



**TELANGANA TRIBAL WELFARE RESIDENTIAL DEGREE  
COLLEGE FOR WOMEN (TTWRDCW) SURYAPET**

**INTERNAL COMPLAINT COMMITTEE (ICC)**

**1. PREAMBLE**

With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, advising the institutions to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised the universities to be proactive by developing a conducive atmosphere on the campus, where the status of women is respected and they are treated with compassion. Keeping the above guidelines in view the University has constituted a Committee against Sexual Harassment

**VISION**

We envision a safe environment and protection against sexual harassment of women at TTWRDCW and for redressed of complaints of sexual harassment and to ensure gender equality in TTWRDCW.

**MISSION**

1. To provide safe workplace.
2. To develop a policy against sexual harassment for women at TTWRDCW.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
5. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
6. To create a secure physical and social environment to deter any act of sexual harassment.
7. To evolve a permanent mechanism for the prevention and redressed of sexual harassment cases and other acts of gender based violence at TTWRDCW.

## COMPOSITION OF COMMITTEE

The Committee consists of the following members:

Principal, vice-principal, two senior faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge.

## OBJECTIVES

The objectives of the Committee are:

1. To prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
2. To make recommendations to the authorities for changes/elaborations in the rules for students in the prospectus and the bye-laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.
3. To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.

## ADDITIONAL PROCEDURE TO BE FOLLOWED

1. Once a complaint has been given to the Committee, the complainant should not be made public till the enquiry is completed.
2. Committee should have names and easy access to groups and/or individuals who can assist by providing legal, medical and/or psychological help to the victims.
3. The case of third party harassment/outsider harassment, the college's authorities shall initiate action by making a complaint with the appropriate authority.

P. Radha

*P. Radha*

Incharge

DL in Telugu



*S. Suresh*

**PRINCIPAL**

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