



VSM COLLEGE

(Autonomous)

Re-accredited by NAAC, Recognised under 2(F) & 12(B) of UGC, Certified by ISO 9001:2015
(Affiliated to Adikavi Nannaya University, Rajamahendravaram)

+91 7729972282 www.vsmcollege.org vsmcollege66@gmail.com



Estd. 1966

RAMACHANDRAPURAM
Pin : 533255, E.G.Dt, (A.P)

7.1.8 Grievances Redressal Policy

INTERNAL COMPLIANTS COMMITTEE

The Sexual Harassment includes any unwelcome sexually inclined behavior, whether directly or indirectly, such as Physical contact and advances, Demand or request for sexual favors, sexually colored remarks, Showing pornography and any other non-verbal conduct of sexual nature.

Objectives:

Internal Complaints Committee has been constituted to prevent any form of sexual harassment in the institution. Internal Complaints Committee will examine all matters related to women in the institution and will make suggestions and proposals regarding such matters.

Responsibilities

- Committee will take all necessary steps to assist the affected person in terms of support and preventive action.
- Committee shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the compliant in a time bound manner.
- If the allegations against the respondent have been proved, it shall recommend punitive actions to be taken against the respondent to the management.

What constitutes sexual harassment?

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as “unwelcome” sexually determined behavior (whether directly or by implication) as:

1. Physical contact and advances;
2. Demand or request for sexual favors;
3. Sexually colored remarks;
4. Showing pornography; and
5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

(Vishaka judgment by Supreme Court)

What constitutes sexual harassment?

Eve-teasing

- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- Forcible physical touch or molestation and
- Physical confinement against one’s will and any other act likely to violate one’s privacy.

Frequency of meeting

Once in a year (beginning of academic year) and as and when necessary. The Committee shall meet as often as may be needed and appropriate.

Drop Box:

A Drop Box is available in Minority Cell any student/employee belonging to Minority may drop his/her complaint if any.

S.No	Name	Designation	Contact Number
1.	Sri N S V Kiran Kumar	Chairman	986652999
2.	Dr.V. Kanchanamala	Convenor	9505939326
3.	Dr.D. Jeevana Sri	Convenor	9849309725
4.	Kum. N Vijaya Lakshmi	Member	9493570139
5.	Kum. K. Naga SwapnaRekha	Member	7013993594
6.	Smt. Ch. SaiLakhmi	Member	9989554333