rachapudy Nagabhushanam Degree College to Address the Issues Under Prevention and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulations, 2023-24. The Committee Is Formed to Provide Protection Against Sexual Harassment of Female Employees and Students in The Campus andfor The Prevention and Redressal of Complaints of Sexual Harassment andfor Matters Connected Therewith or Incidental Thereto.

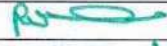


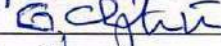
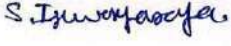
Objectives, RolesandResponsibilities:

- 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 andto Laydown Procedures for The Prohibition, Resolution, Settlementand Prosecution of Actsof Discrimination and Sexual Harassment by The Students and the Employees.
- Deal with Cases ofDiscriminationand Sexual Harassment Against Women, in a Time Bound Manner, Aimingat Ensuring Support Services tothe Victimized and Termination ofthe Harassment.
- Recommend Appropriate Punitive Action Against the Guilty Party to The Management.

Here It Should Be Noted That According to the Supreme Court Guideline Sexual Harassment Can Be Defined as "Unwelcome" Sexually Determined Behavior (Whether Directlyorby Implications) As:

- Physical Contact and Advances
- Demand or Request for Sexual Favours
- Sexually Colored Remarks
- Showing Pornography And
- Other Unwelcome andPhysical, Verbalor Non-Verbal Conduct ofa Sexual Nature. (Vishaka Judgementby Supreme Court)

The Committee for the Academic Year 2023-24 is constituted with The Following Members

S. No	Name of the members	Designation	Role in the committee
1	Sri R V SAI KRISHNA	Principal	Chairman 
2	Sri C SATYA NARAYANA	Vice-Principal	Co-Ordinator 
3	Sri. T BALA OBULESU	Lecturer	Member 
4	Sri P SUBRAMANAYAM	Lecturer	Member 
5	Dr JYOTHI	Lecturer	Member 
6	Ms. SHAIK SHAHINA	Lecturer	Member 
7	Smt. M RADHA	Lecturer	Member 
8	Mr. BANALA RAVI TEJA	Student	Member 
9	Ms. SANAMALA ISWYARYA	Student	Member 

FUNCTIONS:

It Is the Duty of the Employees to Maintain the Safe Work Environment for Women as They Are the Major Contributors for The Organizational Growth. Employees Has to Take the Issues of the Workplace Harassment Very Seriously However Silly or Insignificant They Appear Because Those Simple Issues to 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 Also Asked the Government to Ensure Constitution of Internal Complaints Committee (ICC) And Conducting 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.


Co-Ordinator


Chairman
Internal Complaints Committee



Cell : 94402 61908

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Date : _____

CIRCULAR

SRNBDC/Internal Complaints/2023-24/002

Date:28-07-2023

It Is Hereby Informed That All the Internal Complaints Committee Members Are Requested to Meet at 11:00 Am Today in The Seminar Hall.

AGENDA:

- ✓ It is Plannedto Organize a Lecture On Stress Management for female Students.
- ✓ Discussion On Steps to Create Awareness about Internal Complaints Committee Among the Students.


Co-ordinator


Chairman
Internal Complaints Committee

Copy to:

- All Committee Members
- The Chairman
- File



Cell : 94402 61908

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Date : _____

MINUTES OF MEETING OF INTERNAL COMPLAINTS COMMITTEE HELD ON 28-07-2023

Time: 11:00 am

Venue:Seminar Hall

The following members attended the meeting of internal complaints committee.

S. No	Name of the members	Designation	Role in the committee
1	Sri R V SAI KRISHNA	Principal	Chairman <i>R.V. Krishna</i>
2	Sri C SATYA NARAYANA	Vice-Principal	Co-Ordinator <i>C. Satya Narayana</i>
3	Sri. T BALA OBULESU	Lecturer	Member <i>T. Bala Obulesu</i>
4	Sri P SUBRAMANAYAM	Lecturer	Member <i>P. Subramanayam</i>
5	Dr JYOTHI	Lecturer	Member <i>Jyothi</i>
6	Ms. SHAIK SHAHINA	Lecturer	Member <i>S. Shaahina</i>
7	Smt. M RADHA	Lecturer	Member <i>M. Radha</i>
8	Mr. BANALA RAVI TEJA	Student	Member <i>Banala Ravi Teja</i>
9	Ms. SANAMALA ISWYARYA	Student	Member <i>S. Iswaryya</i>

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

- At The First Chairman's addressed the Meeting.
- Minutes of Previous Meeting Were Presented by The Co-Ordinator of the Committee.
- No Complaints Were Received During the Last Semester.
- It was Resolved to Conduct Program on Stress Management among Students and Women Staff.
- The Class In-charges Were Instructed to Address Female Students About the Activities and Importance of the Committee.

C. Satya Narayana
Co-Ordinator

R.V. Krishna
Chairman

Internal Complaints Committee



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Date : _____

CIRCULAR

SRNBDC/Internal Complaints/2023-24/003

Date: 16-02-2024

It Is Hereby Informed That All the Internal Complaints Committee Members Are Requested to Meet at 02:00 pm Today in The Seminar Hall.

AGENDA:

- ✓ It is planned to Organize a Lecture On Stress Management for female Students.
- ✓ Discussion on Steps to Create Awareness about Internal Complaints Committee among the Students.


Co-ordinator


Chairman
Internal Complaints Committee

Copy to:

- All Committee Members
- The Chairman
- File



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Date : _____

MINUTES OF MEETING OF INTERNAL COMPLAINTS COMMITTEE HELD ON 16-02-2024

Time: 02:00 pm

Venue: Seminar Hall

The following members attended the meeting of internal complaints committee.

S. No	Name of the members	Designation	Role in the committee
1	Sri R V SAI KRISHNA	Principal	Chairman <i>R.V. Krishna</i>
2	Sri C SATYA NARAYANA	Vice-Principal	Co-Ordinator <i>C. Satya Narayana</i>
3	Sri. T BALA OBULESU	Lecturer	Member <i>T. Bala Obulesu</i>
4	Sri P SUBRAMANAYAM	Lecturer	Member <i>P. Subramanayam</i>
5	Dr JYOTHI	Lecturer	Member <i>Jyothi</i>
6	Ms. SHAIK SHAHINA	Lecturer	Member <i>S. Shaik Shahina</i>
7	Smt. M RADHA	Lecturer	Member <i>M. Radha</i>
8	Mr. BANALA RAVI TEJA	Student	Member <i>B. Ravi Teja</i>
9	Ms. SANAMALA ISWYARYA	Student	Member <i>S. Iswaryya</i>

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

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[Signature]
Co-Ordinator

[Signature]
Chairman

Internal Complaints Committee