



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

- 5.1.5 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

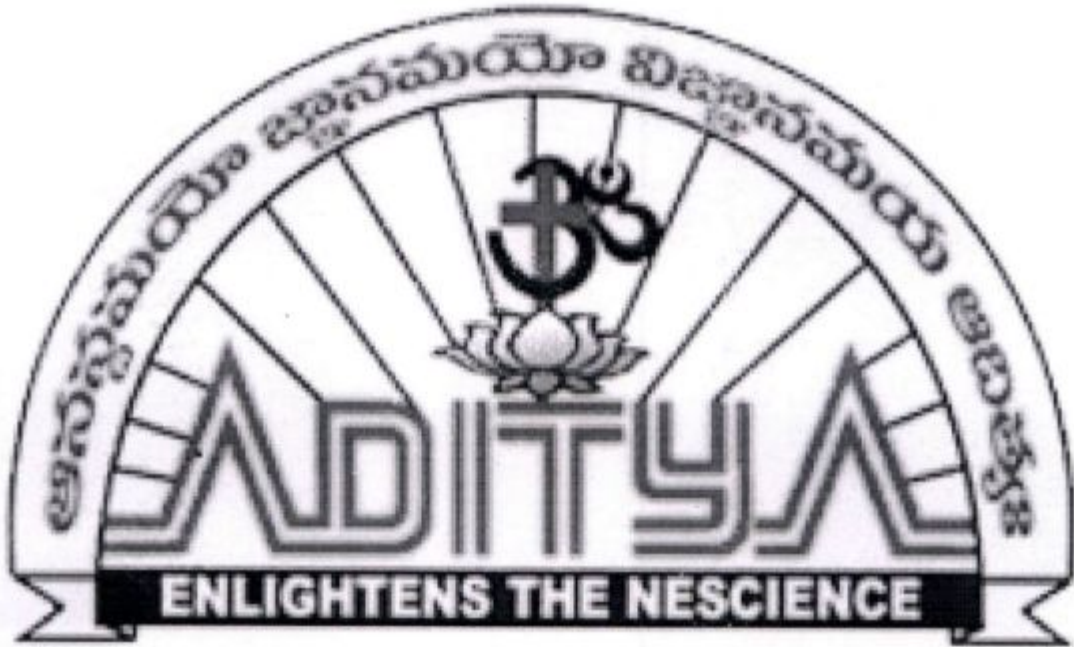
INDEX

S. No	Description	Page No.
1	Internal Complaints committee(ABHAYA)	1-35
2	Grievance Redressal committee	36-64
3	Anti-Ragging committee	65-87


PRINCIPAL
Aditya College of Engineering
SURAMPALAM - 533 437

ADITYA COLLEGE OF ENGINEERING

Aditya Nagar, ADB Road, Surampalem – 533 437.



INTERNAL COMPLAINTS COMMITTEE

(ABHAYA)

(2021-2022)



भारत का राजपत्र

The Gazette of India

असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 251] नई दिल्ली, शुक्रवार, जून 10, 2016/ज्येष्ठ 20, 1938
No. 251] NEW DELHI, FRIDAY, JUNE 10, 2016/JYAISTHA 20, 1938

मानव संसाधन विकास मंत्रालय
(अखिल भारतीय तकनीकी शिक्षा परिषद्)

अधिसूचना

नई दिल्ली, 10 जून, 2016

एफ. सं. अमातशिप/डब्ल्यू.एच./2016/01.—अखिल भारतीय तकनीकी शिक्षा परिषद् (तकनीकी संस्थाओं में लिंग-भेद संबंधी जागरूकता, महिला कर्मियों और छात्राओं के यौन उत्पीड़न का प्रतिषेध तथा प्रतिलोभ और शिकायतों का निवारण) विनियम, 2016

अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम, 1987 (1987 का 52) की धारा 23 (1), अध्याय—VI द्वारा प्रदत्त अपनी शक्तियों का प्रयोग करते हुए अखिल भारतीय तकनीकी शिक्षा परिषद् एतद्वारा निम्नलिखित विनियम बनाती है अर्थात् :—

1.	संक्षिप्त नाम, प्रयोज्यता और प्रारंभ : (1) इन नियमों का संक्षिप्त नाम अखिल भारतीय तकनीकी शिक्षा परिषद्— (तकनीकी संस्थाओं में लिंग-भेद संबंधी जागरूकता, महिला कर्मियों और छात्राओं के यौन उत्पीड़न का प्रतिषेध तथा प्रतिलोभ और शिकायतों का निवारण) विनियम, 2016 है। (2) ये भारत की सभी तकनीकी संस्थाओं पर लागू होंगे। (3) ये राजपत्र में इनके प्रकाशन की तारीख से प्रवृत्त होंगे।
2.	परिभाषाएं—इन नियमों में जब तक संदर्भ में अन्यथा अपेक्षित न हो— (क) "पीडित महिला" से कार्यस्थल के संबंध में अभिप्रेत किसी भी उम्र की कोई महिला, चाहे वह वहां नौकरी करती हो, या न करती हो, परंतु वह प्रत्यक्षी द्वारा यौन उत्पीड़न की शिकार हुई हो। (ख) "अधिनियम" से महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध एवं प्रतिलोभ) अधिनियम, 2013 (2013 का 14) अभिप्रेत है : (ग) "परिसर" से अभिप्रेत ऐसा स्थल अथवा भूमि जिसमें तकनीकी संस्थान स्थित है तथा इसमें स्थित संबंधित संस्थागत सुविधाएं जैसे— पुस्तकालय, प्रयोगशालाएं, व्याख्यान कक्ष, आवासीय क्षेत्र, कक्ष, शौचालय, विद्यार्थी केन्द्र, छात्रावास, भोजन कक्ष, स्टेडियम, वाहन अड्डा (पार्किंग) क्षेत्र, उद्यान जैसे बैठने योग्य क्षेत्र तथा अन्य सुविधाएं जैसे—स्वास्थ्य केन्द्र, भोजनालय (कैंटीन), बैंक काउंटर, इत्यादि स्थित है तथा इसमें बढ़ाया गया परिसर तथा इसकी परिधि में आने वाले ऐसे स्थान जिनपर तकनीकी संस्था के विद्यार्थी होने के नाते विद्यार्थी भ्रमण करते हैं, परिवहन जो संस्थान तक आने व जाने के उद्देश्य से प्रयोग किया जाता है, संस्था से बाहर स्थित स्थान जिनपर कार्यक्षेत्र यात्रा, प्रशिक्षुता, शैक्षणिक भ्रमण, दर्शनीय स्थल, अल्पकालिक नियोजन (प्लेसमेंट), कैंपों, सांस्कृतिक आयोजनों, खेल स्पर्धाओं तथा ऐसे ही अन्य कार्यक्रमों के लिए प्रयोग किए जाने वाले स्थान,

