



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Permanently Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under Sections 2(f) and 12(B) of UGC Act, 1956

Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Ref: ACOE/ICC-ABHAYA/2022-23/Constitution

06-07-2022

CONSTITUTION OF THE COMMITTEE

INTERNAL COMPLAINTS COMMITTEE (ABHAYA)

A.Y 2022-2023

To ensure a safe working environment for women in the campus, "INTERNAL COMPLAINTS COMMITTEE-ABHAYA" Cell is constituted with the following members for the academic year 2022-23 with immediate effect.

S.No.	Name of the member	Designation	Role
1	Ms.S.Swetha Radha	Assoc. Professor-ME	Presiding Officer
2	Ms P. Sridevi	Asst. Professor-MBA	Coordinator-1
3	Ms.P.N.S.Lakshmi	Asst. Professor-CSE	Coordinator-2
4	Ms.Kambapati Lakshmi	Assoc. Professor- EEE	Member
5	Ms.T.Satyakumari	Asst. Professor-CSE	Member
6	Ms.R.Raja Chandrika	Asst. Professor-CE	Member
7	Ms.Pavani Sairam	NGO, Kakinada	Member
8	Ms. Y. Manisha	Technician-ECE	Member
9	Ms. G.R.N. Padma Priya	Technician-CSE	Member
10	Ms.M. Bhaskara Lakshmi	19MH1A0103-IV B. Tech. (CE)	Student Member
11	Ms.K. Sai Sahithi	19MH1A0475-IV B. Tech. (ECE)	Student Member
12	Ms.G.Aruna Jyothi	20MH1A0222-III B. Tech. (EEE)	Student Member
13	Ms.J.Saranya	20MH1A4218-III B.TECH (CSE AI&ML)	Student Member

Cc to: Members of ICC-ABHAYA


PRINCIPAL
Aditya College of Engineering
SURAMPALAM - 533 437



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Ref: ACOE/ICC-ABHAYA/2022-23/SOP

11-07-2022

INTERNAL COMPLAINTS COMMITTEE – ABHAYA STANDARD OPERATING SYSTEM (SOP)

ICC-ABHAYA adopts the standard operating procedure (SOP) as per the guidelines provided by the statutory body, AICTE.

Aditya College of Engineering (ACOE) is committed to provide safe academic and working environment to all the students and its women employees. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College with the following objectives.

Objectives:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

1. To develop a policy against sexual harassment of women at the Institute.
2. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
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 create a secure physical and social environment to deter any act of sexual harassment.
6. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

1. Short title, application and commencement-

(1) These regulations are provided by the All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Educational Institutions) Regulations, 2016.

(2) They shall apply to all technical Institutions in India.

2. Definitions-In these regulations, unless the context otherwise requires,-

(a) "Aggrieved Woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);

(c) "Campus" means the location or the land on which a Technical Institution (TI) and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centers, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centers, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the TI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short- term placements, places used for camps , cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the TI;

(d) "Council" means the All India Council for Technical Education established under section 3(Chapter 1of All India Council for Technical Education Act, 1987 (52 of 1987) ;

(e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;

(f) "employee" means a person duly employed by the TI and also trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;

(g) "Executive Authority" means the chief executive authority of the TI, by whatever name called, in which the general administration of the TI is vested;

(h) "Technical Institution" (TI) means an AICTE approved Institution;

(i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an TI under sub regulation (1) of regulation 4 of these regulations and shall include any duly constituted Body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)); Provided that in the latter case the TI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

(j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;

(k) "Sexual harassment" means-

(i) An unwanted conduct with sexual undertones which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:—

(a) Any unwelcome physical, verbal or non-verbal conduct of sexual nature;

(b) Demand or request for sexual favours;

(c) Making sexually coloured remarks;

(d) Physical contact and advances; or

(e) Showing pornography; and

(ii) Any one (or more than one or all) of the following circumstances, if it occurs or is present in

relation or connected with any behaviour that has explicit or implicit sexual undertones-

- (a) Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) Implied or explicit threat of detrimental treatment in the conduct of work;
- (c) Implied or explicit threat about the present or future status of the person concerned;
- (d) Creating an intimidating offensive or hostile learning environment;
- (e) Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

(l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short- term training programmes in a TI:

Provided that a student who is a participant in any of the activities in a TI other than the TI where such student is enrolled shall be treated as a student of that TI where any incident of sexual harassment takes place against such student;

(m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an actor omission by any third party or outsider, who is not an employee or a student of the TI, but a visitor to the TI in some other capacity or for some other purpose or reason;

(n) "Victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;

(o) "Workplace" means the campus of a TI, including-

- (a) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate TIs ;
- (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in TIs;
- (c) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey for study in TIs.

3. Responsibilities of the Technical Institution-

3.1 Every TI shall,-

- (a) Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the women employees and the students, and modify its ordinances and rules in consonance with the requirements of the Act;
- (b) Publicly notify the provisions against sexual harassment and ensure their wide- dissemination;
- (c) Organize Training Programmes or as the case may be, workshops for the officers, functionaries, faculty and students, to sensitize them and ensure knowledge and awareness of

the rights, entitlements and responsibilities enshrined in the Act and under these regulations;

(d) Act decisively against all gender based violence perpetrated against employees and students of

all sexes recognizing that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and exploitation;

(e) Publicly commit itself to a zero tolerance policy towards sexual harassment;

(f) Reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;

(g) Create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;

(h) include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Wherever a Gender Sensitization Committee against Sexual Harassment (GSCASH) already exists it must be brought additionally in consonance with the composition mandated by the Act;

(i) inform employees and students of the recourse available to them if they are victims of sexual harassment;

(j) Organize regular orientation or training programmes for the members of the ICC or GSCASH to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;

(k) Proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within TIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the TI;

(l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC or GSCASH to curb and prevent sexual harassment on its campus.

(m) Treat sexual harassment as misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;

(n) Treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;

(o) Ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;

(p) Monitor the timely submission of reports by the ICC or GSCASH;

(q) Prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Council.

3.2 Supportive measures-

(1) the rules, regulations or any such other instrument by which ICC or GSCASH shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the TIs must mandatorily extend full support to see that there commendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual

orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the TIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All TIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

(6) Orientation courses conducted in TIs for administrators must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the TI community.

(7) Counselling services must be institutionalized in all TIs and must have well trained full- .

(8) Many TIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.

(9) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.

(10) TIs must ensure reliable public transport, especially within large campuses between different sections of the TI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Shuttle buses must be provided to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.

(11) TIs must build requisite women's hostels, which is a priority area. For the growing population of young women wishing to access higher education, hostel accommodation is a necessity in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.

(12) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result

insecuritization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.

(13) Adequate health facilities are equally mandatory for all TIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.

(14) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti- sexual harassment policies on campuses on a regular basis. The 'informal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.

(15) Hostel Wardens, Provosts, Principals, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

4. Grievance Redressal Mechanism- (1) Every TI shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

(a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

(b) Two 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, nominated by the Executive Authority;

(c) Three students (comprising of at least one girl student) of Pre-Final/Final year at Undergraduate/Diploma level Institute, as the case may be.

