

**VIVEKANANDA GOVERNMENT DEGREE COLLEGE,
VIDYANAGAR, HYDERABAD – 500 044.**

Affiliated to Osmania University

Accredited by NAAC with “B” Grade ISO 9001:2015



**INTERNAL COMPLAINTS COMMITTEE
(ICC)
GUIDELINES**

1. What is Sexual Harassment?

Sexual harassment is defined as any unwelcome sexual advance, request for sexual favours and other verbal or physical conduct of sexual nature by any male/female, either individually or in association with other persons.

2. Scope and Application of ICC.

The Government of Telangana State and VGDC, Vidyanagar has a strict and long-standing policy prohibiting Sexual Harassment by anyone in the college, including the principal, lecturers, student peer groups, and non-teaching staff. This policy applies to every aspect of the students', Teaching and Non-Teaching Staffs' relationships at VGDC, Vidyanagar, Hyderabad.

3. The college shall include

Anything which is in the context of curricular, co-curricular and extra-curricular on and off Campus extends as College.

4. Rights of Girl students and Working Women.

- Work with dignity in safe and secure environment prevention from sexual harassment.
- Obtain hearing and relief from Internal Complaints Committee.

5. Complaint Redressal Mechanism

- a. The College has established an Internal Complaints Committee for prevention and redressal of sexual harassment.
- b. The Internal Complaints Committee shall have the Principal as the chairperson and a women member as Co-ordinator, 50% women members and an NGO external expert oriented towards sexual harassment cases as member.
- c. ICC members shall be approachable, accessible, committed, sensitive and understanding.
- d. Complainants or victim shall not be victimized or marginalized against while dealing with complaints.
- e. Complainants or victim shall not be victimized or marginalized against while dealing with complaints.
- f. Internal Complaints Committee shall make an annual report of its activities.

6. Internal Complaints Committee

The ICC works in Co-ordination with the Women Empowerment Cell (WEC) of the college.

Given below are the names designations and contact details of the members of the ICC nominated by VGDC, Vidyanagar, Hyderabad. The Chairperson of the committee is the Principal, VGDC, Vidyanagar.

For any complaints email the committee at [anitaabe@gmail.com/](mailto:anitaabe@gmail.com) or banglabharathi@gmail.com

Internal Complaints Committee (ICC)

SlNo	Name	Designation	Contact Details
1	Dr.G.Sukanya, Principal 9492348754	Chairperson	
2	Dr. Mamtha Raghuveer 984918592	Founder, NGO Tharuni	
3	Ms Anita Abraham HOD, Department of English & Vice-Principal 9440000456	Coordinator, ICC and WEC	
5	Ms. S. Nirmala Assistant Professor of Statistics & Vice- Principal 9000509959	Vice Principal, Member	
4	Ms. Bangla Bharathi Associate Professor of English 986656278	Member	
6	Dr. K Anjaneyulu Associate Professor of Commerce 9502784203	Member	