



ANANTHA LAW COLLEGE
HYDERABAD
Affiliated to Osmania University, Hyderabad

Internal Committee (IC)

Anantha Law College is a co-educational institution providing equal opportunities to all. Men and Women work together as well as male & female students study together in a congenial atmosphere, however if there are any complaints involving physical contacts or advances, demand for sexual favours, sexually tainted remarks and any unwelcomed physical, verbal or nonverbal expressions of a sexual nature; it is addressed and appropriate action is taken. This **Internal Committee** aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college. Complaints of sexual harassment shall be lodged with the Committee constituted under this cell and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

Why IC?

It is formed in accordance with the provisions of the POSH ACT – Sexual Harassment of Women at Workplace Act of 2013, 9th December 2013 (Prevention, Prohibition and Redressal). It is also mentioned in University Grants Commission (Prevention, Prohibition & Redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015 - 2nd May 2016. From 9th May 2016, an amendment was made and Internal Complaints Committee (ICC) was substituted by Internal Committee (IC) wherever it existed.

What is IC?

The POSH Act demanded an IC be made at all workplaces for the redressal of sexual harassment cases.

Functions of IC:

- To prevent sexual harassment at workplace.
- To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees
- To conduct periodical programmes on women empowerment.
- To provide conducive environment and congenial atmosphere for women.

Who can approach IC?

Any **aggrieved woman** who has suffered harassment at workplace can approach IC.

Aggrieved woman includes:

- a. Woman who is an employee, or**
- b. Someone visiting workplace/College, or**
- c. Student**

Functions of IC

1. Implementation of the Internal Committee Policy relating to the prevention of sexual harassment.
2. Resolving complaints by the aggrieved based on the guidelines of the Internal Committee Policy & Recommending actions to be taken by the Employer.
3. As per Section 11(3) the Internal Committee enjoys the powers same as that of a Civil Court and therefore:
 - a) It is empowered to initiate an inquiry into a complaint of sexual harassment at the workplace according to the Internal Committee Policy.
 - b) IC has the power to summon witnesses and parties to the committee.
 - c) 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

Internal Committee Composition

S. No:	Name	Designation	Position
1.	Ms. Dr. M. V. Chandramathi	Principal	Presiding Officer Member
2.	Ms. P. Ramya Satyam	Assistant Professor	Member
3.	Ms. B. L. Prasanna	Assistant Professor	Member
4.	Ms. L. K. Saritha	Assistant Professor	Member
5.	Ms. Swagatha	Assistant Professor	Member
6.	Dr. C.H. Parameswari	Shine NGO	Member
7.	Mr. Prasad	Administrative Officer	Member
8.	Ms. Bhavani	Senior Accountant	Member
9.	Ms. N. Swati	Student	Member

Note: Any student who wishes to file a complaint can contact any member of the IC committee in college/ Students can file the complaint by writing to this mail id: icc.alch@gmail.com

Complaint Form: *All fields in the form are compulsory.*

Your Name :
Your Roll Number :
Your Division :
Your Class :
Your 10-digit phone number:
Your Email Address :
Your Complaint :