

### Minutes of Meeting

The ICC, Anti Ragging and Grievance Redressal Cell of VGDC, Vidyanagar met in the Principal's chamber on 10/07/2019 at 3 p.m to discuss the following.

#### Agenda

4. To ensure the campus is ragging free.
5. To ensure that the campus is a zero tolerance toward sexual harassment of any kind.
6. To ensure grievances of students, teaching and nonteaching staff are redressed at the earliest.

#### Grievance Redressal Cell, ICC, Anti Ragging

VGDC, Vidyanagar, Hyderabad has constituted the ICC, Anti Ragging and Grievance Redressal Cell consisting of the Principal, Vice Principal, Convenor Senior Faculty, Non-Teaching Staff and Students.

- It was resolved that the Anti Ragging Committee will ensure that VGDC is a Ragging free by sensitizing students that VGDC will not tolerate ragging of any kind during the First year Induction Program and putting up posters around the College and make students aware of Grievance Redressal Box is placed in the Main Building and which opened every month by the convenor and members. Ward Counsellors will monitor that no student faces harassment of any kind campus.
- The Internal Compliance Committee (ICC) and Women Empowerment cell (WEC) will deal with Harassment of any kind on and off Campus. The college's vision / mission of providing access to the socially and economically disadvantaged students is reflected in the ICC and WEC's commitments to empowering women to reach greater heights in an / environment that is safe and address the issue of gender parity.
- It was resolved that The Grievances Redressal Cell covers aspects like:
  - Attendance for regular classes and exams.
  - Dress code / USG of cell phones.
  - Malpractices during exams.
  - Facilities provided by the college.
  - Staff related problems (teaching and nonteaching).
  - Peer group problems (students and staff)
  - Theft
  - College timings.
  - Discipline related problems.

The Grievance Redressal Box is placed in the Main Building and is opened every month by the convenor and members. Any emergency is attended immediately by ward Counselors the convenor, Grievance Redressal cell / ICC. The function of the Grievance Redressal cell is to evolve redressal efficiently and quickly and the mechanism is devised to provide just and fair solutions to the aggrieved.

The meeting adjourned with the Principal and members reiterating that VGDC, Vidyanagar will remain focused in providing a safe and secure environment for our students to reach their full potential.

#### Members Present

1. Anita Abraham - Convenor
2. Bangla Bherethi - CO-convenor
3. Dr. J.C. Babu (ACO) - FeBabu



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Vivekananda Government Degree College  
Vidya Nagar, Hyderabad-500 044.

  
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### Minutes of Meeting

The ICC, Anti Ragging and Grievance Redressal Cell of VGDC, Vidyanagar met in the Principal's chamber on 5/7/2018 at 3 p.m to discuss the following:

#### Agenda

1. To ensure the campus is ragging free.
2. To ensure that the campus is a zero tolerance toward sexual harassment of any kind.
3. To ensure grievances of students, teaching and nonteaching staff are redressed at the earliest.

#### Grievance Redressal Cell / ICC, Anti Ragging

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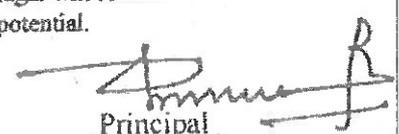
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Principal  
PRINCIPAL

- Members Present
1. Anita Abraham - Convener - GDA
  2. Bangla Bhavathi - Co-convener.
  3. Ms. S. Nivmala - Vice Principal.
  4. Dr. J. C. Babu - ACO

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## Internal Complaints Committee (ICC)

The Govt. of India enacted an act called 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2012'. The act stipulates that every employer of a work place shall, by an order in writing, constitute a committee known as Internal Complaints Committee (ICC).

In view of the above, the Govt. of Telangana proposed to constitute ICC at the o/o CCE, RTD CE, Warangal & all the Degree Colleges of Government, Aided & Unaided in the state of Telangana.

Some of the functions of ICC are:

- 1) Sensitization of on gender related issues
- 2) Collection of complaints & redress of the grievances
- 3) Ensuring requisite physical facilities for women
- 4) Promoting harmonious existence.

