



PSC & KVSC Government College
(Affiliated to Rayalaseema University, Kurnool), Bommalasatram
Nandyal, Nandyal District, Andhra Pradesh-518502



An ISO 9001:2015 Certified College & Affiliated to Rayalaseema University

REPORT ON ICC(INTERNAL COMPLAINT COMMITTEE FOR 2022-23



**PSC&KVSC GDC NANDYAL
518502**

INDEX

- AKNOWLEDGEMENT
- INTRODUCTION
- OBJECTIVES
- OUTCOMES
- ACTIVITIES
- CONCLUSIONS

ACKNOWLEDGEMENT

I offer my deepest gratitude to the Principal, Dr.N.Shashikala madam for their constant encouragement and support. Special thanks to be extended to Sri G.D. Rajender, IQAC Coordinator. I express my gratitude to all my colleagues for their meticulous assistance . I would also like to thank the women staff of College, who helped me and by supporting me in conducting all programmes

A handwritten signature in green ink, appearing to read 'Shilitha', with a horizontal line underneath.

ICC – Coordinator



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INTRODUCTION

ICC is the sole authority to inquire about the complaints and make efforts to redress the same. The Complaints of sexual harassment at a workplace corrode the persona of not only the complainant and the accused, but of the company and its goodwill as well. ICC, or internal complaints committee

Offering an online and offline complaint portal in case of emergency Programs to raise awareness and provide girls with enhanced skills to empower them yoga, karate instruction programs for counseling, encouraging everyone to engage in cultural and athletic endeavors without bias. The Internal Committee, where the respondent is an employee, preside to make inquiry into the complain with the provisions of the Service Rules applicable, and where no such Rules exist the ICC make forward the complain to the police within a period of seven days for registering the case u/s 509 IP Period of inquiry and final report writing = 90 + 10 days from receipt of complaint. 16. In any case concerning an employee, the preliminary report of the ICC is given to them and a time period is given for response. It is mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Compliance with this law is mandatory for all organizations that have more than 10 employees. The Internal Complaints Committee plays an important role in the functioning of the provisions of the Act and to ensure the fulfilment of its objectives of the Internal Complaints Committee Policy. Thus, the main function of the Internal Complaints Committee is: Implementation of the Internal Complaints Committee Policy relating to the prevention of sexual harassment. Resolving complaints by the aggrieved based on the guidelines of the Internal Complaints Committee Policy. Recommending actions to be taken by the Employer. As per Section 11(3) the Internal Complaints Committee enjoys the powers same as that of a Civil Court and therefore: It is empowered to initiate an inquiry into a complaint of sexual harassment at the workplace according to the Internal Complaints Committee Policy. IC has the power to summon witnesses and

parties to state the committee. It enjoys the discretion of summoning evidence to be examined if it may be deemed necessary to do so by the members of the Committee. Every organization is bound by POSH law to publish the names and details of the current IC members on the premises at prominent places as well as on their official website. The main responsibility that lies with the IC is:

- Receive complaints of sexual harassment at the workplace
- Initiate and conduct an inquiry as per the company's procedure
- Submit findings and recommendations of all such inquiries
- Coordinate with the Employer in implementing appropriate action
- Maintain strict confidentiality throughout the process as per established guidelines of the Internal Complaints Committee Policy
- Submit annual reports in the prescribed format as prescribed

The Internal Complaints Committee is required to be vigilant to redress the sexual harassment complaints and resolve the same ASAP.

Redressal Process

1.) **Conciliation Procedure for Conciliation:** Before initiating an inquiry, the Internal Complaints Committee may, at the written request of the Complainant, take steps to settle the matter between the Complainant and the Respondent through conciliation. Monetary settlement cannot be made the basis of such conciliation. In case a settlement has been arrived at, the IC shall record it and forward it to the Company to take action as specified in the recommendation of the IC. The Internal Complaints Committee will also provide copies of the settlement as recorded to the Complainant and the Respondent. If conciliation has been reached, the IC will not be required to conduct any further inquiry. If Complainant feels that the terms of Settlement are not being complied with by the Respondent or action has not been taken by the Company, Complainant can make a written complaint to the IC to conduct an inquiry into the complaint.

