

MVGR College of Engineering(A)

VIZIANAGARAM

Ref.No.MVGR/Admn /2022-23/001

03.02.2022

OFFICE ORDER

Sub: Constitution of **Internal Complaints Committee** – Orders Issued – Regarding.

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In accordance to section 4 (1) of the Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act, 2013(14 of 2013) and OM dated 21.07.2009 in F.No.11013/3/2009-Esst.(A) issued by the Dept. of Personal and Training, Govt. of India, MVGR College of Engineering (A) has constituted an Internal complaints Committee (ICC) to inquire into the complaints of Sexual harassment of female employees and female students of the Institute, Internal complaints Committee (ICC) has been constituted for a period of THREE years with immediate effect i.e., from 04.02.2022. The said committee shall comprise of the following members:

S.No.	Name	Designation	ICC Position
1.	Dr.M.Sarah Kamala Kumari	Sr.Asst.Prof.	Presiding Officer
2.	Dr.E.V.P.A.S.Pallavi	Sr.Asst.Prof.	Faculty member
3.	Mrs. L.Sujatha	Asst.Prof.,	Faculty member
4.	Mrs.N.Sushma Rani	Asst.Prof.,	Faculty member
5.	Mrs.P.Ramadevi	Librarian	Non- teaching employee
6.	Mrs.J.Umadevi	Jr.Assistant	Non- teaching employee
7.	Smt.G.Himabindu	Chairperson, CWC, Vizianagaram	Member Familiar with sexual harassment issues
8.	K V S Ameesha	Student Member	Student Nominee
9.	G Pranathi Ramyasri	Student Member	Student Nominee
10.	S Bhavana	Student Member	Student Nominee
11.	S Mohan Kumar	Dean-Students	Ex-officio member

Objectives, Roles and Responsibilities of College Internal Complaints Committee:

- 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 and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees;
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the 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 behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. Demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography; and
5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court)

The following is also sexual harassment and is covered by the committee:

- Eve-teasing
- Unsavoury remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one’s will and any other act likely to violate one’s privacy.

Frequency of meeting: Every 4th Saturday of the month.



To
The Members Concerned

Copy for information to:

1. Vice-Principal(Academics)
2. DEANs
3. HoDs


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MVGR College of Engineering (A)
VIZIANAGARAM-535005