



## GOVERNMENT DEGREE COLLEGE

URAVAKONDA - 515 812

(Accredited by NAAC with B Grade)

Affiliated to S K. University, Anantapuramu



### **Internal Complaint Committee (ICC)**

The Government Degree College, Uravakonda has the Internal Complaint Committee (ICC) which is working for Internal complaints resolving. It is a crucial component of an organization's efforts to promote a safe, secured and respectful workplace environment. The ICC is instrumental in creating a safe and inclusive workplace where employees can work without fear of harassment or discrimination.

#### **Objectives and functions:**

**Addressing Complaints:** The ICC is responsible for receiving and addressing complaints related to sexual harassment, discrimination, or any form of workplace misconduct.

**Confidentiality:** It ensures the utmost confidentiality during the complaint handling process to protect the privacy and dignity of both the complainant and the accused.

**Fair and Impartial Investigation:** The ICC conducts thorough and impartial investigations into complaints, ensuring due process and fairness for all parties involved.

**Recommendations:** After investigation, the ICC provides recommendations for appropriate actions or sanctions to address the issue and prevent its recurrence.

**Prevention and Awareness:** It plays a vital role in educating employees about their rights and responsibilities, as well as fostering a culture of respect and inclusivity within the organization.

**Compliance:** Ensures compliance with relevant laws and regulations pertaining to workplace harassment and discrimination.

**Documentation:** Maintains records of complaints, investigations, and actions taken to demonstrate accountability and transparency.

**Regular Reporting:** Periodically reports on its activities and findings to senior management, helping the organization continuously improve its workplace environment.

**Internal Complaint Committee:**

Dr.G.Ramakrishna, Principal, Chairman.

B.V.Nagajyothirmai, Convenor WEC, Member

A.Aruna Jyothi, Convernor Grievance & Redressel Cell, Member

Dr.B.Venkata Ramadu, NSS-Unit-I- P.O.,Member

NA Althaf, NSS-Unit-II- P.O.,Member

K.Sirisha, II BSC

R.Manoj, II BCOM

Y.Soori, II BA

  
Principal  
PRINCIPAL  
GOVT.DEGREE COLLEGE  
HIRVAKONDA