(d) One member from amongst non-government organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

(2) At least one-half of the total members of the ICC shall be women.

(3) Persons in senior positions such as Chairman, Secretary of the Society & Principal / Director etc. shall not be the members of ICCs in order to ensure autonomy of their functioning.

(4) The term of office of the members of the ICC shall be for a period of three years. TIs may also employ a system whereby one-third of the members of the ICC may change every year.

5. Responsibilities of Internal Complaints Committee (ICC) or GSCASH - The Internal Complaints Committee shall:

(a) Provide assistance if an employee or a student chooses to file a complaint with the police;

(b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;

- (c) 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;
- (d) Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. The Process for making Complaint and conducting Inquiry - The ICC shall comply with the procedure prescribed in the Act, for making a complaint and inquiring into the complaint in a time bound manner. The TI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy.

7. Process of making Complaint - (1) An aggrieved person is required to submit a written complaint along with supporting documents and names and addresses of the witnesses if any to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

(2) Friends, relatives, colleagues, co-students, psychologist or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. Process of conducting Inquiry - (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the TI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the TI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the TI within a period of thirty days from the date of these recommendations.

(6) If the Executive Authority of the TI decides not to act as per the recommendations of the ICC, the TI shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the TI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The TI shall facilitate a conciliation process through ICC or GSCASH, as the case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. Interim Redressal- The TI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC.
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three Months.
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimization as a consequence of making a complaint of sexual harassment.

10. Punishment and compensation-

(1) anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the TI, if the offender is an employee. Depending upon the severity of the offence, the punishments may include any one or more such as a written apology, warning, reprimand, censure, undergoing counselling or carrying out community service, withholding of promotion, withholding of pay rise or increments and terminating the respondent from service.

(2) Where the respondent is a student, depending upon the severity of the offence, the TI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
- (b) suspend or restrict entry into the campus for a specific period;
- (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
- (d) Award reformatory punishments like mandatory counselling and, or, performance of community services.

(3) The aggrieved person is entitled to the payment of compensation. The TI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-

- (a) Mental trauma, pain, suffering and distress caused to the aggrieved person;
- (b) The loss of career opportunity due to the incident of sexual harassment;
- (c) The medical expenses incurred by the victim for physical, psychiatric treatment;
- (d) The income and status of the alleged perpetrator and victim; and
- (e) The feasibility of such payment in lump sum or in installments.

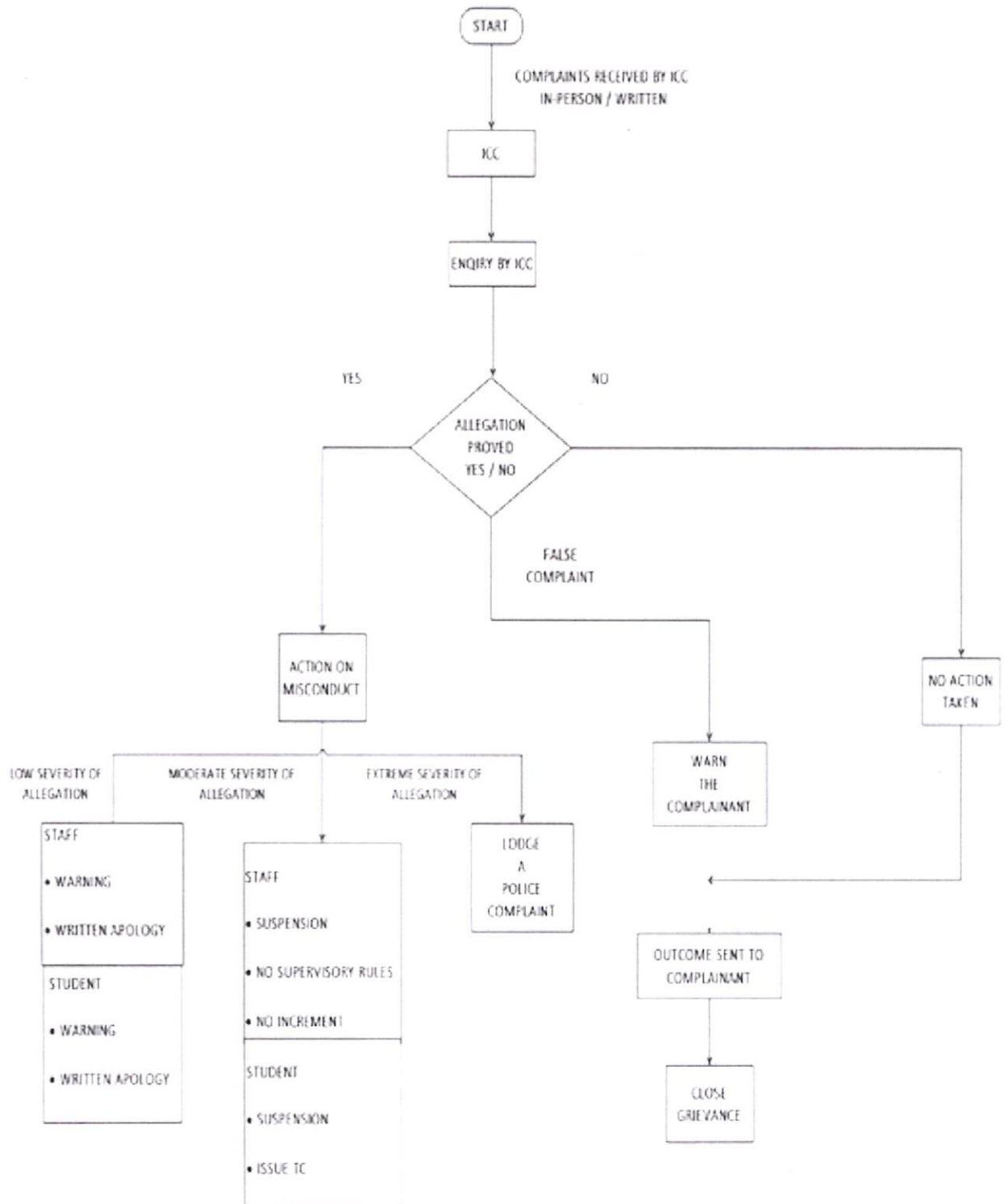
11. Action against frivolous complaint- (1) To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicized within all TIs. If the ICC or GSCASH concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation(2) of that regulation, if the complainant happens to be a student.

12. Consequences of non-compliance-(1) The Council shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) Withdrawal of declaration of fitness to receive grants.
- (b) removing the name of college from the list maintained by the Council.
- (c) withholding any grant allocated to the institution;
- (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Council;
- (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Council, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
- (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
- (g) Taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the All India Council for Technical Education Act, 1987 for such duration of time till the institution complies with the provisions of these regulations.

(2) No action shall be taken by the Council under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

MECHANISM OF REDRESSAL OF COMPLAINTS




Presiding Officer


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SURAMPALEM - 533 437

ACOE-Internal Complaints Committee-Complaint form

Aditya College of Engineering (ACOE) is committed to provide safe academic and working environment to all the girl students and its women employees. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College. Any aggrieved student / staff can register a complaint either in-person or mail to office@acoe.edu.in or online or telephonic conversation to any of the ICC members--
Presiding Officer

Hi, Mr. Y Krishna Srinivasa Subba Rao. When you submit this form, the owner will see your name and email address.