	जहाँ कोई व्यक्ति तकनीकी संस्थान का कर्मचारी अथवा विद्यार्थी होने के नाते भाग लेता है :
(घ)	"परिषद्" से अधिनियम की धारा 3 (अखिल भारतीय तकनीकी शिक्षा परिषद्, अधिनियम, 1987 (1987 का 52) के अध्याय-1) द्वारा के अंतर्गत स्थापित अखिल भारतीय तकनीकी शिक्षा परिषद् अभिप्रेत है;
(ङ.)	"शामिल व्यक्ति" से (Covered individuals) संरक्षित गतिविधि में लगे व्यक्ति जैसे लैंगिक उत्पीड़न के आरोपों को फाईल करना अथवा संरक्षित गतिविधियों में लगे व्यक्ति के अत्यधिक नजदीकी रूप से जुड़े व्यक्ति अभिप्रेत तथा ऐसा व्यक्ति, कार्मिक अथवा अपराधी व्यक्ति का सहपाठी अथवा अभिभावक हो सकता है।
(झ)	"कर्मचारी" से अध्ययन, परियोजना, अल्पदौरा तथा कैम्प के क्षेत्र से संबद्ध व्यक्ति सहित, तकनीकी तकनीकी संस्थान द्वारा विधिवत् रूप से नियुक्त व्यक्ति तथा प्रशिक्षणार्थी प्रशिक्षु (चाहे कोई और नाम हो) इंटर्न, स्वयंसेवक, अध्यापक सहायक, शोध सहायक, चाहे वह नियोजित हो अथवा नहीं अभिप्रेत है।
(ञ)	"कार्यपालक प्राधिकारी" से तकनीकी संस्थान के मुख्य कार्यपालक प्राधिकारी, उसका जो भी नाम हो जिसके पास सामान्य प्रशासन की शक्तियाँ अंतर्निहित हैं अभिप्रेत है।
(ज)	"तकनीकी संस्थान" (टी आई) से अभातशिप अनुमोदित संस्थान अभिप्रेत है।
(झ)	"आंतरिक शिकायत समिति" (आईसीसी) से अभिप्रेत तकनीकी संस्थान द्वारा इन विनियमों के विनियम 4 के उप विनियम (1) के अंतर्गत गठित समिति है तथा इसमें इसी प्रकार के उद्देश्यों (लैंगिक उत्पीड़न के विरुद्ध, लैंगिक संवेदनशीलता समिति (जीएससीएसएच)) के लिए कार्य कर रही समिति भी शामिल है; बशर्त कि पूर्व में गठित समिति के मामले में तकनीकी संस्थान यह सुनिश्चित करे कि उसके द्वारा पूर्व में गठित निकाय का संघटन इन विनियमों के अंतर्गत अपेक्षित निकाय (आईसीसी) के अनुसार किया गया हो। बशर्त, यह भी कि इस प्रकार का निकाय इन विनियमों के प्रावधानों के अंतर्गत बाध्य होगा।
(ज)	"संरक्षित कार्यकलाप" से किसी व्यक्ति अथवा अन्यो की ओर से किसी ऐसी प्रथा का युक्तियुक्त विरोध जिसे यौन उत्पीड़न विधियों का उल्लंघन करने वाला माना गया है जैसे यौन उत्पीड़न कार्यवाहियों में भाग लेना, किसी आंतरिक जांच में अथवा तथाकथित यौन उत्पीड़न प्रथाओं में सहयोग करना अथवा किसी बाह्य एजेंसी द्वारा किसी जांच अथवा परिवार में साक्षी के रूप में कार्य करना अभिप्रेत है।
(ट)	"लैंगिक उत्पीड़न" से अभिप्रेत:
(i)	यौनिक लहजे (सेक्सयुल अंडरटोन) में अवांछनीय आचरण जो अपमानजनक हो तथा नीचा दिखाए अथवा शत्रुतापूर्ण तथा भय का वातावरण पैदा करे अथवा कोई अनिष्ट करना, प्रतिकूल परिणाम भुगतने की धमकी देना, यौन प्रताड़ना के तहत निम्न में से कोई एक या अनेक कार्य अथवा सभी व्यवहार शामिल हैं (चाहे व प्रत्यक्ष रूप से हो या निहित) :-
क)	कोई भी अवांछनीय शारीरिक, मौखिक अथवा गैर मौखिक आचरण, जो यौनिक प्रकृति का हो
ख)	यौनाचरण की मांग अथवा अनुरोध
ग)	यौनार्थों वाली बातें या टिप्पणी करना
घ)	यौनिक रिश्ते बनाने का प्रयास या उसकी मांग
ङ)	अश्लील सामग्री (पोर्नोग्राफी) दिखाना तथा
(ii)	निम्नलिखित में से कोई (अथवा एक से अधिक अथवा सभी) परिस्थितियाँ घटित होती हैं, या इसमें से कोई भी ऐसा व्यवहार जो स्पष्ट अथवा अंतर्निहित रूप में यौनिक लहजे से संबंधित हो :-
क)	प्रत्यक्ष अथवा अप्रत्यक्ष रूप से यौनाचार के एवज में सहयोग प्रदान करने (मुआवजा इत्यादि) का वादा करके पक्षपातपूर्ण व्यवहार करना।
ख)	कार्य संचालन में प्रत्यक्ष अथवा अप्रत्यक्ष रूप से रूप से नुकसान पहुँचाने की धमकी देना।
ग)	व्यक्ति की वर्तमान या भावी स्थिति के संबंध में प्रत्यक्ष या अप्रत्यक्ष रूप से धमकी देना।
घ)	उसके लिए भयभीत करने वाला या आपराधिक या शत्रुतापूर्ण शिक्षण माहौल बनाना।
ङ)	संबंधित व्यक्ति के स्वास्थ्य, सुरक्षा, गरिमा अथवा शारीरिक पवित्रता को प्रभावित करने वाला कोई उपहासपूर्ण अपमानजनक व्यवहार।
(ठ)	"विद्यार्थी" से अभिप्रेत ऐसे व्यक्ति से है जिसने नियमित रीति माध्यम से अथवा दूरस्थ रीति से शिक्षा के कार्यक्रम में विधिवत् रूप से प्रवेश लिया हो तथा पढ़ रहा हो, इसमें तकनीकी संस्थान के अल्पकालिक प्रशिक्षण कार्यक्रम भी शामिल हैं ; आगे यह भी कि, विद्यार्थी का पंजीकरण जिस तकनीकी संस्थान में हुआ है यदि वह उस संस्थान के अतिरिक्त किसी अन्य तकनीकी संस्थान के कार्यकलाप का प्रतिभागी है और वहाँ पर यौन उत्पीड़न की घटना घटित होती है, तो उसे जहाँ उसके साथ घटना घटित होती है, उस संस्थान का विद्यार्थी माना जाएगा।
(ड)	"तृतीय पाक्षिक उत्पीड़न" से अभिप्रेत ऐसी स्थिति से है जहाँ यौन उत्पीड़न की घटना अथवा घूक किसी तीसरे पक्ष अथवा बाह्य व्यक्ति द्वारा घटित की जाती है जो उस तकनीकी संस्थान का कर्मचारी अथवा विद्यार्थी नहीं है, परंतु किसी अन्य हैसियत से अथवा किसी अन्य उद्देश्य अथवा कारण से तकनीकी संस्थान का आगंतुक है ;
(ढ)	"शोषण" से अभिप्रेत किसी व्यक्ति के साथ यौनिक रिश्ते बनाने हेतु प्रत्यक्ष अथवा अप्रत्यक्ष रूप से किया गया

