

Annual Report of the Internal Committee

(2024-2025)

1. Introduction

Internal committee is re-constituted as per the guidelines of AICTE. The college has formed Internal Committee (IC) to establish an environment in the college campus, free from all kind of Gender inequality, sexual harassment and abuse with the following members for the academic year 2024-2025. The Presiding Officer and the members are hereby informed to take necessary measures to fulfill the primary function and responsibilities as specified.

Members of the Committee

S.No	Name of the Member	Category	Designation/ Department
01	Prof. Pavithra N	Presiding Officer	Professor - ECE
02	Mrs. Simhana Devi D	Member	Asst. Prof. - ME
03	Dr. N Srinivasa Rao	Member	Assoc. Prof. – CSE
04	Mrs. Padma Priya	Member	NRCM, Admin Dept.
05	Dr. Usha Rani	External Member	Psychologist Counsellor
06	Mr. Santosh Kumar	External Member	Advocate
07	Ms. K Siri	Member	Student
08	Ms. B Akshaya	Member	Student
09	Ms. A Deepika	Member	Student

2. Objectives of the Committee

- To ensure the campus free from all kinds of gender inequality.
- To ensure safe working environment to women at the Institution.



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- To ensure gender equality of women in relation to work.
- To ensure protection, safety and security of women workforce.
- To curb the possibility of any kind of sexual harassment and abuse.
- To ensure zero tolerance policy in the matter of sexual harassment and abuse.
- To develop proper awareness among all on gender equality and sensitiveness.

3. Uploading corresponding documents on institutional website:

The following documents are uploaded in the NRCM website.

1. Office order on Internal committee
2. Circular for the meeting
3. Minutes of Meeting
4. Annual Report

The corresponding links are given as follows

[Internal Complaints Committee \(ICC\) || Narsimha Reddy Engineering College \(NRCM\) || Best UGC Autonomous Engineering College, Hyderabad](https://www.nrcomc.org/internal-complaints-committee.pdf)

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An Autonomous Institution Affiliated to JNTUH | Approved by AICTE
Accredited by NBA & NAAC with A Grade

Internal Complaints Committee (ICC)

Objective:
The Internal Complaints Committee (ICC) at NRCM has been established to ensure a safe and supportive environment for women faculty, staff, and students. Functioning since August 1, 2017, the ICC aims to cultivate a healthy and intellectually stimulating work culture. It is constituted under the UGC Regulations, 2015, and the Sexual Harassment of Women at Workplace Act, 2013, to address and resolve issues related to sexual harassment.

Functions and Responsibilities:
The ICC is responsible for protecting the rights of women against any form of violence on campus. Students and staff can report issues directly to the ICC members or through the Suggestion/Complaint boxes installed across the institution. The committee's primary functions include:

- Enforcing policies related to the prevention of sexual harassment.
- Redressing complaints within the framework of the law, ensuring fairness and impartiality.
- Conducting awareness workshops and activities to educate the community about sexual harassment, its effects, and relevant laws.
- Preparing annual reports summarizing ICC actions and complaints filed.
- Striving to resolve complaints and recommending appropriate actions to the employer.

Internal Complaints Committee (ICC)

S. No.	Name of the Member	Designation	Position
1	Prof. Ravitha Neelam	Professor, ECE	Chairperson
2	Mrs. Simmama Devi	Assistant Professor, ME	Member
3	Dr. N. Srinivas Rao	Associate Professor, CSE	Member