* Required

1. Your name *

2. You are *

☐ Student

☐ Staff member

3. Your Regd. No. / Emp Id. *

4. Please explain your problem/grievance *

Enter your answer

5. Any other information, you would like to provide *

Enter your answer

Submit

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Ref: ACOE/ICC-ABHAYA/2022-23/Circular/1

12-07-2022

CIRCULAR

This is to inform all the members of Internal Complaints Committee (ABHAYA) that a meeting is scheduled on 14.07.2022 at 3.00 PM in Ramanujan Bhavan, Conference Hall with the following agenda:

- 1) Awareness on SOP and AICTE Gazette notification
- 2) Prepare strategic Perspective Plan (SPP).
- 3) Mechanism to receive the complaints.
- 4) Any other item with permission from chair.

All the members are requested to attend the meeting without fail.


Presiding Officer-ICC

Cc to: Members of ICC-ABHAYA


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15.07.2022

Minutes of meeting of ABHAYA

Date of meeting	14-07-2022 (3:00 PM to 3:45 PM)
Venue	Ramanujan Bhavan, Conference Hall
Reference	ACOE/ICC-ABHAYA/2022-23/Circular/1 dated:12-07-2022

The meeting of ICC-ABHAYA was held on 14-07-2022 with the following agenda:

- 1) Change of name of the committee from "Prevention of Sexual Harassment" to "Internal Complaints Committee (ABHAYA)"
- 2) Awareness on SOP and AICTE Gazette notification
- 3) Prepare Strategic Perspective Plan (SPP).
- 4) Mechanism to receive complaints.
- 5) Any other item with permission from chair.

The members of the IIC-ABHAYA are:

S.No.	Name of the member	Designation	Role
1	Ms.S.Swetha Radha	Assoc. Professor-ME	Presiding Officer
2	Ms P. Sridevi	Asst. Professor-MBA	Coordinator-1
3	Ms.P.N.S.Lakshmi	Asst. Professor-CSE	Coordinator-2
4	Ms.Kambapati Lakshmi	Assoc. Professor- EEE	Member
5	Ms.T.Satyakumari	Asst. Professor-CSE	Member
6	Ms.R.Raja Chandrika	Asst. Professor-CE	Member
7	Ms.Pavani Sairam	NGO, Kakinada	Member
8	Ms. Y. Manisha	Technician-ECE	Member
9	Ms. G.R.N. Padma Priya	Technician-CSE	Member
10	Ms.M. Bhaskara Lakshmi	19MH1A0103-IV B. Tech. (CE)	Student Member
11	Ms.K. Sai Sahithi	19MH1A0475-IV B. Tech. (ECE)	Student Member
12	Ms.G.Aruna Jyothi	20MH1A0222-III B. Tech. (EEE)	Student Member
13	Ms.J.Saranya	20MH1A4218-III B.TECH (CSE AL&ML)	Student Member

The Presiding Officer welcomed all the members of ICC-ABHAYA and introduced the members and initiated the agenda points one by one and the resolutions are presented here.

Minutes & Resolutions

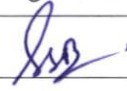
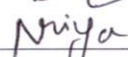
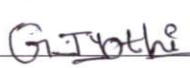
1. The Presiding Officer informed all the members present in the meeting that college is having a central cell named Prevention of Sexual Harassment and the name of the cell is changed to "Internal Complaints Committee-ABHAYA" from AY 2022-23 as per the guidelines given by AICTE.
2. The Presiding Officer circulated the copy of the AICTE Gazette notification in connection with ICC-ABHAYA to all the members and explained about "Sexual harassment" means-
 - (i) An unwanted conduct with sexual undertones which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:—
 - (a) Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
 - (b) Demand or request for sexual favours;
 - (c) Making sexually coloured remarks;
 - (d) Physical contact and advances; or
 - (e) Showing pornography;
 - (ii) Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
 - (a) Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - (b) Implied or explicit threat of detrimental treatment in the conduct of work;
 - (c) Implied or explicit threat about the present or future status of the person concerned;
 - (d) Creating an intimidating offensive or hostile learning environment;
 - (e) Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

Further, Presiding Officer conveyed all the members that ICC-ABHAYA adopted the guidelines provided by AICTE as per the Hon'ble Supreme Court orders.

3. Presiding Officer discussed about the activities and events to be conducted during AY 2021-22 to create awareness among girl students and women employees to prepare the Strategic Perspective Plan (SPP) with probable dates.
4. Presiding Officer discussed about the mechanism to receive the complaints from girl students and women employees, if they face any problem within the college and it is resolved to create Microsoft Form and the link will be made available in the college web site immediately. Presiding Officer entrusted the task to Coordinators of ICC-ABHAYA to prepare the link and host it in the web site.

All the members unanimously resolved that the ICC-ABHAYA should meet again in a short time to discuss further. Presiding Officer conveyed her sincere thanks to all the members and the date of next meeting will be conveyed to all the members through a circular.

The members present in the meeting:

S.No.	Name of the member	Role	Signature
1	Ms.S.Swetha Radha	Presiding Officer	
2	Ms P. Sridevi	Coordinator-1	
3	Ms.P.N.S.Lakshmi	Coordinator-2	
4	Ms.Kambapati Lakshmi	Member	
5	Ms.T.Satyakumari	Member	
6	Ms.R.Raja Chandrika	Member	
7	Ms.Pavani Sairam	Member	-
8	Ms. Y. Manisha	Member	
9	Ms. G.R.N. Padma Priya	Member	
10	Ms.M. Bhaskara Lakshmi	Student Member	
11	Ms.K. Sai Sahithi	Student Member	
12	Ms.G.Aruna Jyothi	Student Member	
13	Ms.J.Saranya	Student Member	



ADITYA COLLEGE OF ENGINEERING

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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Ref: ACOE/ICC-ABHAYA/2022-23/Strategic Perspective Plan

01-08-2022

STRATEGIC PERSPECTIVE PLAN ICC-ABHAYA

Sl. No.	Tentative month of the Event	Name of the Event	SOP (Standard Operating Procedure)	Budget for the Event
1	September 2022	Awareness Program on "Women Safety against Harassment".	➤ Request letter to Principal seeking permission ➤ Budget proposal to Principal ➤ Principal sending invitation to guest ➤ Committee Circular ➤ Event Report and Photos	3000
2	October 2022	Committee Meeting	➤ Plan the activities to be conducted for the prevention of sexual harassment.	--
3	March 2023	International Women's Day	➤ Plan the program to be conducted.	5000
4	April 2023	Workshop on "Review of Laws Relating to Sexual Assault"	➤ Plan the program to be conducted	3000
5	April 2023	Awareness program on "Gender equality and women empowerment"	➤ Request letter to Principal seeking permission ➤ Budget proposal to Principal ➤ Principal sending invitation to guest ➤ Committee Circular ➤ Event Report and Photos	3000


COORDINATOR


PRINCIPAL

PRINCIPAL
Aditya College of Engineering
SURAMPALAM - 533 437



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

05-12-2022
Surampalem.

