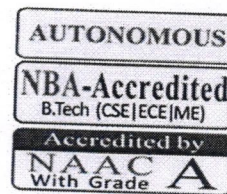


Devineni Venkata Ramana & Dr.Hima Sekhar
MIC College of Technology

(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)

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Internal Complaint Cell and Women Protection & Empowerment Cell

The committee is required to review periodically the empowerment & awareness programmes of women faculty, staff, and girl students at the college for enhancing their role adopting specific strategies in achieving upward mobility. It provides an opportunity to the staff and students to bring their gender related issues to the notice of the higher authorities thereby creating a congenial atmosphere of mutual trust and respect. The committee deals with the complaints related to sexual harassment at workplace and finds amicable solutions.

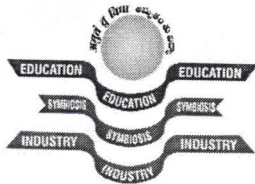
Vision: To prevent gender discrimination and sexual harassment by empowering the women employees and the girl students

Mission:

- To empower the women employees and girl students by conducting periodical awareness programmes.
- To address complaints from girl students, teaching and nonteaching faculty members and take appropriate action.
- To create a secure physical, social, and psychological environment to deter any act of sexual harassment.

Guidelines:

- Any aggrieved woman/girl may make, in writing, a complaint of sexual harassment within the campus to the Internal Committee immediately.
- The Internal Committee before initiating an enquiry and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation (provided that no monetary settlement shall be made as a basis of conciliation) Where a settlement has been arrived, the Internal Committee, shall record the settlement so arrived and forward the same to the employer to take action as specified in the recommendation.
- The Internal Committee shall provide the copies of the settlement as recorded to the aggrieved woman and the respondents. Where a settlement is arrived, no further inquiry shall be conducted by the Internal Committee.



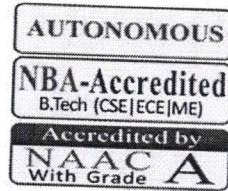
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- The Internal Committee, shall, Where the respondent is employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondents.


Presiding Officer


Principal