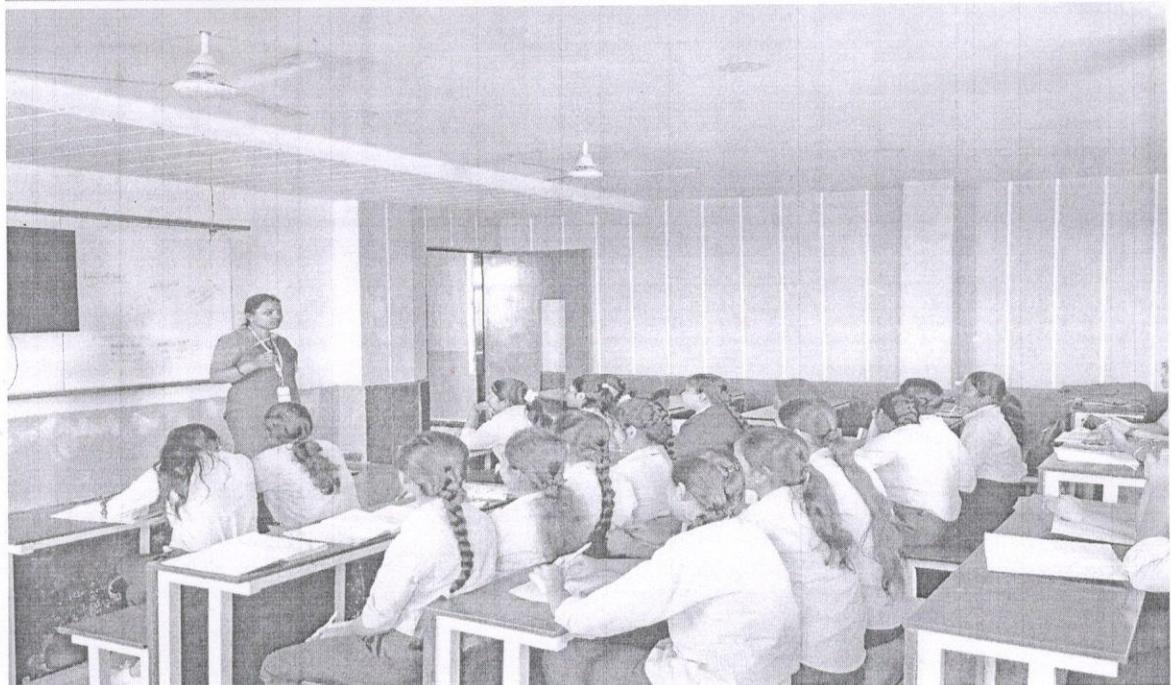
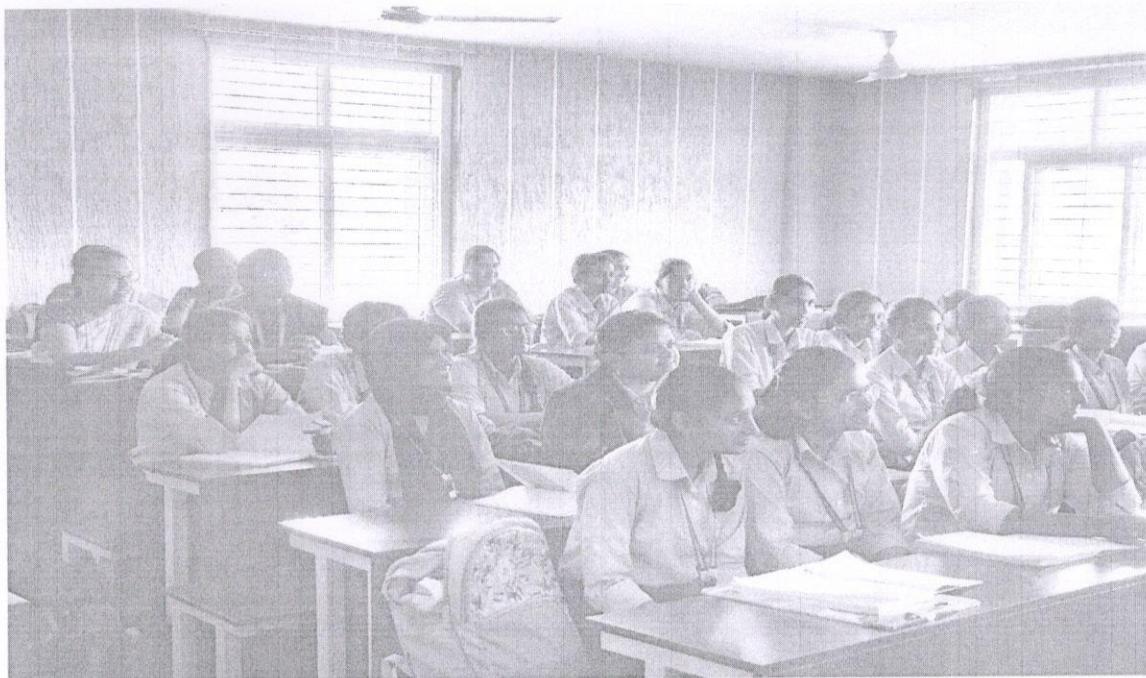
N. Srinivas Rao

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4. Awareness Programs

a. Orientation Sessions:

- Conducted induction program on 06.12.2024 for new students and staff to explain Internal Committee role and procedures.



Presiding Officer Prof. N Pavithra explain Internal Committee roles

N. Pavithra


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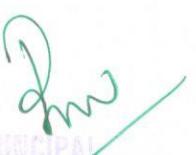
b. Debate on Gender Sensitization

- On 04.01.2025, a debate has been organized on gender sensitization and prevention of harassment.
- Interactive session: encouraged participants to share experiences.



G Shailaja Reddy, Asst. Prof conducting Debate for Girl students

N. L. Reddy


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5. Activities

a. Women's Day Celebrations on 08.03.2025

- Celebrated International Women's Day with the theme "Empower Her, Empower All".
- Activities included cultural performances.



శాస్త్రశాస్త్రాలు

నర్తింపురెడ్డి కళాశాలలో మహిళా ఇనోట్టువ వేడుకలు



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b. Women's Mental Health Programme on 07.04.2025

A special session on women's mental health was conducted by Dr. Sujana, Gynaecologist, KIMS Hospital focusing on emotional well-being, stress management, and support systems.

