



St. Mary's Women's Engineering College

(Approved by AICTE, Permitted by Govt. of A.P., Affiliated to JNTUK)

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Internal Complaints Committee

(Gender Sensitization Committee against Sexual Harassment-GSCASH)

As per section IV AICTE (Gender Sensitization, prevention and Prohibition of Sexual Harassment of woman employees and students and the redressal of grievances in Technical Institutions) regulation 2016, GSCASH is constituted for preventing unfair practice and to ensure safety and security of the girl students and other women employees. The committee will act as a dedicated task force which can constantly monitor the existing (security) arrangements and suggest additional security measures to be put in place. It also organizes workshops and sensitization programs both for staff and students by eminent Psychologists and social workers. The committee also addresses similar kind of issues on various occasions like: Women's day, Mothers Day, etc.

Functions of Complaints Committee (ICC) or GSCASH:

The Internal Complaints Committee shall

- Provide assistance if an employee or a student chooses to file a complaint with the police.
- Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's right, and minimizes the need for purely punitive approaches that lead to further resentment, alienation or violence.
- Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender.
- Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment
- Ensure prohibition of retaliation or adverse action against a covered individual because the employed or the student is engaged in protected activity.

Members of ICC:

S.No.	Name	Designation	Position
1	Mrs. H.Sandhya	Professor, MBA	Presiding Officer
2	Mrs. Ch. Harika	Asst. Professor	Member
3	Mrs. Y.Vijaya Lakshmi	Asst Professor	Member
4	Mrs.K. Mercy Bikshavathi	Lab Technician	Member
5	Mr. P.Kavitha	Lab Technician	Member
6	Ms. Likitha Reddy	Student Representative	Member
7	Ms. R.Jyosthna	Student Representative	Member
8	Ms.B.Ramya Sri	Student Representative	Member
9	Mr. V.V. Ratnkar Reddy	NGO Representative	Member

PRINCIPAL
St. Mary's Women's Engineering College
BUDAMPADU-522 017. GUNTUR.

Sponsored by : **Joseph Sriharsha & Mary Indraj Educational Society**

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