To

The Principal,
Aditya College of Engineering,
Aditya Nagar,
ADB road,
Surampalem.

Sub: Request for approval to conduct "Poster Presentation" Event.

Sir,

Internal Complaints Committee (ABHAYA) is planning to conduct **"Poster Presentation"** event for students on **13-12-2022**. Hence, we request you to accord permission to conduct this event to bring awareness among the students.

Thanking you sir,

Yours sincerely,


Coordinator
ICC (ABHAYA)



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

05-12-2022
Surampalem.

To

The Principal,
Aditya College of Engineering,
Aditya Nagar,
ADB road,
Surampalem.

Sub: Request for approval to conduct "Poster Presentation" Event.

Sir,

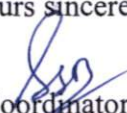
Internal Complaints Committee (ABHAYA) is planning to conduct **"Poster Presentation"** event for students on **13-12-2022**. Hence, we request you to approve this program to benefit our students.

We also request you to please sanction the below requirements.

S.NO	ITEM	No's
1	Prize Memento	2
2	Certificates	40

Thanking you sir,

Yours sincerely,


Coordinator
ICC (ABHAYA)



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Ref: ACOE/ICC-ABHAYA/2022-23/Circular/3

Date:-06-12-2022

CIRCULAR

This is to inform all the students that **ICC-ABHAYA** is going to conduct a **Poster Presentation** on the topics, “**Religious Influence On Female Empowerment and Violence Against Women**” on **13-12-2022** at 10:00 AM in Ramanujan Bhavan First Floor Seminar Hall.

Interested students are requested to enrol themselves with their respective department's **ICC-ABHAYA** coordinator on or before 10-12-2022.


COORDINATOR


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SURAMPALEM - 533 437

Cc to:

1. All the HOD's
2. All the Notice Boards



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Date: 09-12-2022

CIRCULAR

It is here by informed to all the ICC-ABHAYA Coordinators that there will be a meeting regarding Poster Presentation event. All the Coordinators are instructed to attend the meeting without fail.

Date: 9th December 2022

Time: 1.30 PM

Venue: 102-ICC Cell, Ramanujan Bhavan

Coordinator

ICC-ABHAYA



ADITYA COLLEGE OF ENGINEERING

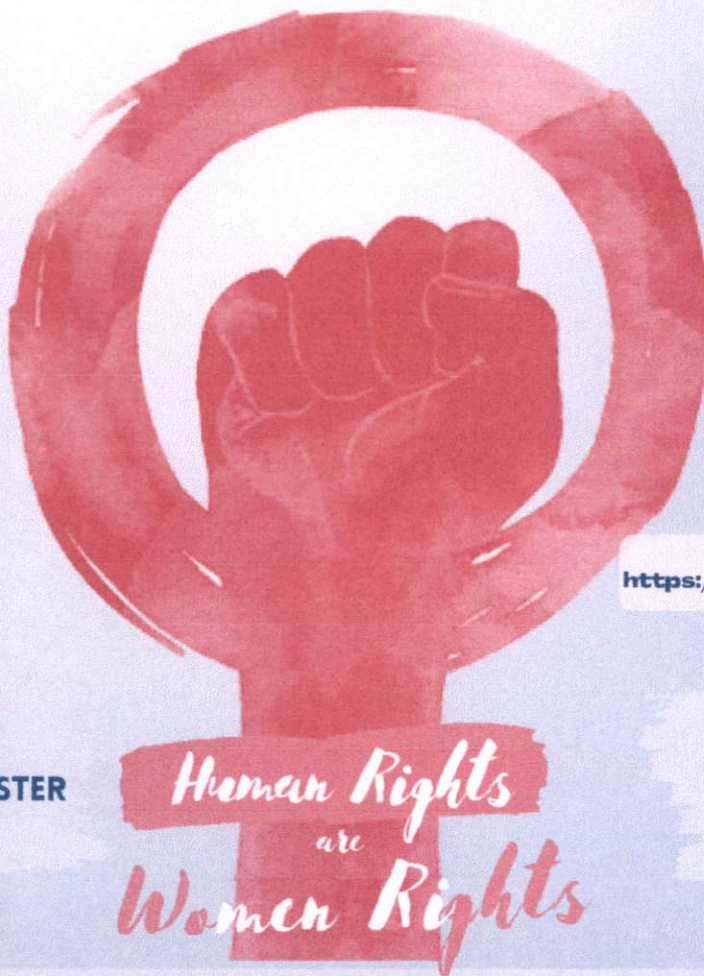
Approved by AICTE, Permanently Affiliated to JNTUK & Accredited by
NAAC Recognised by UGC under Sections 2(f) and 12(B) of UGC Act,
1956 Aditya Nagar, ADB Road, Surampalem - 533 437.

On the occasion of

INTERNATIONAL HUMAN RIGHTS DAY POSTER PRESENTATION

Event

13
DECEMBER
2022



REGISTER NOW FOR FREE



<https://forms.gle/JcM75F5BPT8mQRu27>

ROOM NO: 102

LAST DATE TO REGISTER
10-12-2022

CONTACT NO:

Mrs.S.Swetha Radha
9949485859
Mrs.P.N.S Lakshmi
9640381333

INTERNAL COMPLAINTS COMMITTEE (ICC) CELL

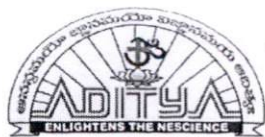
THEMES

- 1.RELIGION'S INFLUENCE ON FEMALE EMPOWERMENT
- 2.VIOLENCE AGAINST WOMEN

INSTRUCTIONS :

- CAN DISPLAY ANY SIZE OF POSTER ON ANY ONE OF THE GIVEN THEMES
- AT MOST 3 STUDENTS CAN BE IN A TEAM.
- STUDENTS HAVE TO EXPLAIN THEIR POSTER TO THE VISITORS AND DIGNITARIES
- TITLE OF THE POSTER SHOULD BE GIVEN RELEVANT TO THE GIVEN THEME.
- PARTICIPANTS SHOULD SUBMIT THE POSTERS ON OR BEFORE 12.12.22 BY 9.30.A.M.
- WINNERS WILL BE SELECTED BASED ON THEIR INNOVATIVE CONCEPT AND EXPLANATION.





Date: 15-12-2022

A Report On

Poster Presentation On The Topics of, "Religious Influence On Female Empowerment and Violence Against Women"

S. No.	Name of the Event	Venue	No. of Participants
1.	Poster Presentation	Ramanujan Bhavan First Floor Seminar Hall	32

A **Poster Presentation** on the topics of, "**Religious Influence On Female Empowerment and Violence Against Women**" was conducted by **Internal Complaints Committee (ABHAYA)** on **13-12-2022**. The event main ambition is to bring awareness among the students. The event started at 10:00 AM. The students presented the poster in the seminar hall. Through this activity, the students (both boys and girls) have expressed their feelings through their posters and they explained the poster to judges and to all the staff members. Nearly 40 batches of students participated in this poster presentation. The event ended with memento and certificate distribution at 4.00 PM.