### Committee formation:

As per the instruction of CCE, an ICC <sup>of the college</sup> is constituted with the following members:

- 1) Chairperson - Dr. P. Sathya Reddy, Principal
- 2) Convener - Smt. G. Sunita, Lecturer in Statistics
- 3) Members - (i) Smt. K. Sarada, Lecturer in Maths  
(ii) Smt. N. Anantha Lakshmi, Lecturer in Telugu  
(iii) Dr. M. Nirmala Kumari, Lecturer in Pub. Adms  
(iv) Smt. Kareema Nitchal, Superintendent  
(v) Dr. M. Venkateswarayya Reddy, IQAC Coord.  
(vi) Smt. M. Mangula, Sr. Assistant
- 4) Student Representative - (i) C. Pratima - B.Sc (MSc) III Yr  
(ii) M. Shobha - B.Com III Yr

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5) Member from - (iii) Ch. vellangi - BA (EPP) I Year  
NGO - Smt. Sandhya, President PWD

Decidedly

The same was intimated to O/o CCE.

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### Minutes of Meeting

The ICC, Anti Ragging and Grievance Redressal Cell of VGDC, Vidyanagar met in the Principal's chamber on 12/07/2017 at 3.p.m to discuss the following:

#### Agenda

7. To ensure the campus is ragging free.
8. To ensure that the campus is a zero tolerance toward sexual harassment of any kind.
9. To ensure grievances of students, teaching and nonteaching staff are redressed at the earliest.

#### Grievance Redressal Cell, ICC, Anti Ragging

VGDC, Vidyanagar, Hyderabad has constituted the ICC, Anti Ragging and Grievance Redressal Cell consisting of the Principal, Vice Principal, Convenor Senior Faculty, Non-Teaching Staff and Students.

- It was resolved that the Anti Ragging Committee will ensure that VGDC is a Ragging free by sensitizing students that VGDC will not tolerate ragging of any kind during the First year Induction Program and putting up posters around the College and make students aware of Grievance Redressal Box is placed in the Main Building and which opened every month by the convenor and members. Ward Counsellors will monitor that no student faces harassment of any kind campus.
- The Internal Compliance Committee (ICC) and Women Empowerment cell (WEC) will deal with Harassment of any kind on and off Campus. The college's vision / mission of providing access to the socially and economically disadvantaged students is reflected in the ICC and WEC's commitments to empowering women to reach greater heights in an / environment that is safe and address the issue of gender parity.
- It was resolved that The Grievances Redressal Cell covers aspects like:
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  - College timings.
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The Grievance Redressal Box is placed in the Main Building and is opened every month by the convenor and members. Any emergency is attended immediately by ward Counselors the convenor, Grievance Redressal cell / ICC. The function of the Grievance Redressal cell is to evolve redressal efficiently and quickly and the mechanism is devised to provide just and fair solutions to the aggrieved.

The meeting adjourned with the Principal and members reiterating that VGDC, Vidyanagar will remain focused in providing a safe and secure environment for our students to reach their full potential.

#### Members Present

1. Ms Anathalakshmi - Convenor
2. Ms Sridevi
3. Mr Venkateshwar.

*P. Rajini*  
Principal  
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Vivekananda Government Degree College  
Vidya Nagar, Hyderabad-500 044.

*[Signature]*  
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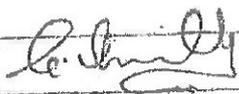
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## Minutes of the meeting

The ICC meeting for the academic year 2016-17 was held on 02.07.2016 with the committee members and the following resolutions were made

- 1) To organise a Gender Sensitization Programme on "Violence against women" on the occasion of Women Equality Day in the month of August
- 2) To sensitize the students on gender related issues by the women Faculty of the college
- 3) To organize a workshop on paper Bags making.
- 4) To organize self defence training programme to the girl students.

  
ICC Coordinator



  
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## Minutes of the Meeting

The ICC meeting for the academic year 2015-16 was held on 04.07.2015 with the committee members and the following resolutions were made:

(1) To conduct a guest lecture on "Women Empowerment" on the occasion of Women Equality Day in the month of August.

(2) To sensitize the students (girl) by women staff on gender related issues.

(3) To conduct an extension lecture on Hawk Eye Mobile App and Un Armed Combat techniques.

(4) To organize a workshop on Pot Painting to the girl students.

