



INTERNAL COMPLAINT COMMITTEE

As per the Sexual Harassment of Women at Workplace (Prevention and Prohibition and Redressal) Act, 2013 (14 of 2013) and to curb the menace of Sexual harassment of women at the college and to make Avanti Institute of Pharmaceutical Sciences, a free zone from sexual harassment. It is applicable to all students, staff and faculty. The following is also sexual harassment and is covered by the committee:

- Eve-teasing, Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts, Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, Pamphlets or sayings
- Forcible physical touch or molestation and Physical confinement against one's will and any other act likely to violate one's privacy.

Establishment of Internal Complaint Committee: The committee is established with a lady professor as presiding officer with following eight members. Two female faculty, two non-teaching members Three student members out of which two are girl students and One member from NGO. The Cell is required to work in the direction of providing help to any female complaining of discrimination, either gender discrimination or otherwise, any kind of abuse, loneliness, peer pressure, groupism, home sickness, insecurity and/or inferiority complex in terms of physical appearance, hostel issues, harassment from room-mates, adjusting and adopting to the new environment etc,

Objectives Internal Complaint Committee

- To deal with the problems faced by the women in the campus.
- To create awareness in the college about the consequences of sexual harassment.
- To take all the necessary steps to improve confidence among all the women (staff and Students) at the college.
- To create safe and comfortable working environment to women.



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Ranga Reddy Dist.



Duration of the committee members: The members can be continued, added or retired every year, as per the availability/other assignments.

Frequency of meeting: As and when required or at least once in a semester.

Mechanism for complaints on Sexual Harassment:

A written complaint is required to be taken from the aggrieved person, necessary action to be taken, Preferably to settle the matter through counseling and conciliation soon as possible. In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint. The members of the committee to be vigilant all the time and they have to ensure that there is no such incident taking place in campus by creating awareness among all the students. Following are the Guidelines to be strictly followed:

Step 1 (Department level):

The aggrieved woman represents her grievance either in person or through Online or Writing to the concerned Person in-charge the Department, which is acknowledged. At this level, inquiries are conducted and try to resolve the issue with the conscience of the Chairman (ICC). Otherwise, the complaint is forwarded to the Chairman (ICC committee) for redressal.

Step 2 (Committee level):

The Chairman (ICC committee) will organize the meeting with all the members. After inquiry and examination of the issue, the committee will initiate the cement & suitable action against the erring people. The committee may initiate serious punishment against the repeaters of such acts and may handover the case to the police for necessary action.

The complaint will be generally disposed of within a week's time. All the officers try to put in their best efforts to examine and redress the genuine grievances submitted by women.

The complainant will have to submit a written and signed complaint addressed to the Presiding officer of the Cell

- The students/staff can give a complaint through e-mail to helpinternalcomplaints@vmtw.in
- The counselor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint
- The members of the Cell will discuss the complaint



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Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



- If the case falls outside the purview of the Cell, the complainant will be informed to Management
- If the case comes under the purview of the Cell, an enquiry committee will be set up
- The Committee will submit a report and recommend the nature of action to be taken at the earliest by Principal.
- If any legal action is required with the help of advocate member of the cell complaint is forwarded to police.




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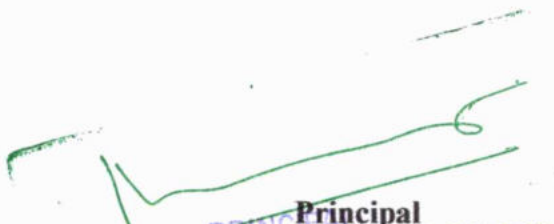


Internal Complaint Committee Formation for Last Five Years

INDEX

S. No	Academic Year	Page No
1	2022-2023	2-3
2	2021-2022	4
3	2020-2021	5
4	2019-2020	6
5	2018-2019	7




Principal
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
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Date: 05/03/2022

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2022-2023.