	कोई प्रतिकूल आचरण ;
(ण)	"कार्यस्थल" से अभिप्रेत तकनीकी संस्थान परिसर सहित ;
क)	कोई विभाग, संगठन, उपक्रम (अंडरटेकिंग), स्थापित, उद्यम, संस्थान, कार्यालय, शाखा या इकाई आदि है, इनमें से जिस किसी को भी उपयुक्त तकनीकी संस्थान द्वारा स्थापित किया गया हो, उसके स्वामित्व में हो, नियंत्रण में हो अथवा पूर्णतः अथवा अंशतः उस संस्थान द्वारा प्रत्यक्ष अथवा अप्रत्यक्ष रूप से उपयुक्त संस्थान की निधियों द्वारा वित्तपोषित किया जाता हो ;
ख)	कोई खेल संस्थान, स्टेडियम, खेल संकुल (काम्पलैक्स) अथवा खेल प्रतियोगिता अथवा खेल आयोजन स्थल चाहे वह आवासीय हो अथवा प्रशिक्षण, खेल अथवा संबंधित गतिविधियों के लिए उपयोग न किया जा रहा हो अथवा तकनीकी संस्थान में जहां खेल अथवा अन्य कार्यक्रमलाप होते हों ;
ग)	कोई भी स्थान जहां कार्यावधि के बाहर अथवा नियुक्ति की अवधि के दौरान बाहर जाता है, जिसमें यातायात भी शामिल है, जो तकनीकी संस्था में शिक्षा प्राप्त करने के लिए यात्रा हेतु नियोजित द्वारा उपलब्ध करवाया हो।
3.	तकनीकी संस्थान के उत्तरदायित्व :-
3.1	प्रत्येक तकनीकी संस्थान करेगा -
(क)	जहाँ अपेक्षित हो, वहाँ महिला कर्मिकों एवं छात्राओं के विरुद्ध लैंगिक उत्पीड़न के प्रतिरोध एवं प्रतियोध पर अपनी नीति तथा विनियमों में उपरोक्त परिभाषा की अन्तर्निहित भावना को उपयुक्तः सम्मिलित करेगा तथा अपने अध्यादेश तथा नियमों को अधिनियम की अपेक्षाओं के अनुसार समरूप बनाने हेतु इनमें संशोधन करेगा ;
(ख)	लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को सार्वजनिक रूप अधिसूचित करेगा तथा व्यापक प्रचार-प्रसार सुनिश्चित करेगा ;
(ग)	अधिकारियों, कार्यकर्ताओं, संकाय, विद्यार्थियों जैसा भी मामला हो, को इस अधिनियम तथा इन विनियमों में प्रतिपादित अधिकारों, हकदारी तथा दायित्वों के प्रति जानकारी तथा जागरूकता प्रदान करना सुनिश्चित करने के लिए, प्रशिक्षण कार्यक्रम अथवा कार्यशालाएं आयोजित करेगा ;
(घ)	अधिनियम सभी लिंगों के विद्यार्थियों की लैंगिक हिंसा, मुख्यतः महिला कर्मिकों तथा विद्यार्थियों एवं कुछ पुरुष विद्यार्थियों, तृतीय लिंग के विद्यार्थी, जोकि अक्सर सहज रूप में अनेक प्रकार के लैंगिक उत्पीड़न तथा तिरस्कार एवं शोषण के लिए सुभेदय होते हैं के विरुद्ध हिंसा का दृढ़तापूर्वक विरोध करता है ;
(ङ)	सार्वजनिक रूप से लैंगिक उत्पीड़न के लिए शून्य सहनशीलता की नीति के प्रति स्वयं की प्रतिबद्धता सुनिश्चित करेगा ;