PRINCIPAL
PRINCIPAL

Aditya College of Engineering
SURAMPALAM - 533 437



సాక్షి

హింసావాదాన్ని విడనాడాలి



విజేతలకు బహుమతులు అందజేస్తున్న ఆదిత్య సిబ్బంది

గండేపల్లి: నేటి ప్రపంచంలో మితిమీరుతున్న హింసావాదాన్ని అరికట్టేందుకు ప్రతి ఒక్కరూ కృషి చేయాలని ఆదిత్య విద్యా సంస్థల ప్రిన్సిపాల్ ఎ.రమేష్ అన్నారు. ఇంటర్నేషనల్ హ్యూమన్ రైట్స్ డే సందర్భంగా సూరంపాలెం ఆదిత్య క్యాంపస్ వద్ద బుధవారం స్త్రీలపై హింస, మతాలు స్త్రీల సాధికారతపై ప్రభావం అనే అంశంపై పోస్టర్ ప్రజెంటేషన్ పోటీలు నిర్వహించారు. ఇందులో అత్యుత్తమ ప్రతిభ కనబరిచిన విద్యార్థులకు బహుమతులు అందజేశారు. కార్యక్రమంలో డీన్ పి.రవి కుమార్, కోఆర్డినేటర్ పీఎన్ఎస్ లక్ష్మి, ప్రిసైడింగ్ ఆఫీసర్ ఎస్.శ్వేతారాధా తదితరులు పాల్గొని ఇంటర్నల్ కంప్లెంట్ కమిటీ (అభయ) ప్రాముఖ్యత, విధి విధానాలు వివరించారు.

Date: 15/12/2022, Edition: Kakinada (Tuni),

Page: 9

Source : <https://epaper.sakshi.com/>

ఆదిత్య అభయ ఆధ్వర్యంలో పోస్టర్ ప్రజెంటేషన్ పోటీలు



జగ్గంపేట, వేజుర్ న్యూస్ : సూరంపాలెం ఆదిత్య కాలేజ్ ఆఫ్ ఇంజనీరింగ్ కళాశాల యొక్క ఇంటర్నల్ కంప్లెంట్ కమిటీ (అభయ) వారి ఆధ్వర్యంలో ఇంటర్నెషనల్ హ్యూమన్ రైట్స్ డేని పురస్కరించుకుని, స్త్రీలపై హింస, స్త్రీలపై మతాలు, సాధికారతపై ప్రభావం అనే అంశంపై పోస్టర్ ప్రజెంటేషన్ కాంపిటీషన్ జరిగింది. ఈ పోటీలో ఆత్మజ్ఞతను ప్రతిభ కనబరిచిన విద్యార్థులకు బహుమతులు అందజేశారు. ఈ బహుమతి ప్రధానాత్మక కార్యక్రమం లో ప్రిన్సిపాల్ డా. ఎ. రమేష్, డీన్ డా. పి. రవికుమార్, కోఆర్డినేటర్ పి. ఎన్. ఎస్. లక్ష్మి, ప్రిసైడింగ్ ఆఫీసర్ ఎస్. శ్వేతా రాధా పాల్గొని, ఇంటర్నల్ కంప్లెంట్ కమిటీ (అభయ) యొక్క ప్రాముఖ్యత, విధి విధానాలు తెలియజేశారు.

ఆదిత్యలో పోస్టర్ ప్రజెంటేషన్ పోటీలు

ప్రజాశక్తి - గండేపల్లి

సూరంపాలెం ఆదిత్య కాలేజ్ ఆఫ్ ఇంజనీరింగ్ కళాశాలలో ఇంటర్నల్ కంప్లెంట్ కమిటీ (అభయ) వారి ఆధ్వర్యంలో ఇంటర్నెషనల్ హ్యూమన్ రైట్స్ డేని పురస్కరించుకుని, స్త్రీలపై హింస, స్త్రీలపై మతాలు, సాధికారతపై ప్రభావం అనే అంశంపై పోస్టర్ ప్రజెంటేషన్ కాంపిటీషన్ నిర్వహించారు. ఈ పోటీలో ఉత్తమ ప్రతిభ కనబరిచిన విద్యార్థులకు బహుమతులు అందజేశారు. కార్యక్రమంలో ప్రిన్సిపాల్ డాక్టర్ ఎ.రమేష్, డీన్ పి.రవికుమార్, కోఆర్డినేటర్ పి.ఎన్. ఎస్. లక్ష్మి, ప్రిసైడింగ్ ఆఫీసర్ ఎస్.శ్వేతా రాధా పాల్గొని, ఇంటర్నల్ కంప్లెంట్ కమిటీ (అభయ) ప్రాముఖ్యత, విధి విధానాలు తెలియజేశారు.



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Ref: ACOE/ICC-ABHAYA/2022-23/Circular/4

Date:-02.02.2023

CIRCULAR

All the women staff members and students are hereby informed that an online Cyber Security Awareness Programme on “**Countering Cyber Attacks and Cyber Frauds on Women**” is organized by **Internal Complaints Committee-ABHAYA** and JNTUK, Kakinada on 04.02.2023 at 10.30 AM. All the staff and students should attend the programme without fail.

Venue: Seminar Hall , Ramanujan Bhavan.

Copy to:

- 1.) Dean- A & A
- 2.)All HOD's to circulate among the staff and students


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SURAMPALEM - 533 437



33V8+6QJ, Surampalem, Andhra Pradesh 533437, India
Surampalem
Andhra Pradesh
India
28°C
82°F
2023-02-04 10:30(AM)



33V8+CMG, Surampalem, Andhra Pradesh 533437, India
Surampalem
Andhra Pradesh
India
28°C
82°F
2023-02-04 10:32(AM)



33V8+6QJ, Surampalem, Andhra Pradesh 533437, India
Surampalem
Andhra Pradesh
India
28°C
82°F
2023-02-04 10:24(AM)



33V8+CMG, Surampalem, Andhra Pradesh 533437, India
Surampalem
Andhra Pradesh
India
28°C
82°F
2023-02-04 10:23(AM)



33V8+CMG, Surampalem, Andhra Pradesh 533437, India
Surampalem
Andhra Pradesh
India
31°C
88°F
2023-02-04 12:07(PM)



33V8+6QJ, Surampalem, Andhra Pradesh 533437, India
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India
31°C
88°F
2023-02-04 12:08(PM)

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Aditya Nagar, ADB Road, Surampalem - 533 437.

