

CSSR & SRRM DEGREE & PG COLLEGE**AUTONOMOUS****Re-Accredited by NAAC with A Grade**

Permanently Affiliated to Yogi Vemana University

Recognized Under 2(f) & 12(B) of UGC Act 1956



13/521, Reddy Colony, Kamalapuram-516 289, Kadapa Dist. A.P.

Internal Complaints Cell

An important mechanism for addressing concerns about discrimination and other forms of misconduct in the academic setting is the Internal Complaints Cell (ICC). The ICC plays a key role in creating a welcoming workplace that upholds equality, decency, and respect, with a focus on the safety and well-being of female employees.

Objectives of the ICC:

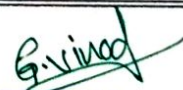
1. **Creating a Safe and Supportive Atmosphere:** The ICC's foremost goal is to establish an environment in which female staff members feel secure and encouraged to voice their concerns without the fear of retaliation. This requires cultivating a culture that does not tolerate harassment or discrimination and empowers individuals to express their thoughts.
2. **Advancing Gender Equality:** The ICC is dedicated to fostering gender equality by addressing systemic challenges that disproportionately impact women in the academic sphere. This includes confronting gender bias, ensuring fair access to opportunities, and facilitating the professional growth of women.
3. **Ensuring Fair and Transparent Procedures:** The ICC is committed to maintaining fairness and transparency in its complaint investigation processes.

Roles and Responsibilities:

1. **Commitment to a Harassment and Discrimination-Free Environment:** The ICC is dedicated to fostering an environment that unequivocally rejects all forms of harassment and discrimination. It aims to cultivate a culture characterized by respect and inclusivity, ensuring that every individual is acknowledged and honored.
2. **Supporting Women Employees:** The ICC is focused on empowering its female staff by equipping them with the necessary support and resources to excel in their positions. This initiative includes providing counseling services, legal support, and access to mentorship programs designed to enhance professional growth.
3. **Promoting Awareness and Prevention:** The ICC is committed to increasing awareness of harassment and discrimination through educational initiatives and training programs that advocate for prevention strategies and bystander intervention techniques, thereby working towards a more alert and supportive community.

In conclusion, the Internal Complaints Cell of a university serves as a vital resource for addressing grievances and promoting gender equality within the academic community. By fostering a culture of respect, inclusivity, and accountability, it plays a crucial role in creating a safe and supportive environment where women staff can thrive.

S.No	Designation	Position
1	Principal	Presiding Officer
2	Senior Faculty (Male)	Member
3	Senior Faculty (Female)	Member
4	Student (Male)	Member
5	Student (Female)	Member


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