



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.

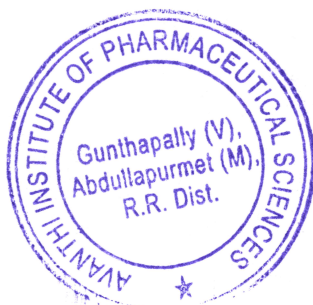


Internal Compliant Committee

Academic Year- 2024-25

The following is the internal compliant committee framed for the academic year 2024-25 and is essential for the institution to prevent and address sexual harassment, promote a culture of respect and support of victims.

| S.No | Position | Designation | Name of the Member |
|------|-------------------|---|--------------------------------|
| 1 | Presiding Officer | Professor Department of Pharmacy Practice | Dr. B. Manjula |
| 2 | Coordinator | Professor Department of Pharmacy | Dr. CH Pavani |
| 3 | Members | Associate Professor Department of Pharmacy | G. Swapna Rani |
| 4 | | Assistant Professor Department of Pharmacy Practice | B Emmanuel Evangileen |
| 5 | | Lab Technician | K Sandhya |
| 6 | | Lab Technician | D Maheshwari |
| 7 | | Psychologist | Dr. Harish.P |
| 8 | Student Members | IV B.Pharm (Dept. of Pharmacy) | P. Pavithra (21GN1R0045) |
| 9 | | IV B.Pharm (Dept. of Pharmacy) | E. Archana Yadav (21GN1R0061) |
| 10 | | V Pharm.D (Dept. of Pharmacy Practice) | Kurva Chandana (20GN1T0008) |
| 11 | | V Pharm.D (Dept. of Pharmacy Practice) | Mudarapu Abhinaya (20GN1T0009) |



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Functions - Roles and Responsibilities

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

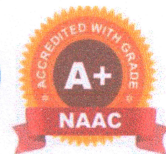
- To develop a policy against sexual harassment of women at the Institute.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
- The mechanism for registering complaints should be safe, accessible, and sensitive



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AIPS/SHC/01/2024-2025

Date: 12/06/2024

INTERNAL COMPLAINT COMMITTEE

CIRCULAR


This is to bring to your notice that there will be a counseling session on 14-06-2024 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 2024-2025. 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

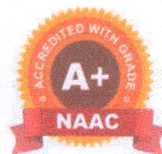

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AIPS/SHC/01/2024-2025

Date: 14/06/2024

MINUTES OF INTERNAL COMPLAINT COMMITTEE MEETING

The Chairman of the committee extended a warm welcome and addressed all committee members. The meeting was held 14/06/2024 at 2.30 pm to reconstitute the Internal Complaint Committee for the academic year 2024-2025 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 2024-2025

Resolution:

It was discussed to reconstitute the Sexual Harassment & Eradication Committee for the academic year 2024-2025. 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 all the



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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.

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.

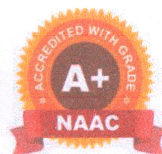
The meeting Concluded by thank to the chair.



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LIST OF MEMBERS ATTENDED

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Dr. K. Balaji

(Principal)

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