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	Dr. B. MANJULA	HOD	CO-ORDINATOR	
5	Dr. M. RAMA KRISHNA	HOD	MEMBER	
6	P.SWATHI PATEL	ASSISTANT PROFESSOR	MEMBER	
7	G.SWAPNA RANI	ASSOCIATE PROFESSOR	MEMBER	
8	P.LAVANYA	ASSOCIATE PROFESSOR	MEMBER	
9	G.SRINIVASA RAO	PRO	MEMBER	
10	K.HARI PRIYA	STUDENT	MEMBER	

Roles & Responsibilities:

1. To work in the direction of providing help to any female complaining of discrimination, either gender discrimination or otherwise any kind of abuse loneliness, peer pressure, groupism, home sickness insecurity or inferiority complex in terms of physical appearance, hostel issues, harassment from roommates, adjusting and adapting to the new environments etc.,
2. To deal with the issues relating to the sexual harassment at the college as per the guide lines of the sexual harassment of women at work place (prevention, prohibition and Redressal) act, 2013. It is applicable to all students, staff and faculty.

Term: Two Years and shall continue to be in force until reconstruction.

Meetings: The meeting may be scheduled as and when necessary.

Copy to : All HOD's



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Complaints received by the Internal Complaint Committee

1. The student has complained about the ongoing dispute with the bus driver. The bus driver is refusing to stop the bus at her requested location where she has to walk long distance from the point she gets down.

As per the committee recommendations and with the discussions of the management the following tasks are completed.

1. The Principal has been resolved the problem by instructing the transport in charge to extend the bus to the route so as to include the bus stop nearer to the student requested location



Principal
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Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



Date: 21-08-2021.

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2021-2022

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	B. MANJULA	HOD	CO-ORDINATOR	
5	Dr. M. RAMAKRISHNA	HOD	MEMBER	
6	A. SHAILAJA	ASSOCIATE PROFESSOR	MEMBER	
7	S. SWATHI	ASSISTANT PROFESSOR	MEMBER	
8	A. SHRUTHI	ASSISTANT PROFESSOR	MEMBER	
9	G. SRINIVASA RAO	PRO	MEMBER	
10	K. SWETHA	STUDENT	MEMBER	

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Date: 13-04-2020

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2020-2021

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

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1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	B. MANJULA	HOD	CO-ORDINATOR	
5	DR. K. NAGARAJKU	PROFESSOR	MEMBER	
6	K. USHA	ASSOCIATE PROFESSOR	MEMBER	
7	P. KAVITHA BABU RAO	ASSISTANT PROFESSOR	MEMBER	
8	K. ANUSHA	ASSISTANT PROFESSOR	MEMBER	
9	G. SRINIVASA RAO	PRO	MEMBER	
10	A. PRIYANKA	STUDENT	MEMBER	

Roles & Responsibilities:

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Date: 02-05-2019

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2019-2020

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	B. MANJULA	HOD	CO-ORDINATOR	
5	Dr. ARIFA BEGUM	HOD	MEMBER	
6	S. SOUJANYA BURAM	ASSISTANT PROFESSOR	MEMBER	
7	UMARANI MIRYALA	ASSISTANT PROFESSOR	MEMBER	
8	S. SANDHYA RANI	ASSISTANT PROFESSOR	MEMBER	
9	G. SRINIVASA RAO	PRO	MEMBER	
10	G. MADHURI	STUDENT	MEMBER	

Roles & Responsibilities:

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Date: 11-07-2018

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2018-2019

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	B. MANJULA	HOD	CO-ORDINATOR	
5	DR. CHETTUKRINDI SADAK VALI	PROFESSOR	MEMBER	
6	I. SWATHI	ASSISTANT PROFESSOR	MEMBER	
7	T. MADHURI	ASSISTANT PROFESSOR	MEMBER	
8	N. SARITHA	ASSISTANT PROFESSOR	MEMBER	
9	G.SRINIVASA RAO	PRO	MEMBER	
10	V. SAI PRASANA	STUDENT	MEMBER	

Roles & Responsibilities:

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Date: 05/03/2022

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2022-2023.

