



Government Degree College, Porumamilla

Y.S.R. Kadapa District -516193, Andhra Pradesh, India.

Affiliated to Yogi Vemana University

Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) is constituted as per UGC Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulations, 2015. The above regulations are based on the Government of India's Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act 2013. Government degree college constituted an Internal Complaint Committee (ICC) for maintaining healthy and safe environment for girls and women employees in the campus.

The ICC committee aims to prevent sexual harassment, promote well-being of all female students and staff members and create a gender sensitized community within academic and non-academic community in this educational institution.

Objectives:

1. To protect the fundamental privileges of women.
2. To design a sexual harassment policy for the Institute.
3. To promote a social and psychological environment to raise awareness of sexual harassment in its various forms.
4. To facilitate speedy delivery of justice, through organizing meetings at regular intervals.

Procedure for approaching Committee:

- Any employee/ students of the college shall have right to lodge a complaint concerning sexual harassment.
- A written complaint may be address to the chairman of the committee. If the complaint is made to any of the committee members, they may forward it to the chairman within two days.
- The complaint box is placed at the entrance of the college where students can drop their grievances if any.

- The box is opened at every Saturday and checked. Any grievances found in it are scrutinized and necessary actions are immediately taken by the ICC.
- Grievances/ complaint may also be sent through e-mail to the ICC.

Investigation Procedure:

- All complaints made to any committee member or from complaint box must be received and recorded by the committee. The chairperson of ICC calls a meeting of the committee.
- The committee is bound to maintain confidentiality during the time of the enquiry.
- During the enquiry procedure the complainant and the accused will be called separately so as to ensure freedom of expression and an atmosphere free intimidation.
- The inquiry shall be completed within a period of 60 days from the date of the complaint.
- The ICC shall provide a report of its finding to the Principal within a period of 10 days from the date of completion of the enquiry.
- In the serious matter the Principal can call the meeting of ICC and addressed the problems immediately.

Composition of the Committee:

The committee consists of the following members:

S.No	Name of the Faculty	Position
1	Dr.S.Naresh, Principal	Chairman
2	Dr.K.Venkata Rao	Member
3	V.Kalyan Kumar	Member
4	A.Sreenivasulu	Member
5	Dr.M.V.Sulochana	Member


PRINCIPAL
Govt. Degree College
PORUMAMILLA, Kadapa (Dt.)