2.) **Inquiry** The procedure of inquiry begins when a settlement is not feasible or could not be arrived at through conciliation and the Internal Complaints Committee is then bound to conduct an inquiry into the complaint. An inquiry may also be initiated if the aggrieved person informs the IC that any terms of the settlement have not been complied with by the respondent. The Internal Complaints Committee within 7 working days of receiving the complaint shall forward one copy to the respondent and seek a response. The respondent shall file his/her reply to the complaint along with a list of supporting documents, names, and addresses of witnesses, within 10 working days of receiving the complaint. The complainant or the respondent to the complaint shall not be allowed to bring any legal practitioner to represent them. At any stage of the proceedings before the IC, neither the complainant nor the respondent shall be allowed to bring any legal practitioner to

represent them. The Internal Complaints Committee shall hear both the complainant and the respondent on the date(s) intimated to them in advance and the principles of natural justice will be followed accordingly. If the complainant or the respondent fails to attend a personal hearing before the IC on three consecutive dates without sufficient cause, the IC shall have the right to terminate the inquiry proceedings or give an ex-parte decision. However, before such termination or the ex-parte order, the IC shall serve a notice in writing to the party/parties, 15 days in advance. The process of inquiry shall be completed by the Internal Complaints Committee within 90 days from the date of receipt of the complaint. From the date of completion of the inquiry, the IC shall provide a report of its findings and recommendation(s) within 10 days to the concerned authorities as well as complainant(s) and respondent(s).

3.) Interim Relief As per the Internal Complaints Committee Policy, during the period of pendency of the inquiry, if a written request is made by the complainant, the Internal Complaints Committee may recommend to the employer:

- To transfer either the aggrieved or the respondent to some other workplace.
- To grant leave to the aggrieved individual for a period of a maximum of 3 months, but this should be in addition to the leave she would be otherwise entitled to.
- To accord any other relief to the aggrieved as may be found to be appropriate.
- To restrain the respondent from reporting on the performance of the complainant.

4.) Compensation Internal Complaints Committee Policy mandates that the compensation by IC shall be determined based on:

- The mental trauma, pain, suffering, and emotional distress caused to the aggrieved employee;
- The loss in career opportunity due to the incident of sexual harassment;
- Medical expenses incurred by the victim for physical/psychiatric treatment;
- The income and status of the alleged perpetrator; and
- Feasibility of such payment in a lump sum or instalments.



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OBJECTIVES

An IC, as the name suggests, is an internal committee of a workplace to receive and redress complaints of sexual harassment. It is required to consist of a minimum of four members: A Presiding Officer who has to be a woman employed at a senior level at workplace. She has to be from amongst the employees.. Since the ICC is formed to look into the matter of internal complaints, it has exclusive power to receive and address complaints from any of the female members of students, teaching and non- teaching staffs of the college. The Internal Complaints Committee is a mandatory body established under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. It is responsible for addressing complaints related to sexual harassment in the workplace

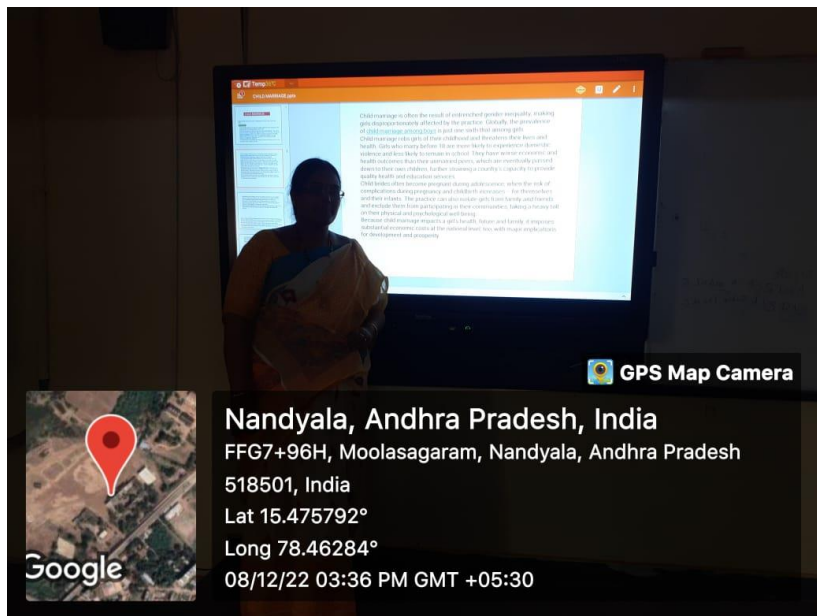
OUTCOMES:

This would normally limit its outcomes to resolution, settlement, or prosecution. However, ICC was set up not only to deal with complaints of sexual harassment of women in the workplace but also to focus on creating awareness, counselling and educating about gender issues. Aggrieved person can file appeal against recommendations of ICC under POSH Law before the authority of the state or the central government as it may apply to his case. Decisions made under the ICC Code may be challenged solely by appeal as set out in this Article 13 (or as otherwise provided in the Code, the ICC Code or International Standards). Such decisions shall remain in effect while under appeal unless CAS orders otherwise

ACTIVITIES

WEEK	TOPIC	SUB TOPIC TO BE COVERED	ACTIVITY AND PLACE
1 st week(25-11-2022 to 01-12-2022)	Gender Discrimination	Discrimination at home,Discrimination at work place,discrimination in education and career,sexual harassment of women	1.Orientation for students . 2.Slogans 3.Rangoli
2 nd week(2-12-2022 to 08-12-2022)	Child Marriage	Child Marriage Definition,Effects on each gender, Causes ,Consequences, International initiatives to prevent child marriage relevant acts and rules, various Govt Schemes for children ,prevention and how to approach	1.Orientation for students . 2.Slogans 3.Film Shows 4. Rangoli
3 rd week(9-12-2022 to 15-12-2022)	Anaemia	Anemia is a key health concern for growing children ,adolescents,proper diet ,iron,and vitamin C rich foods and Awareness campaigns for anaemia adolescents girls &parents	1.Orientation for students . 2.Slogans 3.Film Shows 4. Rangoli
4 th week(16-12-2022 to 22-12-2022)	Girl Child Education	Definition,Forms,contributing factors,Effects,various acts on Girl child education	1.Orientation for students . 2.Slogans 3.Film Shows 4. Rangoli

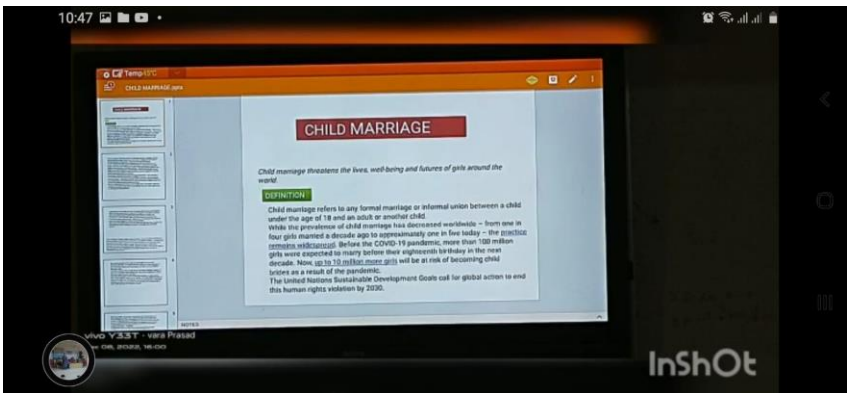
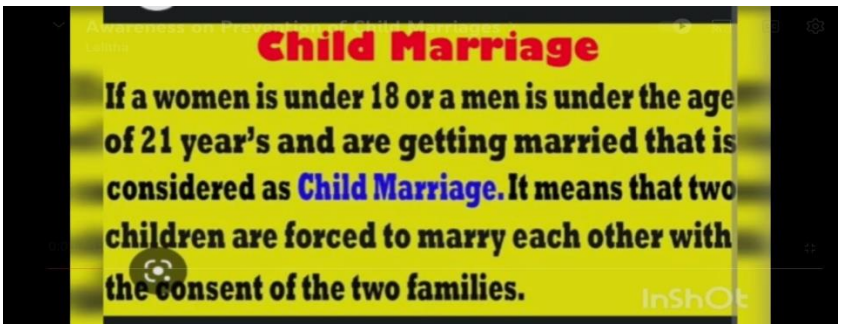
ACTIVITIES PHOTO GALLERY