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5	Dr. M. RAMA KRISHNA	HOD	MEMBER	
6	P.SWATHI PATEL	ASSISTANT PROFESSOR	MEMBER	
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8	P.LAVANYA	ASSOCIATE PROFESSOR	MEMBER	
9	G.SRINIVASA RAO	PRO	MEMBER	
10	K.HARI PRIYA	STUDENT	MEMBER	

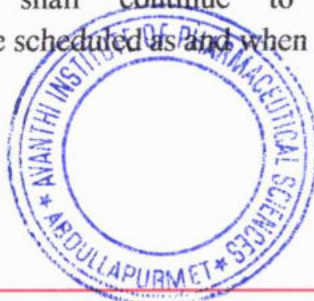
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AIPS/SHC/01/2022-2023

Date: 08/03/22

INTERNAL COMPLAINT COMMITTEE

CIRCULAR

This is to bring to your notice that there will be a counseling session on 10-03-2022 at 2.30 pm and all the members of the committee are invited to attend the meeting in the college conference hall to discuss the following agenda.

1. Formation of Internal Complaint Committee for the academic year 2022-2023. At least 50% of the members of the committee may be women.
2. Awareness programme on Sexual Harassment.
3. Any other topic with the permission of the Chairman.



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Copy to:

1. All HOD's
2. IQAC
3. Office

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Sexual Harassment Eradication Session

By

Dr. Mithra



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Ranga Reddy Dist.

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AIPS/SHC/01/2022-2023

Date: 10/03/22

MINUTES OF INTERNAL COMPLAINT COMMITTEE MEETING

The Chairman of the committee extended a warm welcome and addressed all committee members. The meeting was held 10-03-2022 at 2.30 pm to reconstitute the Internal Complaint Committee for the academic year 2022-2023 with the involvement of faculty and students. The members of the committee are advised to monitor the student's activities within and outside the campus and to brief all the female about the importance of this committee.

In the meeting the following decisions (agenda wise) were taken.

Item-1

Formation of Internal Complaint Committee for the academic year 2022-2023.

Resolution:

It was discussed to reconstitute the Sexual Harassment & Eradication Committee for the academic year 2022-2023. In every department, a few faculty are grouped to help women to realize their rights of freedom and to assist the aggrieved woman to place the complaint, to safeguard the one who is victimized, to educate and train students about Sexual Harassment. With this purpose, Sexual Harassment & Eradication Committee was formed in the college.

Item-2

Create awareness programme on Sexual Harassment.

Resolution:

As per the deliberations made by the committee, it was informed to the committee members to spread awareness among the students and staff about sexual harassment prevention/ prohibition and Redressal mechanism by organizing awareness programs in the form of guest lectures, seminars etc

Item 3:

Any other topic with the permission of the Chairman.

1. To ensure provision of a work and educational environment that is free from sexual harassment (Sexual harassment is defined by law from the perspective of the person who feels they have been harassed and it occurs if the person who feels they have been harassed feels offended, humiliated or intimidated by the conduct and it is reasonable in

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all the circumstances that the person who feels they have been harassed would feel offended, humiliated or intimidated).

2. To take all reasonable steps (active and preventive in nature) to prevent the harassment occurring to address any oral/written complaint about unwelcome sexual advances, unsolicited acts of physical intimacy, unwelcome request for sexual favors or other unwelcome conduct of asexual nature. Unwelcome conduct of a sexual nature includes oral or written statements of a sexual nature to a person, or in a person's presences.

3. Obtain high level support from the chief executive officer and Principal and Director for implementing a comprehensive strategy:

- Providing information to all staff and students about what constitutes sexual harassment and about their responsibility not to sexually harass other staff and students.
- Providing information and training to managers, supervisors and staff conducting teaching and learning activities on meeting their responsibilities in relation to maintaining a work and study environment free from sexual harassment.



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4. Display Anti-Sexual Harassment poster on notice boards in common work areas and distribute relevant brochures, conduct regular awareness raising session for all staff on sexual harassment issue.

Resolution:

To protect the interests, the accused person and other who may report the incident of sexual Harassment, confidentiality will be maintained to the extent practicable and appropriate under the circumstances.

The meeting Concluded by thank to the chair.