(च)	अपने परिसर को सभी स्तरों पर भेदभाव, उत्पीड़न, प्रतिकार अथवा लैंगिक उत्पीड़न से मुक्त बनाने के प्रति अपनी प्रतिबद्धता का सुदृढ़तापूर्ण अनुपालन करेगा;
(छ)	लैंगिक उत्पीड़न में शत्रुतापूर्ण वातावरण निर्माण द्वारा उत्पीड़न, प्रतिकारपूर्ण उत्पीड़न सहित और क्या-क्या शामिल है के संबंध में जागरूकता पैदा करेगा ;
(ज)	संस्थागत समुदाय के सभी वर्गों को लैंगिक उत्पीड़न से संबंधित शिकायत निवारण तंत्र के प्रति जागरूक बनाने के लिए यौन उत्पीड़न के परिणामों एवं सजा को तथा आंतरिक शिकायत समिति के सदस्यों के सम्पर्क विवरण, शिकायत प्रक्रिया तथा इसी प्रकार की अन्य प्रक्रियाएं अपनी विवरणिका (प्रोस्पेक्टस) तथा महत्वपूर्ण स्थानों अथवा नोटिस बोर्डों पर प्रमुखता से प्रदर्शित करेगा। जहां पर लैंगिक उत्पीड़न के विरुद्ध लैंगिक जागरूकता समिति (जीएससीएसएच) पहले से ही विद्यमान है उसे अतिरिक्त रूप से अधिनियम की अपेक्षाओं के अनुसार गठित करना अनिवार्य है ;
(झ)	कर्मिकों और विद्यार्थियों को यौन उत्पीड़न का शिकार होने की स्थिति में उपलब्ध साधनों के बारे में सूचित करना ;
(ञ)	संवेदनशीलता पूर्वक शिकायतों से निपटने, समझौता प्रक्रिया के लिए मार्गदर्शन अथवा सुलह इत्यादि के लिए आंतरिक शिकायत समिति अथवा लैंगिक जागरूकता समिति (जीएससीएसएच) के सदस्यों हेतु अभिविन्यास अथवा प्रशिक्षण कार्यक्रमों का नियमित आयोजन करना ;
(ट)	कर्मचारियों और विद्यार्थियों के सभी प्रकार के उत्पीड़न पर तत्परतापूर्वक अंकुश लगाने के लिए कार्यवाही करना, चाहे वे तकनीकी संस्थान से संबंधित प्रमुख शक्तियां अथवा उच्च पद सोपानों के व्यक्तियों में से हों अथवा अंतरंग साथी से संबंधित हों अथवा समान पद का अथवा तकनीकी संस्थान की भौगोलिक सीमा से बाहर का कोई बाह्य तत्व हो ;
(ठ)	अपने परिसर में यौन उत्पीड़न पर अंकुश लगाने तथा यौन उत्पीड़न से सुरक्षित रखने के लिए अपने कर्मचारियों अथवा विद्यार्थियों को यौन उत्पीड़न के अपराधी के विरुद्ध शिकायत दर्ज करने तथा कानून के अनुसार अपेक्षित सभी प्रक्रियाएं आरंभ करने तथा शिकायत निवारण तंत्र एवं प्रणाली स्थापित करने का दुराचार जैसे :- आंतरिक शिकायत समिति, लैंगिक जागरूकता समिति (जीएससीएसएच) स्थापित करने हेतु दायित्व;
(ड)	यदि अपराधी कर्मचारी हो तो, लैंगिक उत्पीड़न को सेवा शर्तों के अंतर्गत दुराचार माना जाना चाहिए तथा अपराधी के विरुद्ध दुराचार के लिए कार्रवाई की जाए।
(ढ)	यदि अपराधी विद्यार्थी हो तो लैंगिक उत्पीड़न के विरुद्ध कार्रवाई को अनुशासनात्मक नियमों के उल्लंघन