(5) To organize legal literacy awareness programme.

1) Chair Person - Dr. P. Sathi Reddy  
Principal

2) Convener - Smt. G. Sunitha, lecturer

3) Members - (i) Smt. K. Sarada, lecturer

(ii) Smt. N. Anantha Lakshmi, lecturer

(iii) Dr. M. Nirmala Kumari, lecturer

(iv) Smt. Kareema Nichel, Superintendent

(v) Dr. M. Venkat narayana Reddy, JSA's Coord. IWS

4) Student Representative - (i) A. Vani - B.S. (MSG) III Yr. chrl

(ii) D. Radhika - B. Com (Comp) III Yr

  
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## Grievance Redressal Cell / ICC

VGC, Vidyanagar, Hyderabad has a Grievance Redressal Cell consisting of the Principal, Vice Principal, Convenor, Senior Faculty, Non-teaching staff and students.

A Grievance Redressal Box is placed in the Main Building and is opened every month by the Convenor and Members. Any emergency is attended immediately by Ward Counsellors and the Convenor, Grievance Redressal Cell / ICC.

The function of the Grievance Redressal Cell is to evolve redressal efficiently and quickly and the mechanism is devised to provide just and fair solutions to the aggrieved.

The Grievance Redressal Cell covers aspects like

- \* Attendance for Regular Classes and Exams
- \* Dress Code / Use of Cell Phones
- \* Malpractices during exams
- \* Facilities provided by the college
- \* Staff related problems (Teaching + Non Teaching)
- \* Peer group problems (students and staff)
- \* theft
- \* College timings
- \* Discipline related problems

*A.S.*  
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The Internal Compliance Committee and Women Empowerment Cell (WEC) will deal with Harassment of any kind on and off campus.

The college's vision/mission of providing access to the socially and economically disadvantaged students is reflected in the ICC/WEC's commitment to empowering women to reach greater heights in an environment that is safe and address the issue of gender parity.

## Internal Complaints Committee (ICC)



### 1. What is sexual harassment?

Sexual harassment is defined as any unwelcome sexual advances, sexual favors, and other verbal or physical conduct of sexual nature by any male or female, either individually or in association with other persons. The College is committed to be a Ragging Free Campus

### 2. Scope and application of ICC.

VGDC, Vidyanagar has a long-standing policy prohibiting sexual harassment by anyone in the college, including Principal, lecturers, student peet groups, and non-teaching staff. This policy applies to every aspect of the students' and staffs' relationship in VGDC, Vidya Nagar Hyderabad.

### 3. Areas shall include

Curricular, extra-curricular, on and off campus extends as College.

### 4. Rights of Students & Staff

a) Work and study with dignity in a safe and secure environment.

b) Obtain hearing and relief from internal complaints committee

Vivekananda Government Degree College, Vidyanagar

The College seeks for excellence in all fields in our constant endeavor to mould our young men and women to be responsible citizens, involved in Nation Building

Sexual Harassment and Ragging in Colleges is a huge concern. We shall strive towards addressing and resolving these issues.

## Internal Complaints Committee (ICC)

NAME	DESIGNATION	CONTACT DETAILS
Dr S. Srinivas	Principal & CHAIRPERSON	9848216405
Dr Mamatha Raghuvver	Member- Independent External, Founder, THARUNI	9849418592
Ms Anita Abraham	Coordinator ICC & WEC	9440000456
Ms S Nirmala	Vice Principal, Member	900050995
Dr k Anjaneyulu	Faculty, Member	9502784203
Ms Rajashree	Non-Teaching staff, Member	9441457997

*[Signature]*  
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### 5. Complaint Redressal Mechanism

- a. The college shall have an Internal Complaints Committee for prevention and redressal of sexual harassment
- b. Complaints committee shall have a woman as the chairperson 50% women members and NGO or external expert family and oriented towards sexual harassment as an issue
- c. ICC members shall be approachable, accessible, committed, sensitive and understanding.
- d. Complaints procedure shall be time bound and done confidentially.
- e. Complaints or victim shall not be victimized or marginalized against a dealing with complaints
- f. Internal Complaints Committee shall make an annual report of its activities.

