

B.R. INSTITUTE OF TECHNOLOGY AND MANAGEMENT SCIENCES

(U / m of FAITH EDUCATION SOCIETY - Regd. No. 444/2012)

EDULAPALEM Village,
Prathipadu Mandal,
Guntur Dist. - 522 019.
Andhra Pradesh

Ref No. BRITMS/ICC/2023-24

Date : 04-Dec-2023

OFFICE ORDER

Sub: Constitution Of the Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) of B.R. Institute of Technology and Management Sciences (BRITMS) has been constituted in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and as per the guidelines issued by the All-India Council for Technical Education (AICTE), New Delhi.

The Committee aims to ensure the effective enforcement of the basic human rights of gender equality, and to provide protection against sexual harassment of women at the workplace, thereby creating and maintaining a safe, respectful, and congenial environment for all staff and students of the institution.

Objectives

- To prevent and prohibit sexual harassment of women employees and students.
- To uphold the dignity of all individuals by ensuring gender equality and respect.
- To create awareness on gender sensitivity and the importance of mutual respect among staff and students.
- To provide a confidential and accessible mechanism for redressal of complaints.

Functions & Responsibilities

1. To receive and address complaints on sexual harassment and related grievances, ensuring confidentiality and fairness.
2. To organize awareness and sensitization programs to promote gender equality and prevent harassment.
3. To ensure the implementation of all relevant provisions of the **POSH Act, 2013**, Government of India rules, and court directives.
4. To recommend appropriate disciplinary or remedial actions, where necessary, based on inquiry findings.
5. To maintain records of complaints, proceedings, and actions taken in a systematic manner.

Commitment

The institution is committed to providing a **zero-tolerance environment** towards sexual harassment and discrimination, ensuring a **safe and inclusive workplace** for every member of the BRITMS community.

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Members of Internal Complaints Committee

S.No.	Name	Designation	Position	Category
1	Mrs. Mohammed Fareeda	Assistant Professor	Presiding Officer	Faculty
2	Mrs. Lavanya Nicodemus	Assistant Professor	Member	Faculty
3	Mr. Nayudu Murali Krishna	Principal	Member	Faculty
4	Mr. Batchu Kiran Kumar	Director	Member	Management
5	Mr. Nagaraju Suddula BA, LLB, LLM	Outside Expert	External Member	Legal Expert
6	Ms. P Aruna, Y23MC165046	MCA, Student	Member	Student Member

N. M. S.
PRINCIPAL

Copy to:

1. Office
2. HOD
3. Committee Members

