

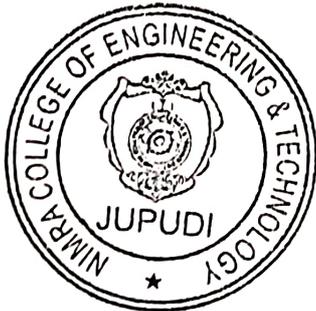
Nimra College of Engineering and Technology (UGC AUTONOMOUS)



(Estd By : Nimra Educational Society (A Muslim Minority Society))
Accredited by NAAC, Approved under UGC 2(f) and ISO Certified 9001:2015
Approved by AICTE, New Delhi. Affiliated to JNTUK, Kakinada and permitted by Govt. of A.P.
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3	Dr. G.MINNI	Professor	CSE	9849248003	Coordinator
4	Mrs.UDAYA KIRAN KUMARI P	Assit.Prof	MCA	9985012305	Member
5	Mr. SYED HAMEED	Assit.Prof	MECH	7702275056	Member
6	Ms. SHAMSHAD BEGUM	Assit.Prof	ECE	9849600437	Member
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8	Ms. RUMANA KOUSAR MD	Assit.Prof	MBA	7416524458	Member
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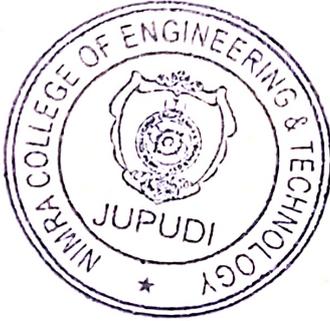
Ref.No: 23/NCET/ICC/2024-25

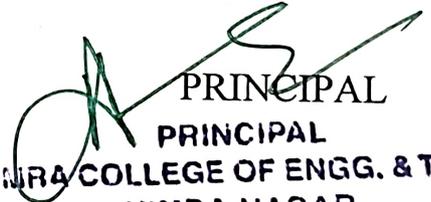
Date: 18-01-2024

INTERNAL COMPLAINTS COMMITTEE

CIRCULAR

This is inform that the Internal Complaints Committee to Curb Harassment meeting will be conducted on 21-11-2024 at Principal Office at 10.30 am. So all ICC members are requested to attend the meeting.




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Date: 21-011-2024

INTERNAL COMPLAINTS COMMITTEE

MUNITES OF MEETING

The Internal Complaints Committee (ICC) plays a crucial role in preventing and addressing sexual harassment in an institution. To effectively curb sexual harassment, the ICC should undertake the following activities:

1. Awareness & Sensitization Programs

- Conduct regular workshops and seminars on sexual harassment, gender sensitivity, and legal provisions.
- Organize interactive sessions and roleplay exercises to educate students, faculty, and staff.

2. Clear Policy Communication

- Ensure the Sexual Harassment Policy is accessible to all employees and students.
- Create a confidential grievance redressal mechanism for reporting incidents.

3. Complaint Handling & Redressal

- Set up an easy-to-access complaint submission system, including an email, complaint box, and direct reporting channels.
- Ensure prompt, fair, and confidential inquiry into complaints following due process.
- Take strict action based on findings, including disciplinary measures.

4. Counseling & Support

- Maintain confidentiality and offer psychological and legal assistance if needed.
- Establish a safe and supportive environment for complainants to come forward.

5. Regular Monitoring & Review

- Maintain records of complaints, actions taken, and resolutions.


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