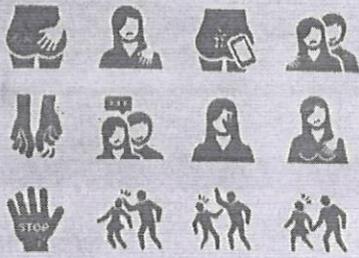
... to handle the complaints. Right from Group ...  
 Principal. In Workspaces where the atmosphere ...  
 internal, there is bound to be a blurry line ...  
 between what's acceptable and ... not. Student ...  
 and Women must locate/complaints ...

Non consensual  
 assault  
 Repeat Offender  
**Sexual Harassment**  
 Repercussions  
 Intimidation  
 victim's story  
 unwanted advances

#### HIGHLIGHTS

Men must not be excluded from this conversation. Many men are very confused. What was okay earlier is suddenly now objectionable. They are looking inward, and we should hear them out as well. Leaving them out without understanding the source of their confusion or conditioning will not help the movement going forward. Seminars and programs will help.

While Posh and Vishaka committees have been in place in many big companies, the real engagement with it has happened after ##MeToo movement. #MeToo movement has done more for awareness than any HR training or manual. College must get proactive and we should not lose the momentum. With every tweet, Fb post and article there is more awareness and that's the only way forward. In turn through lectures and programs women must be taught not to feel shy to report. 80% of such cases are not reported.



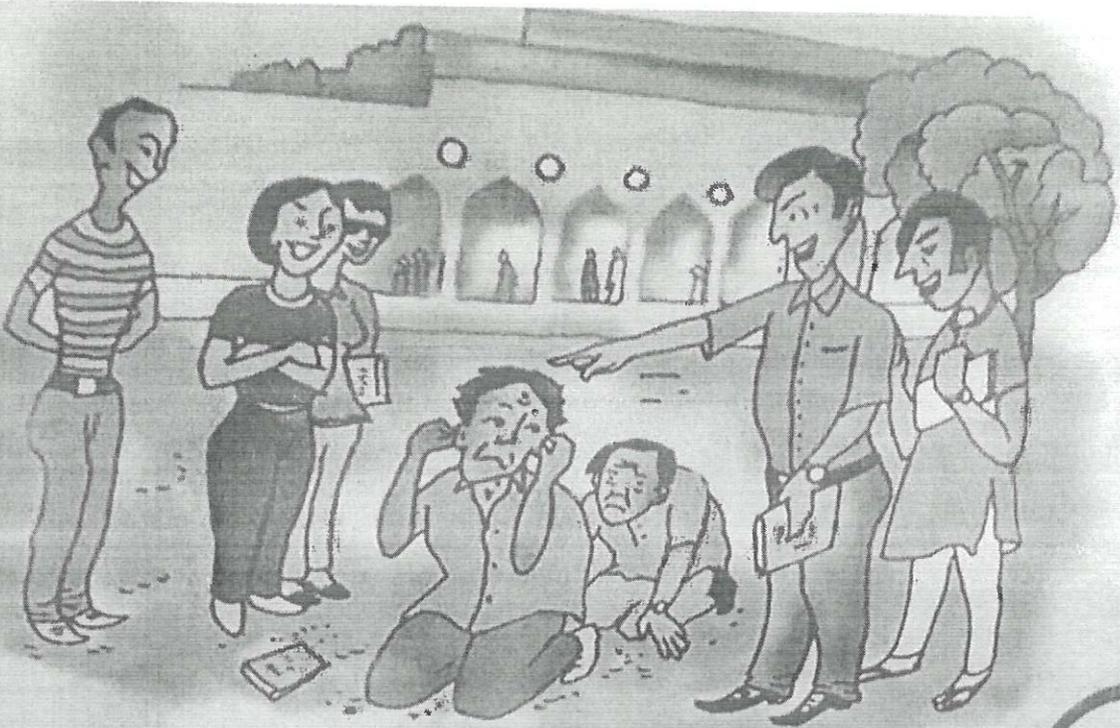
# #MeToo

Prepared by Anita Abraham, Associate Professor, VdDC, Vidyanagar, Hyderabad.

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*A. S. J.*  
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**MAKE CAMPUS RAGGING FREE.  
GO AHEAD, REPORT RAGGING**



*h.s.f.*  
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