



GOUTHAMI INSTITUTE OF TECHNOLOGY & MANAGEMENT FOR WOMEN

(Approved by AICTE, New Delhi & Affiliated to JNTUA, Ananthapuramu & SBTET, VJWD)
Peddasettypalli, Proddatur, YSR Dist., A.P

Internal Complaint Committee

(Anti-Sexual Harassment Committee)

Academic Year 2024-25

Gouthami Institute of Technology and Management for Women is aware of the sexual harassment of women at workplace and in the college campus and as per section 4 and according to the sexual harassment prevention act, 2013 has found a committee with the following members by strictly enforcing the measures to prohibit, prevent and punishment for sexual harassment.

Members of the Committee:

| Sl No. | Name of the Faulty | Designation | Position | Sign |
|--------|--------------------------|--------------------------------|-----------|------|
| 1 | Mrs. C. Sailusha | CO-Director | CHAIRMAN | |
| 2 | Dr. Manne Rama Subbamma | Principal | PRESIDENT | |
| 3 | Y.Prakash Rao | Asst. Prof. & HOD ECE Dept. | CONVENER | |
| 4 | D Vijayamma | Asst. Prof. & HOD H&S Dept. | MEMBER | |
| 5 | S. Yakhoob Ali | Asst. Prof. & HOD CSE Dept. | MEMBER | |
| 6 | S. M.D Jabeer | Asst. Prof. & HOD EEE Dept | MEMBER | |
| 7 | B Nagamani Devi | Asst. Prof in the Dept. of H&S | MEMBER | |
| 8 | B Venkateswaramma | Asst. Prof in the Dept. of ECE | MEMBER | |
| 9 | B Sindhuja | Asst. Prof in the Dept. of EEE | MEMBER | |
| 10 | G.Prasanna | Asst. Prof in the Dept. of CSE | MEMBER | |
| 11 | Y. Neelaveni | Student /ECE | MEMBER | |
| 12 | Ambati Lakshmi Sravanthi | Student/CSE | MEMBER | |
| 13 | K. Harini | Student/EEE | MEMBER | |
| 14 | K. Venkata Padma Latha | Student/AI&ML | MEMBER | |

As per section 4, Act, 2013

Sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work or education. It was passed by the Loksabha on 3rd September, 2012. It was passed by the Rajya Sabha on 26th February, 2013.

Objectives:

- To protect women from sexual harassment.
- To provide a peaceful atmosphere in the college.
- To increase the protection of women.
- To increase the number of women into both teaching and education

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Gouthami Institute of Technology
and Management for Women
Peddasettypalli (V),
Proddatur-516360, Kadapa (Dt.)

PRINCIPAL



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Internal Complaint Committee – Minutes of Opening Meeting (Anti-Sexual Harassment Committee)

A meeting in connection with the Internal Complaint Committee held on 24/07/2024, in the Principal chamber.

The following members were present.

| Sl No. | Name of the Faulty | Designation | Position | Sign |
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- At the outset, the Presiding officer welcomed all the participants of the meeting.
- The Committee noted that no complaint of sexual harassment against anyone of the institution has been received.
- The Committee emphasized that in order to create awareness and continuous sensitization for the students, it is essential to communicate the information through the faculty.
- The committee also emphasized (i) " Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013", (ii) Constitution of the Committee, and (iii) details of the Members of the Complaints Committee such as name, phone number, address etc., needs to be uploaded in the website.
- The Committee stressed the need to increase awareness amongst the students on how the rules have been amended to prevent instances of harassment of women.
- The Presiding officer expressed her thanks to all the members and the members agreed that the committee will meet (Closing Meeting) every year during the month of April/May on a regular basis or earlier, if need be in case of any complaints.
- **Resolution: Till now no incidents were reported**, So Committee recommended to strengthen some more level, and observing that some incidents in the society especially on women, so committee strongly recommended to give wide publicity on women security help line numbers and mobile apps by Central and state Governments.
- The meeting ended with vote of thanks.

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OBJECTIVES, ROLES AND RESPONSIBILITIES OF INTERNAL COMPLAINTS COMMITTEE

- Prevent discrimination and sexual harassment, by promoting gender amity among students and employees;
- Make recommendations to the management for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws,
- to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees;
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
- Recommend appropriate punitive action against the guilty party to the Management.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as “unwelcome” sexually determined behavior (whether directly or by implication) as:

1. Physical contact and advances;
2. Demand or request for sexual favors;
3. Sexually colored remarks;
4. Showing pornography; and
5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court)

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.

The Committee shall meet as often as may be needed and appropriate.

Frequency of meeting: Once in a year (beginning of academic year) and as and when necessary

Responsibilities:

The Internal Complaints Committee (As per section 4 of Sexual Harassment of Women at workplace - Prevention, Prohibition and Redressal Act, 2013) for 2019-2020 is constituted. The duties and Responsibilities of the Internal Complaints Committee are as follows:

1. The Committee shall consider the Welfare of Women Teaching and Non-teaching Staff members of the college.
2. The Committee shall consider the recreational facilities to lady staff.
3. The Committee shall create the health care facilities to lady staff members and Girl students.
4. The Committee shall review the complaints if any received from lady staff members and girl students and take appropriate action.

The Committee shall meet as and when required and the minutes of the meetings may be recorded.