Countering Cyber Attacks and Cyber Frauds on Women

Date:

S.No.	Roll No.	Name of the Student	Branch	Signature
1.	20MH1A0107	J. Dharani	Civil	Dharani
2	20MH1A0104	A. Padmaja	Civil	Padmaja
3.	20MH1A0116	P. Hema Satya Jyothi	Civil	P. H. S. Jyothi
4.	20MH1A0112	M. D. Likhita	Civil	M. Datta Likhita
5.	20MH1A0093	T. N. V. S. Chandra Rekha	Civil	Chandra Rekha
6	21MH5A0121	K. V. Deepika Reddy	Civil	K. V. Deepi
7.	21MH5A0108	D. Sridevi Mani	Civil	D. Sridevi Mani
8	21MH5A0112	G. Hema Latha	Civil	G. Hema Latha
9	21MH5A0114	G. Madhavi Durga	Civil	G. Madhavi
10	20MH5A0115	Y. Harika Reddyka	Civil	Y. Harika
11	20MH1A0122	Rani Ray	Civil	Rani Ray
12	20MH1A0118	Preksha Thakur	Civil	Preksha
13	20MH1A0589	K. Naga Smita	CSE	K. Smita
14	20MH1A05A8	P. Mamatha	CSE	P. Mamatha
15)	20MH1A0573	B. V. V. L. D. Prasanna	CSE	B. V. V. L. D. Prasanna
16)	20MH1A05A6	P. Kiran Mani Sri Sushma	CSE	P. Sushma
17)	20MH1A05A0	N. Shanku	CSE	N. Shanku
18)	20MH1A0428	K. Ruchika Sr.	ECE	K. Ruchika Sr.
19.)	20MH1A0421	G. D. L. Sruthi	ECE	G. D. L. Sruthi
20)	20MH1A05B4	Amisha Kumari Chaurasiya	C.S.E-B	Amisha
21)	20MH1A05B0	S. Likhitha	CSE-B	S. Likhitha

S.No.	Roll No.	Name of the Student	Branch	Signature
22	213B5A0503	K. Srivalli	CSE-B	K. Srivalli
23	20MH1A05E0	D. Sri Lakshmi MOUNIKA	CSE-B	D. Sri Lakshmi MOUNIKA
24	20MH1A0572	B. Gayathri Ram	CSE-B	B. Gayathri Ram
25	20MH1A05C0	V. Chandrika	CSE-B	V. Chandrika
26	21MH1A4960	V. Sugathri	CSE-IOT	V. Sugathri
27	21MH1A4955	Sripriya.K	CSE-IOT	Sripriya.K
28	20MH1A0556	S. Lakshmi Prasanna	CSE	S. Lakshmi
29	20MH1A0542	P. Aparanji	CSE	P. Aparanji
30	20MH1A0510	Ch. Durga Prasanna	CSE	Ch. Durga prasanna
31	20MH1A0544	P. Hema malini	CSE	P. Hema malini
32	20MH1A0560	T. Hindavi Srimochi	CSE	T. H. Srimochi
33	20MH1A0577	D. V. Neha	CSE	D. Neha
34	20MH1A0595	M. Savarna	CSE	M. Savarna
35	20MH1A0533	M. Gayathri	CSE	M. Gayathri
36	20MH1A0547	R. Niharika	CSE	R. Niharika
37	20MH1A0565	V. Bhargyasri	CSE	V. Bhargyasri
38	21MH5A0501	D. Aparna	CSE	D. Aparna
39	21MH5A0509	P. Bindu	CSE	P. Bindu
40	21MH5A0504	M. Avanthika	CSE	M. Avanthika
41	21MH5A0505	M. Sri Krishna	CSE	M. Sri Krishna
42	21MH5A0507	M. Pazimala	CSE	M. Pazimala
43	21MH5A0513	V. Satya	CSE	V. Satya
44	21MH1A4905	A. Likhitha	CSE-IOT	A. Likhitha
45	21MH1A4936	M. Sri Meghana	CSE-IOT	Meghana
46	21MH1A4916	G. Swathi	CSE-IOT	G. Swathi

S.No.	Roll No.	Name of the Student	Branch	Signature
47	21MH1A4931	M. Keerthi	CSE-IOT	Keerthi
48	21MH1A4951	S. Mahalakshmi	CSE-IOT	S. Mahalakshmi
49	22MH5A4906	G.V. Keema Sai Datta	CSE-IOT	G. Keema
50	21MH5A0453	Geeshma Sai	ECE	Geeshma Sai
51	20MH1A0415	B. Ashwarya	ECE	Ashwarya
52	20MH1A0409	B.V.V. Naga Durga	ECE	Durga
53	20MH1A0401	A. Uma maheswari	ECE	Uma
54	21MH5A0404	CH. Annapurna	ECE	Ana
55	21MH5A0409	K. Victoria	ECE	Victoria
56	21MH1A0410	K. Anu	ECE	Anu
57	20MH1A0468	A.L. Thulasi	ECE-III	A.L. Thulasi
58	20MH1A0435	K. Madhuri	ECE-III	K. Madhuri
59	20MH1A0439	M. Varalakshmi	ECE-II	M. Varalakshmi
60	20MH1A0449	P. Divya Gayatri	ECE-II	P. Divya Gayatri
61	21MH1A4922	K. Jasmita	CSE-IOT	Jasmita
62	21MH1A4913	D. Varshini Devi	CSE-IOT	D. Varshini
63	21MH1A4919	G. Varsha	CSE-IOT	G. Varsha
64	21MH1A4958	T. Sailaxmi	CSE-IOT	T. Sailaxmi
65	21MH5A0431	J. Veeshnavi Rao	ECE-III	Veeshnavi Rao
66	20MH1A0461	T. Sailaxmi	ECE-II	Sailaxmi
67	20MH1A0453	R. Krishna Kamala	ECE-III	R. K. Kamala
68	20MH1A0462	U. Madhulika	ECE-III	Madhulika
69	20MH1A0402	P. Abhinaya Janaki	ECE-III	Abhinaya
70	21MH5A0411	K. Tulasi	ECE-III	K. Tulasi
71	20MH1A0426	K. Lavanya	ECE-III	K. Lavanya

S.No.	Roll No.	Name of the Student	Branch	Signature
72	20MHIA0415	D. Divya Jalithi	ECE	Divya
73	20MHIA0451	P. Kusuma	ECE	Kusuma
74	20MHIA0241	M. Prasanna Lakshmi	EEE	M. prasanna
75	20MHIA0239	M. Krupavathi	EEE	Krupa.
76	20MHIA0222	G. Aruna jiothi	EEE	Aruna.
77	20MHIA0238	M. Aswini	EEE	Aswini
78	20MHIA0229	K. prasanna.	EEE	Prasanna.
79	20MHIA0236	V. Bhuvanawari	EEE	Bhuvan.
80	20MHIA0261	V. Kavitha.	EEE	Kavitha
81	20MHIA0247	N. pravalika.	EEE	pravalika
82	21MH5A0228	M. Jones Lakshmi	EEE	Lakshmi
83	21MH5A0230	M. Navya Sri	EEE	Navya
84	21MHIA0214	LOKITHA . V	EEE	Lokitha . V
85	21MHIA0233	P. Chandrika Gowri	EEE	P. chandrika
86	21MHIA0219	E. Devi Sri	EEE	E. Devi
87	21MHIA0201	A. Mohana	EEE	Mohana . A
88	21MHIA0210	B. Uma Maheswari	EEE	Uma Sri . B.
89	20MHIA4906	ch. su satya	II - 20T	satya
90	20MHIA4913	D. Vineetha	III - 10T	Vineetha.
91	20MHIA4937	P. yajneswari	III - 10T	yj
92	20MHIA4933	P. Harika.	III - 10T	P. Harika.
93	20MHIA4930 ⁵⁰	V. S. D. kalyani	III - 10T	Deepu
94	20MHIA4948	V. sneha chandrika	III - 10T	sneha
95	21MH5A 4914	V. Poojitha	III - 10T	V. Poojitha
96	20MHIA4943	P. Harika Devi	II - ECE	P. Harika

[illegible]

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Aditya Nagar, ADB Road, Surampalem - 533 437.