		(आईसीसी) द्वारा सिफारिश किए गए तथा कार्यकारिणी समिति द्वारा स्वीकार किए गए अनुसार मुआवजे के भुगतान हेतु निर्देश जारी करेगा, जो अपराधी से वसूला जाएगा। भुगतान योग्य मुआवजे का निर्धारण निम्न के आधार पर किया जाएगा :-
	क)	पीड़ित व्यक्ति को हुए मानसिक आघात, दर्द, पीड़ा, कष्ट ;
	ख)	लैंगिक उत्पीड़न की घटना के कारण कैरियर के अवसरों में हुआ नुकसान ;
	ग)	शिकार हुए व्यक्ति के मानसिक एवं शारीरिक इलाज पर हुए व्यय ;
	घ)	आरोपी अपराधी एवं पीड़ित व्यक्ति की आय तथा स्टेट्स ; तथा
	ङ)	ऐसा भुगतान सुविधानुसार एकमुश्त अथवा किस्तों में।
11.		मिथ्या (फ़िवल्स) शिकायत के विरुद्ध कार्रवाई - (1) यह सुनिश्चित किया जाए कि कार्मिकों तथा विद्यार्थियों को लैंगिक उत्पीड़न से सुरक्षा प्रदान करने हेतु बनाए गए प्रावधानों का दुरुपयोग नहीं होना चाहिए, झूठी अथवा दुर्भावनापूर्ण शिकायतों के लिए प्रावधान किए जाने चाहिए तथा तकनीकी संस्थान में उसका प्रचार किया जाना चाहिए। यदि आंतरिक शिकायत समिति (आईसीसी) अथवा जीएससीएसएच यह निष्कर्ष निकालती है कि लगाए गए आरोप झूठे अथवा दुर्भावनापूर्ण थे, अथवा उसके संज्ञान में लाई गई शिकायत के असत्य अथवा जाती होने की जानकारी प्राप्त होती है अथवा जांच के दौरान गलत जानकारी उपलब्ध करवाई गई हो, यदि शिकायत किसी कार्मिक द्वारा की गई हो तो विनियम 10 के उपविनियम (1) के अनुसार यदि शिकायत किसी विद्यार्थी द्वारा की गई हो तो उस विनियम के उपविनियम (2) के अनुसार शिकायतकर्ता सजा के लिए दायी होगा।
12.		अनुपालन न किए जाने के परिणाम- 1) परिषद् किसी भी संस्थान जो कार्मिकों तथा विद्यार्थियों के लिए लैंगिक उत्पीड़न के प्रतिरोध एवं प्रतिरोध तथा शिकायतों के निवारण के लिए निर्धारित किए गए प्रकाश्यों एवं कर्तव्यों की पूर्णतः अवहेलना करते हैं तथा बार-बार अनुपालन करने में असफल होते हैं, के संदर्भ में विधिवत् नोटिस देने के पश्चात् निम्नलिखित में से एक अथवा अधिक कार्रवाई कर सकती है :-
	क)	अनुदान प्राप्त करने हेतु घोषित की गई उपयुक्तता को वापिस लेना ;
	ख)	परिषद् द्वारा अनुरक्षित सूची से महाविद्यालय का नाम हटाना ;
	ग)	संस्थान को आबंटित किए जाने वाले किसी भी अनुदान को रोकना ;
	घ)	संस्थान को परिषद् द्वारा किसी भी सामान्य अथवा विशेष सहायता कार्यक्रम के अंतर्गत प्रदान की जाने वाली सहायता हेतु विचार करने के लिए अपात्र घोषित करना ;
	ङ)	नौकरी अथवा प्रवेश के लिए संभावित अभ्यर्थियों सहित सामान्य जन को "संस्थान लैंगिक उत्पीड़न के प्रति, शून्य सहिष्णुता की नीति प्रदान नहीं कर रहा है" इस प्रकार की घोषणा करते हुए समाचार पत्र में प्रमुख रूप से नोटिस के माध्यम से अथवा अन्य उपयुक्त संचार माध्यम से अथवा अभातशिप की वेबसाइट पर यह घोषणा करके सूचना देना
	च)	महाविद्यालय के मामले में, संबद्धता प्रदान करने वाले विश्वविद्यालय को संबद्धता वापिस लेने की सिफारिश करना ;
	छ)	अपनी शक्तियों के अंतर्गत इसी प्रकार के ऐसी ही अन्य कार्रवाई, जैसी कि वह उपयुक्त समझे तथा अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम 1987 में उस अवधि के दौरान दिए गए प्रावधानों के अनुसार कोई अन्य पैन्ल्टी जब तक कि वह संस्थान इस विनियम के प्रावधानों का अनुपालन नहीं करता है।
	2)	परिषद् द्वारा इस विनियम के अंतर्गत तब तक कोई कार्रवाई नहीं की जाएगी, जब तक की संस्थान को उसकी स्थिति स्पष्ट करने का अवसर नहीं दिया जाता तथा उसे प्रदान किए गए अवसर के अनुसार उसकी सुनवाई नहीं होती।

