

ICC (Internal Complaint Committee)

About the Committee

The University has the Internal Complaint Committee (ICC) for addressing complains related to sexual harassment and ensuring a safe and respectful environment for all students, faculty and staff. The committee functions under UGC, AICTE and other government norms, particularly adhering to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

Roles and Responsibilities

- ❖ Address complaint of sexual harassment at the university.
- ❖ Conduct inquiries into complaint in a time-bound manner.
- ❖ Organize workshops and awareness programs on gender sensitization.
- ❖ Submit annual reports to the concerned authorities.

Who Can Approach the ICC?

Any aggrieved woman who has experienced sexual harassment in the context of her association with SAHE can approach the ICC. This includes:

- Female students
- Women employees (teaching and non-teaching staff)
- Visitors or interns associated with the University
- Research scholars

In circumstances where the aggrieved woman is unable to file a complaint due to physical or mental incapacity or death, a friend, relative, colleague, co-student may file the complaint on her behalf.

Scope of Sexual Harassment:

Acts of sexual harassment may include but are not limited to:

- Unwelcome physical contact and advances
- A demand or request for sexual favours
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

Any student / teaching staff / non-teaching staff who wishes to file a sexual harassment complaint can contact any member of the ICC committee in university.

The ICC comprises of the following members:

INTERNAL COMPLAINTS COMMITTEE

S. No.	Name	Designation & Department	Position
1)	Dr. M. Padmaja	Professor, Dept. of ECE	Presiding Officer
2)	Dr. A. Rama Devi	Professor, Dept. of EEE	Member
3)	Dr. A. Sumalatha	Asst. Professor, Dept. of EIE	Member
4)	Mr. D. Jagannadham	Mechanic	Member
5)	Mrs. Y. Durga Bhavani	Data Entry Operator, Dept. of ECE	Member
6)	Mrs. K. Anuradha	Lecturer, VDS Law college	Member

If you have a complaint or concern, please submit it using the form below. Your submission will be kept confidential and addressed promptly by the ICC.

(Need to include the form and mail Id)