

Internal Complaints Committee (ICC)

“Internal Complaints Committee” (ICC) is constituted in higher education institutions under sub-regulation (1) of regulations of University Grants Commission of India in Gazette Notification Dated 2nd May 2016 for Prevention, Prohibition, and Redressal of sexual harassment of women employees and students in higher educational institutions, Regulations 2015. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) is reconstituted as the ICC.

Internal Complaints Cell

The Internal Complaints Cell of a university serves as a critical mechanism for addressing grievances related to Specifically discrimination, and other forms of misconduct within the academic community. Specifically focusing on the well-being and safety of women staff, the ICC plays a pivotal role in creating a conducive work environment that fosters dignity, respect equality.

Objectives of the ICC:

1. **Ensuring a Safe and Supportive Environment:** The primary ambition of the ICC is to create an environment where women staff feel safe and supported to raise concerns without fear of reprisal. This entails fostering a culture where harassment and discrimination are not tolerated and where individuals are empowered to speak up.
2. **Promoting Gender Equality:** The ICC aims to promote gender equality by addressing systemic issues that disproportionately affect women in academia. This includes tackling gender bias, ensuring equitable access to opportunities, and supporting the advancement of women in their careers.
3. **Facilitating Fair and Transparent Processes:** The ICC strives to uphold fairness and transparency in its processes for investigating complaints. This involves providing clear guidelines, conducting impartial investigations, and ensuring that all parties involved are treated with respect and dignity.

Vision of the ICC:

1. **Zero Tolerance for Harassment and Discrimination:** The ICC envisions a university community where harassment and discrimination are not tolerated in any form. It aspires to create a culture of respect and inclusivity where every individual is valued and respected.
2. **Empowering Women Staff:** The ICC seeks to empower women staff by providing them with the support and resources they need to thrive in their roles. This includes offering counseling services, legal assistance, and access to mentorship programs aimed at professional development.
3. **Building Awareness and Prevention:** The ICC aims to raise awareness about harassment and discrimination through education and training programs promoting

prevention strategies and bystander intervention techniques, it strives to c a more vigilant and supportive community.

Leadership of the ICC:

1. **Commitment to Diversity and Inclusion:** The leadership of the ICC should be diverse and inclusive, reflecting the varied experiences and perspectives within the university community. It should be composed of individuals who are dedicated to promoting gender equality and who have a deep understanding of the issues facing women staff.
2. **Expertise in Conflict Resolution:** The leadership of the ICC should possess expertise in conflict resolution, mediation, and legal procedures. They should be able to handle sensitive issues with professionalism, empathy, and discretion.
3. **Accessibility and Accountability:** The leadership of the ICC should be accessible to all members of the university community and accountable for their actions. They should be responsive to concerns raised by women staff and committed to implementing meaningful change to address systemic issues.

In conclusion, the Internal Complaints Cell of a university serves as a vital resource for addressing grievances and promoting gender equality within the academic community. By fostering a culture of respect, inclusivity, and accountability, it plays a crucial role in creating a safe and supportive environment where women staff can thrive.

Responsibilities of Internal Complaints Committee (ICC) – The Internal Complaints Committee

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;
- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining the complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment;
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Regular meetings are conducted along with meeting on any complaint received.

As per the approval of the competent authority, an internal complaints committee has been constituted with the following members:

S.No	Name of the Member	Designation
1	Dr. H Akhter Banu	Presiding Officer
2	Dr. A Vimala Rodhe	Member
3	Dr. T Sunitha	Member
4	Dr. P Nagaratnamma	Member
5	Dr. B R Prasad Reddy	Member
6	Smt. Padmaja	Member from NGO