INTERNAL COMPLAINTS COMMITTEE (ICC) ANNUAL REPORT – 2024–2025

Reporting Period: Academic Year 2024–2025

Submitted under Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, read with Rule 14 of the POSH Rules, 2013.

1. Introduction

The Internal Complaints Committee (ICC) of Annamacharya University, Rajampet, is constituted to prevent, prohibit, and redress complaints of sexual harassment of women employees and students in accordance with the POSH Act, 2013 and UGC Regulations, 2015. The Committee is committed to maintaining a safe, secure, respectful, and gender-sensitive environment for all members of the University.

2. Constitution of the Internal Complaints Committee (2024–2025)

During the academic year 2024–2025, the committee functioned with the following members:

S. No.	Name of the Member	Designation	Role in ICC
1	Dr. M. Padma Lalitha	Professor & Head, Dept. of EEE	Chairman
2	Dr. N. R. Gowthami	ICC Coordinator	Member Secretary
3	Dr. B. Sukrutha	Assistant Professor, College of Agriculture	Member
4	Mrs. N. Swathi	Assistant Professor, AI&DS	Member
5	Dr. S. Surekha	Assistant Professor, AIML	Member
6	Mrs. K. Nagamani	Assistant Professor, Mech.	Member
7	Ms. S. Rubeena Bi	Assistant Professor, EEE	Member
8	Mrs. P. Syamala Devi	Assistant Professor, ECE	Member
9	Dr. P. Chengamma	Assistant Professor, CSE	Member
10	Ms. SB. Bhavani	Assistant Professor, MBA	Member
11	Mr. K. Adisekhar Babu	Assistant Professor, MCA	Member
12	Ms. N. Navyasree (24DFCSEG01)	Student	Student Coordinator
13	Mr. V. Akshai (23705A3302)	Student	Student Coordinator
14	Mr. P. Koushik Reddy (22701A3221)	Student	Student Coordinator

3. Committee Meetings Held (2024–2025)

Two statutory meetings of the ICC were convened during the academic year 2024–2025 at the Conference Hall, Administrative Block:

First Meeting – 26th July 2024 (Circular No.: AU/ICC/2024-25/001):

1. Introduced members and reviewed statutory responsibilities under the POSH Act, 2013.
2. Approved the tentative Annual Action Plan covering student/employee orientation, gender sensitisation, and legal awareness.
3. Resolved to display ICC members' names, contact details, and official email ID on campus notice boards and integrate ICC awareness into onboarding for newly admitted students and newly appointed employees.
4. Confirmed zero complaints received up to the date of the meeting.

Second Meeting – 16th June 2025 (Circular No.: AU/ICC/2024-25/002):

1. Reviewed the outcomes and student participation of the legal awareness programme held on 22nd March 2025.
2. Reaffirmed strict adherence to confidentiality, impartiality, and sensitivity in grievance redressal.
3. Reviewed the annual complaint status and confirmed that zero complaints were received during the academic year 2024–2025.

4. Details of Complaints Received and Disposed (2024–2025)

Particulars	**Number**
Complaints received during 2024–2025	NIL
Complaints disposed of during 2024–2025	NIL
Complaints pending at the end of 2024–2025	NIL
Cases pending for more than 90 days	NIL

5. Awareness and Sensitization Programs

The University actively promotes gender equality, mutual respect, and awareness regarding the prevention of sexual harassment through academic and outreach initiatives:

Sl. No.	**Program Title**	**Date**	**Target Group & Participation**	**Program Details & Dignitaries**
1	**Awareness Programme on POCSO Act, IPC & BNS Act**	22nd March 2025	**Students** (Target: 300; Attended: 250)	• Organised by Dr. N. R. Gowthami (ICC Coordinator), Dr. M. Subba Rao (Dean – Student Affairs), and Ms. N. Deepthi (NCC Coordinator). Graced by Chief Guests **Sri S. Praveen**

				Kumar, Additional District Judge (ADJ), Rajampet. • **Sri Manoj Ramnath Hegde, IPS**, Additional Superintendent of Police (ASP), Rajampet.



Member Secretary