Date:

[illegible]



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Date: 01-03-2023

CIRCULAR

All the students and faculty are hereby informed that ICC – ABHAYA is celebrating “International Women’s Day” on 6th March. On this occasion we are conducting the activities for women staff and girl students.

Activities for Women Staff

1. Relay Dumble
2. Musical Chair
3. Blasting Balloon
4. Cup Pyramid

Girl Students

1. Skill Exhibition
 - * Mehendi Art
 - * Nail Art
2. Running

The interested staff and students can participate and enroll the names on or before 02.03.2023 with ICC Coordinators.

Smt. S.Swetha Radha (9949485859), Presiding Officer

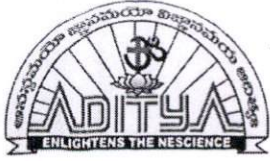
Smt. P.N.S Lakshmi (9640381333), Coordinator



PRINCIPAL

Copy to:

- 1) Dean – A & A
- 2) All the HOD's to arrange to circulate among the students concerned.
- 3) Library



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22-02-2023
Surampalem.

To

The Principal,
Aditya College of Engineering,
Aditya Nagar,
ADB road,
Surampalem.

Sub: Request for approval to conduct "International Women's Day Celebration".

Sir,

Internal Complaints Committee (ABHAYA) is planning to conduct **"International Women's Day Celebration"** event for students on **06-03-2023**. Hence, we request you to approve this event to strengthen the abilities of women and to make them self confident.

Thanking you sir,

Yours sincerely,


Coordinator
ICC (ABHAYA)



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

22-02-2023
Surampalem.

To

The Principal,
Aditya College of Engineering,
Aditya Nagar,
ADB road,
Surampalem.

Sub: Request for approval to conduct "International Women's Day Celebration" .

Sir,

Internal Complaints Committee (ABHAYA) is planning to conduct **"International Women's Day Celebration"** event for staff and students on **06-03-2023**. Hence, we request you to approve this program to benefit our staff and students.

We also request you to please sanction the budget mentioned below

S.NO	ITEM	AMOUNT
1	Prize Memento and Medals	2000
2	Miscellaneous	500
Total		1000

Thanking you sir,

Yours sincerely,


Coordinator
ICC (ABHAYA)



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Ref: ACOE/ICC-ABHAYA/2022-23/Circular/5

Date: 01-03-2023

CIRCULAR

All the students and faculty are hereby informed that **ICC – ABHAYA** is celebrating **“International Women’s Day”** on 6th March. On this occasion we are conducting the activities for women staff and girl students.

Activities for Women Staff

1. Relay Dumble
2. Musical Chair
3. Blasting Balloon
4. Cup Pyramid

Girl Students

1. Skill Exhibition
 - * Mehendi Art
 - * Nail Art
2. Running

The interested staff and students can participate and enroll the names on or before 02.03.2023 with ICC Coordinators.

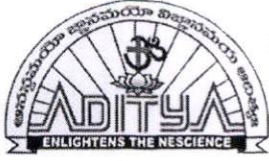
Smt. S.Swetha Radha (9949485859), Presiding Officer

Smt. P.N.S Lakshmi (9640381333), Coordinator

Copy to:

- 1) Dean – A & A
- 2) All the HOD's to arrange to circulate among the students concerned.
- 3) Library

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SURAMPALEM - 533 437



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

03-03-2023
Surampalem.

To

The Principal,
Aditya College of Engineering,
Aditya Nagar,
ADB road,
Surampalem.

Sub: Request for approval to to invite Guest for “International Women’s Day Celebration” .

Sir,x

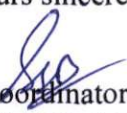
Internal Complaints Committee (ABHAYA) is planning to conduct **“International Women’s Day Celebration”** for staff and students on **06-03-2023**. Hence, we request you to approve this program to encourage our women staff and girl students.

We also request you to please sanction the below

S.NO	ITEM	NUMBER
1	Banner	6x4
2	Banner	6x3

Thanking you sir,

Yours sincerely,


Coordinator
ICC (ABHAYA)



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

22-02-2023
Surampalem.

To

The Principal,
Aditya College of Engineering,
Aditya Nagar,
ADB road,
Surampalem.

Sub: Request for approval to conduct "International Women's Day Celebration" .

Sir,

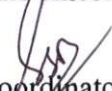
Internal Complaints Committee (ABHAYA) is planning to conduct **"International Women's Day Celebration"** for staff and students on **06-03-2023**. Hence, we request you to approve this program to encourage our women staff and girl students.

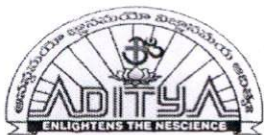
We also request you to please sanction the prizes mentioned below

S.NO	ITEM	NUMBER
1	Prize Memento	20 (Winner+Runner)
2	Medals	10
3	Certificates	40
4	Banner	8x4

Thanking you sir,

Yours sincerely,


Coordinator
ICC (ABHAYA)



Date: 15-12-2022

A Report On

Women's Day Celebrations 2K23

S. No.	Name of the Event	Venue
1.	Women's Day Celebrations	Ramanujan Bhavan First Floor Seminar Hall

Women's Day Celebrations was Organized by ICC-ABHAYA on 6th March 2023. The event main objective is to encourage woman's staff and girl students. The Event started at 2:30 PM. The staff and students have participated in various activities like Cup Pyramid, Blasting Balloon, Relay Dumble and Tug of War. Through these activities they are refreshed and encouraged. The police inspector of Disha App Police Station addressed the gathering and she motivated by her speech. She also explained how to face the difficulties and to overcome in a tough situation with the real situations which are dealt by her regularly. After the speech, The Momentous are given to the winners and runners of the various activities which are conducted to housekeeping staff, Woman staff and girl students. The event is ended with a vote of thanks to the chief guest, the police inspector of the Disha app police station, staff and students coordinators.