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	Dr. B. MANJULA	HOD	CO-ORDINATOR	
5	Dr. RAMA KRISHNA	HOD	MEMBER	
6	P.SWATHI PATEL	ASSISTANT PROFESSOR	MEMBER	
7	G.SWAPNA RANI	ASSOCIATE PROFESSOR	MEMBER	
8	P. LAVANYA	ASSOCIATE PROFESSOR	MEMBER	
9	G. SRINIVASA RAO	PRO	MEMBER	
10	K. HARI PRIYA	STUDENT	MEMBER	

PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.
(Principal)



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Complaints received by the Internal Complaint Committee

1. The student has complained about the ongoing dispute with the bus driver. The bus driver is refusing to stop the bus at her requested location where she has to walk long distance from the point she gets down.

As per the committee recommendations and with the discussions of the management the following tasks are completed.

1. The Principal has been resolved the problem by instructing the transport in charge to extend the bus to the route so as to include the bus stop nearer to the student requested location



Principal
Principal
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



Date: 21-08-2021.

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2021-2022

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
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3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	B. MANJULA	HOD	CO-ORDINATOR	
5	Dr. M. RAMAKRISHNA	HOD	MEMBER	
6	A. SHAILAJA	ASSOCIATE PROFESSOR	MEMBER	
7	S. SWATHI	ASSISTANT PROFESSOR	MEMBER	
8	A. SHRUTHI	ASSISTANT PROFESSOR	MEMBER	
9	G. SRINIVASA RAO	PRO	MEMBER	
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Roles & Responsibilities:

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AIPS/SHC/01/2021-2022

Date: 23/08/2021

INTERNAL COMPLAINT COMMITTEE

CIRCULAR

This is to bring to your notice that there will be a counseling session on 24-08-2021 at 10.30 a.m. I invite all the members of the committee to attend the meeting in the college seminar hall to discuss the following agenda.

1. Formation of Internal Complaint Committee for the academic year 2021-2022. At least 50% of the members of the committee may be women.
2. Awareness programme on Sexual Harassment.
3. Any other topic with the permission of the Chairman.

Copy to :

1. All HOD's
2. IQAC
3. Office



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Avanthi's Institute of Pharmaceutical Sciences
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AIPS/SHC/01/2021-2022

Date: 24/08/2021

MINUTES OF INTERNAL COMPLAINT COMMITTEE MEETING

The Principal, HODs and AO have met at the college conference hall on 24/08/2021 at 10.30 a.m and have reconstituted the Internal Complaint Committee for the academic year 2021-2022 with the involvement of faculty and students. The Chairman of the committee extended a warm. Welcome and addressed all the committee members. The members of the committee are advised to monitor the student's activities within and outside the campus and to inform all the female about the importance of this committee.

In the meeting the following decisions (agenda wise) were taken.

Item-1

Formation of Internal Complaint Committee for the academic year 2021-2022.

Resolution:

Provide education and information about harassment to all students on a regular basis. The circulation of information, open communication and guidance is of particular importance in removing the tobacco of silence which often surrounds cases of sexual harassment. Information sessions, personnel meetings, office meetings, group discussion and problem-solving groups can prove very effective in this respect. Students should also be informed of the best way of coping with aggression by means of guidelines and staff development programs on sexual harassment at work

Item-1

Formation of Internal Complaint Committee for the academic year 2021-2022.

Resolution:

It was discussed to reconstitute the Sexual Harassment & Eradication Committee for the academic year 2020-21. Do not take sexual harassment lightly. If you think you are being sexually harassed by an individual or a group, do not accept it as a joke. Do not encourage the harasser by smiling, laughing at his/her jokes, or flirting back. Let the harasser know that you do not enjoy and do not want this type of attention.

Item-2:

Create awareness programme on Sexual Harassment.



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Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



Resolution:

If you actually see or hear an incident of Sexual Harassment or are subjected to an offensive environment, you can also take the appropriate steps to resolve the harassment or co-file with the complainant.

Item 3:

Any other topic with the permission of the Chairman.

Resolution:

Anti Harassment training for all staff, will assist in preventing harassment and support individuals who are being harassed to come forward and ensure that the problem is addressed quickly and effectively. The meeting concluded by thank to the chair.

The meeting Concluded by thank to the chair.