కేఎన్
మలు,
లను
హట్లా
నేనని
ప్పిన
సుకో

సంద్యాల(సిటీ): మహిళల పట్ల లింగ వివక్ష తగదని ప్రభుత్వ డిగ్రీ కళాశాల ప్రిన్సిపాల్ డాక్టర్ శశికళ అన్నారు. శుక్రవారం స్థానిక కళాశాలలో లింగ వివక్షపై అవగాహన సదస్సు నిర్వహించారు. ఆమె మాట్లాడుతూ బాల్య వివాహాలను అరికట్టి, ప్రజల్లో చైతన్యం తీసుకురావాలని కోరారు. కార్యక్రమంలో సామాజిక పరివర్తన మార్పు జిల్లా సమన్వయకర్త విజయ్ కుమార్, ఎన్ఎస్ఎస్ సమన్వయకర్తలు గంగన్న, శ్రీనివాసులు, జెండర్ ఈక్వాలిటీ సెల్ సమన్వయకర్త లలిత, స్త్రీ సాధికారిత అధికారిణి శిరోమణి, పార్వతి, సిబ్బంది పాల్గొన్నారు.

సంద్యాల(అర్ధం):
గ్రామంలో ప్రభుత్వ
అటవీ భూములను
హారం చెల్లించాలని
జిల్లా కార్యదర్శి నరసి
ప్లాంట్ ఏర్పాటు కో
భూములను గ్రీన్ కో
చకుండా పనులను
స్థానిక కార్యాలయం
కర్ అధ్యక్షతన జరి
మాట్లాడుతూ పేద
నష్టపరిహారం చెల్లిం







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PROACTIVELY PREVENTING SEXUAL HARASSMENT AT PSC&KVSC GOVT. DEGREE COLLEGE, NANDYAL.

The Internal Complaints Committee is formed in the college. The College has mechanisms addressing gender concerns on the campus. The policy of this committee is to create zero tolerance to harassment. 'Internal Complaints Committee' The college has constituted an Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The work of the committee involves research and extension. The committee conducts various programs, workshops, street play, self-defence training, and yoga. The Women Cell has contributed to policy making on Women's issues by organizing awareness programmes on Women and Law, Women's Empowerment, Women issues. A cell that protects female students from sexual harassment at college and at work, handles complaints of sexual harassment, and handles matters related to or incidental to it. Sexual harassment violates women's fundamental rights to equality under Articles 14 and 15 of the Constitution, as well as their freedom to practice any profession and to engage in any trade, business, or occupation, including the right to a safe environment free from sexual harassment, breach of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act of 2013's Article 5(d). To eliminate unlawful discrimination and harassment,

SALIENT FEATURES AND RECOMMENDATIONS:

STRENGTHS AND GENDER SENSITIVE INITIATIVES OF PSC&KVSC GOVT. DEGREE COLLEGE:-

Gender parity has been achieved within the PSC&KVSC Govt. Degree College.

The PSC\$KVSC Govt. Degree College's strengths and gender-sensitive initiatives are as follows:

- The Committee for Internal Complaints
- Usage of Disha App.
- Awareness on child marriages.
- The Cell for Grievance and Redress.
- Awareness programs about gender sensitivity and health.
- Encouraging girls to participate in Curricular & Extra Curricular Activities.

RECOMMENDATIONS FOR MAKING PSC\$KVSC GOVT. DEGREE COLLEGE A
GENDER SENSITIVE COLLEGE:-

- Ensure measures to increase the admission percentage of the girl students.
- Arrange Self Protection Skill training.
- Conduct more number of self employable skill trainings to empower girl students.
- Arrange awareness programs on health & women empowerment.

CONCLUSION

PSC\$KVSC Govt. Degree College excels in many of its subject areas. With an effective mindset, the weaknesses that have been revealed can be substituted and directed toward productivity. Its advantages undoubtedly help to make the college a gender-sensitive establishment. Gender equality is important in building the nation, and PSC\$KVSC Govt. Degree is in a position to follow and implement gender equality on campus. According to the gender analysis above, the institution upholds gender equality on campus. We adhere to gender equality in the teaching and learning process, library resources, scholarship programs, and all other necessary areas. When it comes to addressing gender issues in college facilities, the institution closely adheres to the established protocol. Even in the areas that require improvement, PSC\$KVSC Govt. Degree College would undoubtedly leave its mark thanks to its strong resolve and dedication to gender justice.



ICC -coordinator



Signature of the Principal