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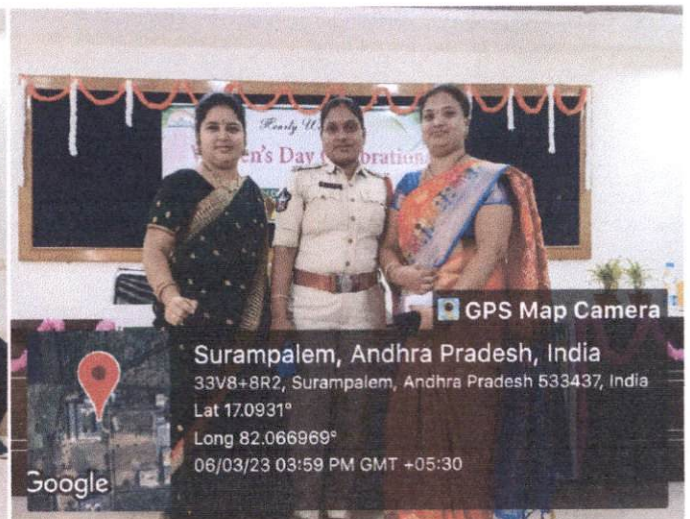
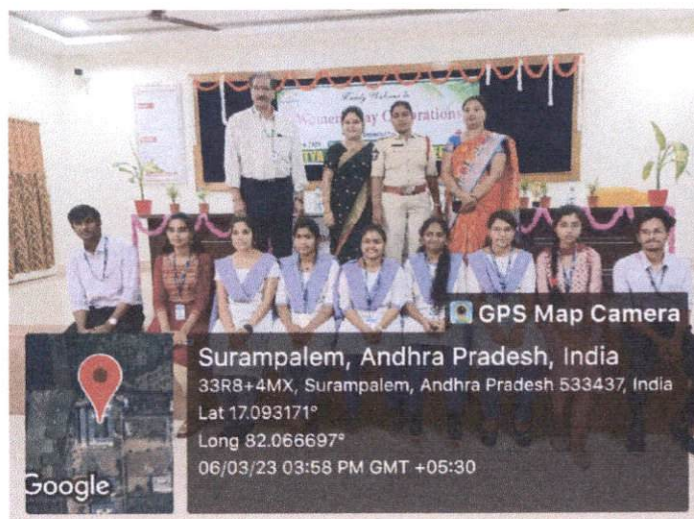
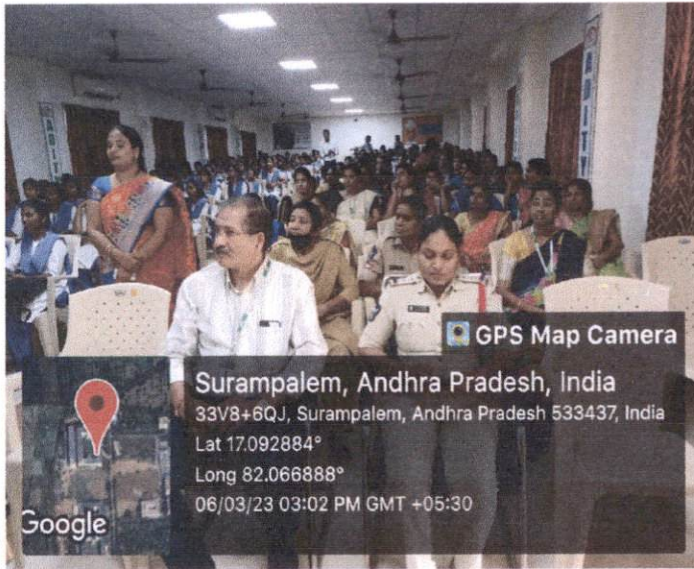
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08 Mar 2023 - Page 1

WOMEN'S DAY CELEBRATIONS-2023



Woman's Day Celebrations 2K23





Hearty Welcome to

Women's Day Celebrations

Chief Guest
Mrs. S Lakshmi Kantham (SI, Disha Police Station, Kakinada)

Organized by
ICC - ABHAYA

6th March 2023



ADITYA COLLEGE OF ENGINEERING



Hearty Welcome to

Women's Day Celebrations

Organized by
internal Complaints Committee- ABHAYA

6th March 2023



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Ref: ACOE/ICC-ABHAYA/2022-23/Circular/6

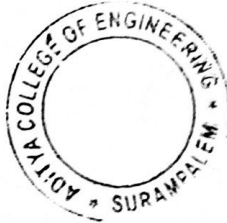
Date: 08-04-2023

CIRCULAR

All the women staff members and girl students are hereby informed that an Awareness Programme on "**Feminine Hygiene Program**" is organized by **Internal Complaints Committee-ABHAYA** on 11.04.2023. All the girl students who have interest to attend the programme can register their names in the ICC-Cell on or before 09.04.2023.

Copy to:

- 1.) Dean- A & A
- 2.) All HOD's to circulate among the staff and students




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SURAMPALAM - 533 437

FEMININE HYGIENE PROGRAM



పరిశుభ్రతపై అవగాహన

గండేపల్లి, ఏప్రిల్ 11: సూరంపాలెంలోని ఆదిత్య ఇంజనీరింగ్ కళాశాల విద్యార్థులు పెద్దాపురం మండలం వడ్లమూరు జడ్చీ ఉన్నత పాఠశాలలో భావితరాల కోసం నిలబడదాం కార్యక్రమం నిర్వహించారు. ఎన్ఎస్ఎస్, ఐసీసీ, అభయ విభాగాల విద్యార్థులు పరిశుభ్రతపై అవగాహన కల్పించారు.

Date: 12/04/2023, Edition: KAKINADA(KAKINADA DISTRICT), Page: 8

Source : <https://epaper.andhraajyothy.com>

పెన్ పవర్
పాఠశాల బాల విభాగ ప్రస్థాపితం మన పాఠశాల

వడ్లమూరులో వయోజన పరిశుభ్రతపై అవగాహన

పెద్దాపురం, పెన్ పవర్, ఏప్రిల్ 11: మండల పరిధిలోని వడ్లమూరు గ్రామం జిల్లా పరిషత్ ఉన్నత పాఠశాలలో మంగళవారం స్టాండ్ ఫర్ నెక్స్ట జనరేషన్ కార్యక్రమం నిర్వహించారు.

పెద్దాపురం డివిజన్

పరిధిలో గల సూరంపాలెం ఆదిత్య కాలేజ్ ఆఫ్ ఇంజనీరింగ్ కళాశాలఎన్ఎస్ఎస్, ఐసీసీ అభయ విభాగాల ఆధ్వర్యంలో నిర్వహించిన ఈ కార్యక్రమంలో మహిళా విద్యార్థినులకు వయోజన పరిశుభ్రతపై అవగాహన కల్పించారు. ఈ సందర్భంగా కళాశాల ప్రిన్సిపాల్ డాక్టర్ ఆదిరెడ్డి రమేష్, డీన్ డాక్టర్ పీ.ఎస్.వి.వి.ఎస్. రవికుమార్, తదితరులు విద్యార్థులను అభినందించారు.





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Ref: ACOE/ICC-ABHAYA/2022-23/ATR

Date: 22-06-2023

ACTION TAKEN REPORT

ICC-ABHAYA

Sl. No.	Month of the Event & Year	Name of the Event	Date of event conducted	No. of Participants	Remarks
1	July 2022	Committee Meeting	12.07.2022	13	Organized Successfully
2	December 2022	Poster Presentation on the occasion of International Human Rights Day.	13.12.2022	32	Organized Successfully
3	February 2023	Awareness Program on Countering Cyber Attacks and Cyber Frauds on Women	04.02.2023	115	Organized Successfully
3	March 2023	International Women's Day	06.03.2023	150	Organized Successfully
4	April 2023	Awareness Program on Feminine Hygiene Program	11.04.2023	60	Organized Successfully

COORDINATOR

PRINCIPAL
PRINCIPAL

Aditya College of Engineering
SURAMPALAM - 533 437