నవతెలంగాణ

నర్సింహరెడ్డి ఇంజనీరింగ్ కళాశాలలో వైద్య శిబిరం



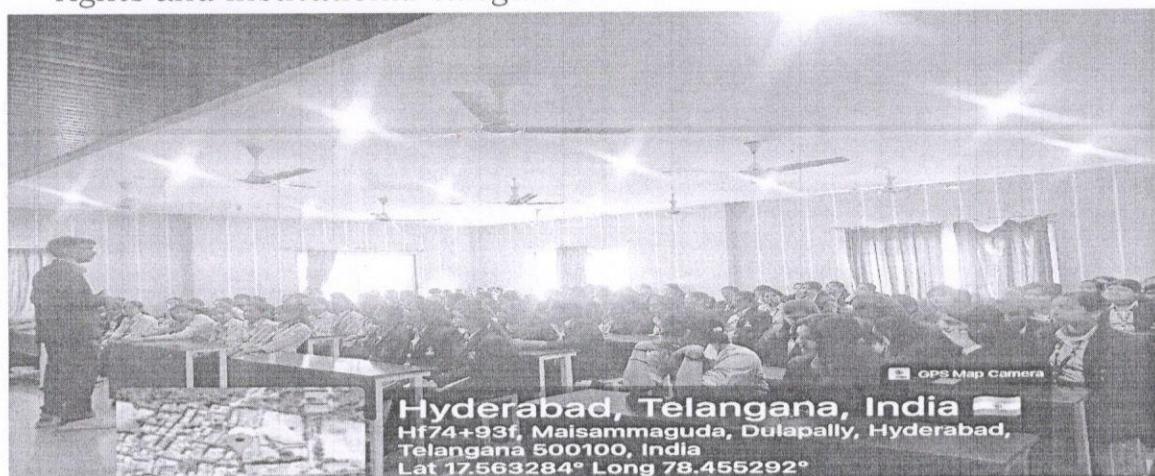
నవతెలంగాణ-చుండిగార్

మైనమ్మగుడలోని నర్సింహరెడ్డి ఇంజనీరింగ్ కళాశాలలో సోమవారం సికింద్రాజాచార్ కిమ్ము అస్క్రీ అధ్యయంలో వైద్య శిబిరం నిర్వహించారు. ఈ కార్యక్రమంలో కిమ్ము అస్క్రీ ప్రముఖ గైనకాలజీస్ దా సజన విచేసి విద్యార్థులను ఉద్యోగించి మాట్లాడారు. ఆర్గయ్ అంటే

శారీరికంగా దండుగా ఉండవచే కాక. మానసిక ప్రైర్యం కూడా ఉండాలని అప్పుడే మనిషి పూర్తి ఆర్గయ్ గా ఉన్నట్టని తెలిపారు. మనిషి ఆర్గయ్ గా ఉండాలంటే అప్పం, వాయసుమ, నిద ఈ మూడింటి పై చాలా శ్రద్ధ పహిలందాని సూచించారు ఉయిలో భాగంగానే అందరికి చీమా లనే శీర్షకతో జాపీయ చీమా నిష్ట ప్రతినిధి రమేష్ సుదానంద్ నొట్టాడుతూ ప్రస్తుత పరిస్థితుల్నే అయిరూ చీమా శీసుకేవాలని, అయి భవిష్యత్తు లో తప్పక మనకు అండగా ఉంటుందని తెలిపారు అలాగే ముఖ్యపర్మ ఫండ్చీ పై అవగాహన కల్పిస్తూ, చిన్న మొత్తంలో ఆదా చేస్తే పెద్ద మొత్తంలో ఆదాయం మన భవిష్యత్తు తరాలకు అందించిన వారముపూరుమని తెలిపారు. కార్బూకమానికి కళాశాల బైర్మెంట్ జె. నర్సింహరెడ్డి, కార్బూదర్చి జె.తిపూల్ రెడ్డి, కోలాధికారి త్రిలోక్ రెడ్డి, కళాశాల ప్రీస్టాఫర్ దా ఆర్. లోకనాథం, పలు విభాగాధిపతులు, అధ్యాపకులు పాల్గొన్నారు.

c. POSH Act Educational Session

- Mr. Santosh Kumar delivered an educational session for girl students on the Prevention of Sexual Harassment (POSH) Act, highlighting legal rights and institutional safeguards.



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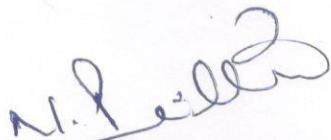

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6. Action Taken on Complaints

No complaints were lodged till now

7. Conclusion

The Internal Committee has played a pivotal role in fostering a safe and inclusive environment. Through awareness programs and Women's Day celebrations, the committee has reinforced its commitment to empowerment, equality, and respect.



PRESIDING OFFICER



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