ANNAMACHARYA UNIVERSITY

EXCELLENCE IN EDUCATION; SERVICE TO SOCIETY

(ESTD, UNDER AP PRIVATE UNIVERSITIES (ESTABLISHMENT AND REGULATION) ACT, 2016)

Rajampet, Kadapa District, A.P – 516126, INDIA

INTERNAL COMPLAINTS COMMITTEE (ICC) ANNUAL REPORT – 2025–2026

Reporting Period: Academic Year 2025–2026

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 (2025–2026)

During the academic year 2025–2026, the committee functioned with the following members:

S. No.	Name of the Member	Designation	Role in ICC
1	Dr. M. Padma Lalitha	Professor, 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 Coordinator	Student Member
13	Mr. V. Akshai (23705A3302)	Student Coordinator	Student Member
14	Mr. P. Koushik Reddy (22701A3221)	Student Coordinator	Student Member

3. Committee Meetings Held (2025–2026)

Two statutory meetings of the ICC were convened during the academic year 2025–2026 at the Conference Hall, Administrative Block.

First Meeting – 07th August 2025 (Circular No.: AU/ICC/2025-26/001):

1. Members introduced themselves, reviewed statutory responsibilities, and confirmed the previous minutes without modifications.
2. Discussed and approved the tentative annual action plan for ICC activities.

3. Resolved to conduct regular awareness programmes on POSH, prevention of sexual harassment, and gender sensitisation.
4. Reaffirmed accessibility measures by displaying ICC contact details and official email IDs on notice boards and university communication channels.
5. Recorded that no complaints had been received during the review period.

Second Meeting – 19th June 2026 (Circular No.: AU/ICC/2025-26/002):

1. Reviewed previous meeting resolutions and evaluated the implementation of conducted awareness activities.
2. Reviewed the successful organisation of the Women's Safety Walkathon (5th March 2026) with 750 participants.
3. Evaluated the POSH JAM Session conducted for 30 faculty members regarding rights and responsibilities.
4. Assessed the overall effectiveness of the complaint-redressal mechanism and confirmed zero complaints received during the academic year 2025–2026.

4. Details of Complaints Received and Disposed (2025–2026)

Particulars	**Number**
Complaints received during 2025–2026	**NIL**
Complaints disposed of during 2025–2026	**NIL**
Complaints pending at the end of 2025–2026	**NIL**
Cases pending for more than 90 days	**NIL**

5. Awareness and Sensitization Programs

The University actively promoted gender equality, mutual respect, and legal awareness through major outreach and faculty development events during the academic year:

Sl. No.	**Program Title**	**Date**	**Target Group & Participation**	**Program Details & Highlights**
1	**Walkathon on Women's Safety Awareness**	5th March 2026	**Students, Faculty, Staff & Public** (750 Participants)	Organized jointly by the ICC and Women Empowerment Cell, Annamacharya University. Procession carried banners highlighting women's safety, dignity, and rights through the university entrance and public areas with active participation from police personnel.
2	**Just A Minute (JAM)**	Academic	**Faculty**	Organized by the ICC at the Seminar Hall.

	Session on "Rights and Responsibilities under POSH"	Year 2025–2026 *(Reviewed June 2026)*	**Members** (30 Participants)	Featured spontaneous 1-minute presentations by faculty on fundamental rights under the POSH Act, workplace conduct, confidentiality, filing procedures, and professional ethics.

6. Action Taken by the University

- **Redressal & Inquiry:** As no complaints of sexual harassment were received during the reporting period 2025–2026, no formal inquiry or disciplinary action was required under the provisions of the POSH Act, 2013.
- **Institutional Commitments:** The University sustained a secure and gender-sensitive environment by conducting structured awareness initiatives, ensuring visibility of ICC member contact details across campus, and upholding strict principles of confidentiality, impartiality, and sensitivity in grievance handling.

7. Conclusion

The Internal Complaints Committee reiterates its ongoing commitment to preventing sexual harassment and ensuring a safe, inclusive, and supportive academic and working environment for all students and employees at Annamacharya University.

Dr N R Gowthami
Member Secretary