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1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
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9	G. SRINIVASA RAO	PRO	MEMBER	
10	K. SWETHA	STUDENT	MEMBER	



Dr. K. Balaji

(Principal)

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Avanthi's Institute of Pharmaceutical Sciences
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Ranga Reddy Dist.



Date: 13-04-2020

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2020-2021

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

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2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	B. MANJULA	HOD	CO-ORDINATOR	
5	DR. K. NAGARAJKU	PROFESSOR	MEMBER	
6	K. USHA	ASSOCIATE PROFESSOR	MEMBER	
7	P. KAVITHA BABU RAO	ASSISTANT PROFESSOR	MEMBER	
8	K. ANUSHA	ASSISTANT PROFESSOR	MEMBER	
9	G. SRINIVASA RAO	PRO	MEMBER	
10	A. PRIYANKA	STUDENT	MEMBER	

Roles & Responsibilities:

1. To work in the direction of providing help to any female complaining of discrimination, either gender discrimination or otherwise any kind of abuse loneliness, peer pressure, groupism, home sickness insecurity or inferiority complex in terms of physical appearance, hostel issues, harassment from roommates, adjusting and adapting to the new environments etc.,
2. To deal with the issues relating to the sexual harassment at the college as per the guide lines of the sexual harassment of women at work place (prevention, prohibition and Redressal) act, 2013. It is applicable to all students, staff and faculty.

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AIPS/SHC/01/2020-2021

Date: 15/04/2020

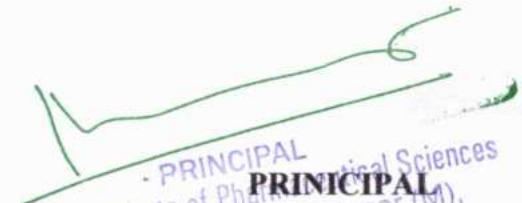
INTERNAL COMPLAINT COMMITTEE

CIRCULAR

This is to bring to your notice that there will be a counseling session on 16-04-2020 at 2:30 pm and all the members of the committee are invited to attend the meeting in the college conference hall to discuss the following agenda.

1. Formation of Internal Complaint Committee for the academic year 2020-2021. At least 50% of the members of the committee may be women
2. Awareness programme on Sexual Harassment.
3. Any other topic with the permission of the Chairman.




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AIPS/SHC/01/2020-2021

Date: 16/04/2020

MINUTES OF INTERNAL COMPLAINT COMMITTEE MEETING

The Chairman of the committee extended a warm welcome and addressed all committee members. The meeting was held 16-04-2020 at 2.30 pm to reconstitute the sexual harassment eradication Committee for the academic year 2020-2021 with the involvement of faculty and students. The members of the committee are advised to monitor the student's activities within and outside the campus and to inform all the female about the importance of this committee. In the meeting the following decisions (agenda wise) were taken.

Item-1

Formation of Internal Complaint Committee for the academic year 2020-2021.

Resolution:

It was discussed to reconstitute the Sexual Harassment & Eradication Committee for the academic year 2020-2021. In every department, a few faculty are grouped to help women to realize their rights of freedom and to assist the aggrieved woman to place the complaint, to safeguard the one who is victimized, to educate and train students about Sexual Harassment. With this purpose, Internal Complaint Committee has been formed in the college.

Item-2

Create awareness program on Sexual Harassment.

Resolution:

As per the deliberations made by the committee, it was informed to the committee members to spread awareness among the students and staff about sexual harassment prevention/ prohibition and Redressal mechanism by organizing awareness programs in the form of guest lectures, seminars etc.

Item 3:

Any other topic with the permission of the Chairman.



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AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



Resolution:

A well constructed and well-implemented plan within an organization may stop inappropriate conduct before it creates a problem for individual students or children's.

The meeting concluded by thanks to the chair.

S. NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. JITENDRA PATEL	PROFESSOR	MEMBER SECRETARY	
3	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
4	B. MANJULA	HOD	CO-ODINATOR	
5	Dr. K. NAGARAJU	PROFESSOR	MEMBER	
6	K. USHA	ASSOCIATE PROFESSOR	MEMBER	
7	P.KAVITHA BABURAO	ASSISTANT PROFESSOR	MEMBER	
8	K. ANUSHA	ASSISTANT PROFESSOR	MEMBER	
9	G.SRINIVASA RAO	PRO	MEMBER	
10	A.PRIYANKA	STUDENT	MEMBER	



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Date: 02-05-2019

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2019-2020

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	B. MANJULA	HOD	CO-ORDINATOR	
5	Dr. ARIFA BEGUM	HOD	MEMBER	
6	S. SOUJANYA BURAM	ASSISTANT PROFESSOR	MEMBER	
7	UMARANI MIRYALA	ASSISTANT PROFESSOR	MEMBER	
8	S. SANDHYA RANI	ASSISTANT PROFESSOR	MEMBER	
9	G. SRINIVASA RAO	PRO	MEMBER	
10	G. MADHURI	STUDENT	MEMBER	

Roles & Responsibilities:

1. To work in the direction of providing help to any female complaining of discrimination, either gender discrimination or otherwise any kind of abuse loneliness, peer pressure, groupism, home sickness insecurity or inferiority complex in terms of physical appearance, hostel issues, harassment from roommates, adjusting and adapting to the new environments etc.,
2. To deal with the issues relating to the sexual harassment at the college as per the guide lines of the sexual harassment of women at work place (prevention, prohibition and Redressal) act, 2013. It is applicable to all students, staff and faculty.

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AIPS/SHC/01/2019-2020

Date: 04-05-2019

INTERNAL COMPLAINT COMMITTEE

CIRCULAR

This is to bring to your notice that there will be a counseling session on 06-05-2019 at 2.30 pm. and all the members of the committee are invited to attend the meeting in the college conference hall to discuss the following agenda.

1. Formation of Internal Complaint Committee for the academic year 2018-2019. At least 50% of the members of the committee may be women
2. Awareness programme on Sexual Harassment.
3. Any other topic with the permission of the Chairman.



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AIPS/SHC/01/2019-20

Date: 06-05-2019

MINUTES OF INTERNAL COMPLAINT COMMITTEE MEETING

The Chairman of the committee extended a warm welcome and addressed all committee members. The meeting was held 06-05-2019 at 2.30 pm to reconstitute the sexual harassment eradication Committee for the academic year 2019-2020 with the involvement of faculty and students. The members of the committee are advised to monitor the student's activities within and outside the campus and to inform all the female about the importance of this committee. In the meeting the following decisions (agenda wise) were taken.

Item-1

Formation of Internal Complaint Committee for the academic year 2019-2020.

Resolution:

It was discussed to reconstitute the Internal Complaint Committee for the academic year 2019-2020. Be aware and conscious of engaging in potential sexual-harassment behaviors or incidents at work. Be sensitive to individuals who may be offended by the verbal and non-verbal behavior of others

Item-2

Promote awareness program on Sexual Harassment.

Resolution:

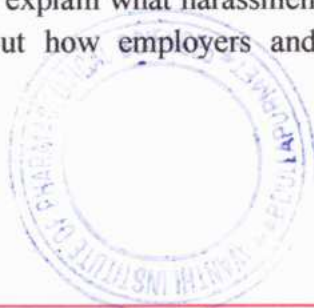
Pay attention to the response of others in order to avoid unintentional offense.

Item 3:

Any other topic with the permission of the Chairman.

Resolution:

Anti-harassment policies explain what harassment is, tell all employees that harassment will not be tolerated, and set out how employers and employees should respond to incidents of harassment.



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The meeting concluded by thanks to the Chair

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE-PRINCIPAL	MEMBER SECRETARY	
4	B.MANJULA	HOD	CO-ORIDINATOR	
5	Dr. ARIFA BEGUM	HOD	MEMBER	
6	S.SOUJANYA BURAM	ASSISTANT PROFESSOR	MEMBER	
7	UMARANI MIRIYALA	ASSISTANT PROFESSOR	MEMBER	
8	S.SANDHYA RANI	ASSISTANT PROFESSOR	MEMBER	
9	G.SRINIVASA RAO	PRO	MEMBER	
10	G.MADHURI	STUDENT	MEMBER	



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Date: 11-07-2018

PROCEEDINGS OF THE INTERNAL COMPLAINT COMMITTEE A.Y. 2018-2019

A Committee consisting of the following members is hereby constituted as "Internal Complaint Cell"

