



CHAITANYA ENGINEERING COLLEGE
Approved by AICTE, New Delhi, Affiliated to JNTU, Kakinada
Chaitanya Valley, Kommadi, Madhurawada, Visakhapatnam-48

INTERNAL COMPLAINTS COMMITTEE (ICC)

Government of India has introduced a law against sexual harassment - *The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, (POSH Act – Prevention of Sexual Harassment Act)*. The POSH Act 2013 provides for establishing Internal Complaints Committees (ICCs) in organisations to address complaints of sexual harassment and to create a safe working environment for women employees. It also seeks to create awareness about the issue of sexual harassment and to provide the necessary legal remedies to victims. Handbook of the Act is published by the Ministry of Women and Child Development.

All India Council for Technical Education [AICTE] has modified the same for technical institutions [vide The Gazette of India: Extraordinary [Part III—Sec. 4]] and these regulations are called the All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Educational Institutions) Regulations, 2016.

Chaitanya Engineering College is a co-educational institution that upholds the principle of equal opportunity, dignity, and respect for all. While maintaining an academic and professional environment, we also recognize the importance of having a formal redressal mechanism in place to address issues related to sexual harassment. The institute follows a **Zero Tolerance Policy** towards sexual harassment in any form.

In line with POSH ACT, and AICTE regulations, the institute has constituted an **Internal Complaints Committee (ICC)** ensuring that any complaint involving unwelcome behaviour — such as physical contact or advances, demands for sexual favours, sexually coloured remarks, or any other verbal, non-verbal, or physical conduct of a sexual nature — is taken seriously and addressed promptly, fairly, and confidentially.

Objectives of the ICC

- To prevent sexual harassment in the college by promoting awareness and sensitivity among students, faculty, and staff.
- To ensure a safe and dignified workplace and learning space that respects the rights of all, regardless of gender.
- To provide a fair, confidential, and accessible mechanism for redressal of complaints related to sexual harassment.
- To uphold the principles of gender equality and justice through impartial inquiry and timely resolution of grievances.
- To organize awareness and sensitization programmes on issues related to gender, sexual harassment, and women's rights.



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Composition of Internal Complaints Committee (ICC)

| # | Name | Designation | Position |
|---|-------------------|-----------------|----------------------------|
| 1 | Mrs.M.Padmaja | HoD-MBA | Presiding Officer |
| 2 | Dr.K.N.S.Lakshmi | HoD- CAI | Member |
| 3 | Mrs.N.Kalpana | HoD-ECE | Member |
| 4 | V.Harika | Programmer | Member, Non-Teaching Staff |
| 5 | M. Krishnaveni | lab technician | Member, Non-Teaching Staff |
| 6 | Ch.Jhansi Lakshmi | External Member | Project Coordinator,NGO |
| 7 | K.Nagaratnam | Student | UG Student Member |
| 8 | V.Sirisha | Student | UG Student Member |
| 9 | B. Kavya | Student | UG Student Member |

Contact :


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E-mail:

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Helpline Numbers:

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