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE -PRINCIPAL	MEMBER SECRETARY	
4	B. MANJULA	HOD	CO-ORDINATOR	
5	DR. CHETTUKRINDI SADAK VALI	PROFESSOR	MEMBER	
6	I. SWATHI	ASSISTANT PROFESSOR	MEMBER	
7	T. MADHURI	ASSISTANT PROFESSOR	MEMBER	
8	N. SARITHA	ASSISTANT PROFESSOR	MEMBER	
9	G.SRINIVASA RAO	PRO	MEMBER	
10	V. SAI PRASANA	STUDENT	MEMBER	

Roles & Responsibilities:

1. To work in the direction of providing help to any female complaining of discrimination, either gender discrimination or otherwise any kind of abuse loneliness, peer pressure, groupism, home sickness insecurity or inferiority complex in terms of physical appearance, hostel issues, harassment from roommates, adjusting and adapting to the new environments etc.,
2. To deal with the issues relating to the sexual harassment at the college as per the guide lines of the sexual harassment of women at work place (prevention, prohibition and Redressal) act, 2013. It is applicable to all students, staff and faculty.

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AIPS/SHC/01/2018-2019

Date: 13-07-2018

INTERNAL COMPLAINT COMMITTEE

CIRCULAR

This is to bring to your notice that there will be a counseling session on 14-07-2018 at 10.30 a.m. and all the members of the committee are invited to attend the meeting in the college conference hall to discuss the following agenda.

1. Formation of Internal Complaint Committee for the academic year 2018-2019. At least 50% of the members of the committee may be women
2. Awareness programme on Sexual Harassment.
3. Any other topic with the permission of the Chairman.



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AIPS/SHC/01/2018-2019

Date: 14-07-2018

MINUTES OF INTERNAL COMPLAINT COMMITTEE COMMITTEE MEETING

The Chairman of the committee extended a warm welcome and addressed all committee members. The meeting was held 14-07-2018 at 2.30 pm to reconstitute the sexual harassment eradication Committee for the academic year 2018-2019 with the involvement of faculty and students. The members of the committee are advised to monitor the student's activities within and outside the campus and to inform all the female about the importance of this committee. In the meeting the following decisions (agenda wise) were taken.

Item-1

Formation of Internal Complaint Committee for the academic year 2018-2019.

Resolution:

It was discussed to reconstitute the Internal Complaint Committee for the academic year 2018-2019. Prevention of sexual harassment in the workplace requires training programme both employers and employees, which concretely address such topics as the national laws that prohibit sexual harassment, creating workplace policies and steps that individuals can take.

Item-2

Awareness programme on Sexual Harassment.

Resolution:

As per the deliberations made by the committee, it was informed to the committee members to spread awareness among the students and staff about sexual harassment prevention/ prohibition and Redressal mechanism by organizing awareness programs in the form of guest lectures, seminars etc.

Item 3:

Any other topic with the permission of the Chairman.

Resolution:

Most successful preventive strategies and plans on sexual harassment require the involvement of all those concerned and a clear statement of intent.

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The meeting concluded by thank to the chair.

S.NO	NAME OF THE FACULTY	DESIGNATION	DESIGNATION IN COMMITTEES	SIGNATURE
1.	Dr. K. BALAJI	PRINCIPAL	CHAIRMAN	
2	Dr. Y. JAYA PRADHA	H.R DIRECTOR	MEMBER	
3	Dr. NIHAR RANJAN DAS	VICE- PRINCIPAL	MEMBER SECRETARY	
4	B.MANJULA	HOD	CO-ORIDINATOR	
5	Dr. SADAK VALI	PROFESSOR	MEMBER	
6	I .SWATHI	ASSISTANT PROFESSOR	MEMBER	
7	T.MADHURI	ASSISTANT PROFESSOR	MEMBER	
8	N.SARITHA	ASSISTANT PROFESSOR	MEMBER	
9	G.SRINIVASA RAO	PRO	MEMBER	
10	V.SAI PRASANNA	STUDENT	MEMBER	



Dr. K. Balaji

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