प्रो. ए. पी. मित्तल, सदस्य सचिव, अभातशिप

[विज्ञापन III/4/असा./131 (162)]

अस्वीकरण : प्रस्तुत मूल रूप से अंग्रेजी में लिखित का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति परिलक्षित होती है तो अंग्रेजी में लिखित मान्य होगी।

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 act or 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,-

- (2) The Executive Authority of the TIs must mandatorily extend full support to see that the recommendations 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 institutionalised in all TIs and must have well trained full-time counsellors.
- (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 in securitization, 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 'cultural' space and the 'formal 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.

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 the recommendations.
- (6) If the Executive Authority of the TI decides not to act as per the recommendations of the ICC, then it 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 victimisation 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 anyone 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,-



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/2021-22/Constitution

27-09-2021

CONSTITUTION OF THE COMMITTEE

INTERNAL COMPLAINTS COMMITTEE (ABHAYA)

A.Y 2021-2022

This is to inform all the students and staff members that "Prevention of Sexual Harassment" committee is renamed as "Internal Complaints Committee (ABHAYA)" as per the guidelines of AICTE with the following members with effect from AY 2021-22. The Presiding Officer is requested to go through the guidelines of AICTE and plan for the events and activities accordingly.

S. No.	Name of the Member	Designation	Role	Mobile No.	Email Address
1	Ms S. Swetha Radha	Assoc. Professor-ME	Presiding Officer	9949485859	swetha_mech@acoe.edu.in
2	Ms P. Sridevi	Asst. Professor-MBA	Coordinator-1	9603783773	sreedevi_mech@acoe.edu.in
3	Dr U.S.B.K. Maha Lakshmi	Assoc. Professor-ECE	Coordinator-2	9490950823	mahalaxmi_ece@acoe.edu.in
4	Ms. Kambapati Lakshmi	Assoc. Professor- EEE	Member	9160077441	lakshmi_eee@acoe.edu.in
5	Ms. T. Satyakumari	Asst. Professor-CSE	Member	9493568863	satyakumari_cse@acoe.edu.in
6	Ms. N. Manasa	Asst. Professor-CE	Member	8247459764	manasa_civil@acoe.edu.in
7	Ms Pavani Sairam	NGO, Kakinada	Member	8456253655	pavanisairam@gamil.com
8	Ms Y. Manisha	Technician-ECE	Member	7893621828	manisha_ece@acoe.edu.in
9	Ms G.R.N. Padma Priya	Technician-CSE	Member	8978673302	padmaPriya_cse@acoe.edu.in
10	Ms M. Bhaskara Lakshmi	19MH1A0103-III B. Tech. (CE)	Student Member	8096900342	bhaskaramcs@gmail.com
11	Ms K. Sai Sahithi	19MH1A0475-III B. Tech. (ECE)	Student Member	8545965867	saisahithik@gmail.com
12	Ms T. Neelima	18MH1A0204-IV B. Tech. (EEE)	Student Member	6302452874	tneelimaeeee@gmail.com
13	Ms Ch. Maha Lakshmi	18MH1A0520-IV B. Tech. (CSE)	Student Member	9658624125	chmahalakshmi@gmail.com

PRINCIPAL
PRINCIPAL

Aditya College of Engineering
SURAMPALEM - 533 437

Copy to:

1. Members of ICC-ABHAYA
2. Members of Women Grievances & Equal Opportunity Cell
3. Members of Grievance Redressal Cell



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/2021-22/SOP

05-10-2021

INTERNAL COMPLAINTS COMMITTEE – ABHAYA STANDARD OPERATING SYSTEM (SOP)

Aditya College of Engineering (ACOE) had initiated "Prevention of Sexual Harassment-ABHAYA" cell initially and the activities and events were carried till AY 2020-21. This cell is renamed as "Internal Complaints Committee-ABHAYA" from AY 2021-22. 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 centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, 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 1 of 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 a 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

and students of the third gender are vulnerable to many forms of sexual harassment and humiliation 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 the recommendations 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-time counsellors.
- (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 in securitization, 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 'cultural' space and the 'formal 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 a 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 them 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.

- (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 where 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 anyone 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 contravene 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;

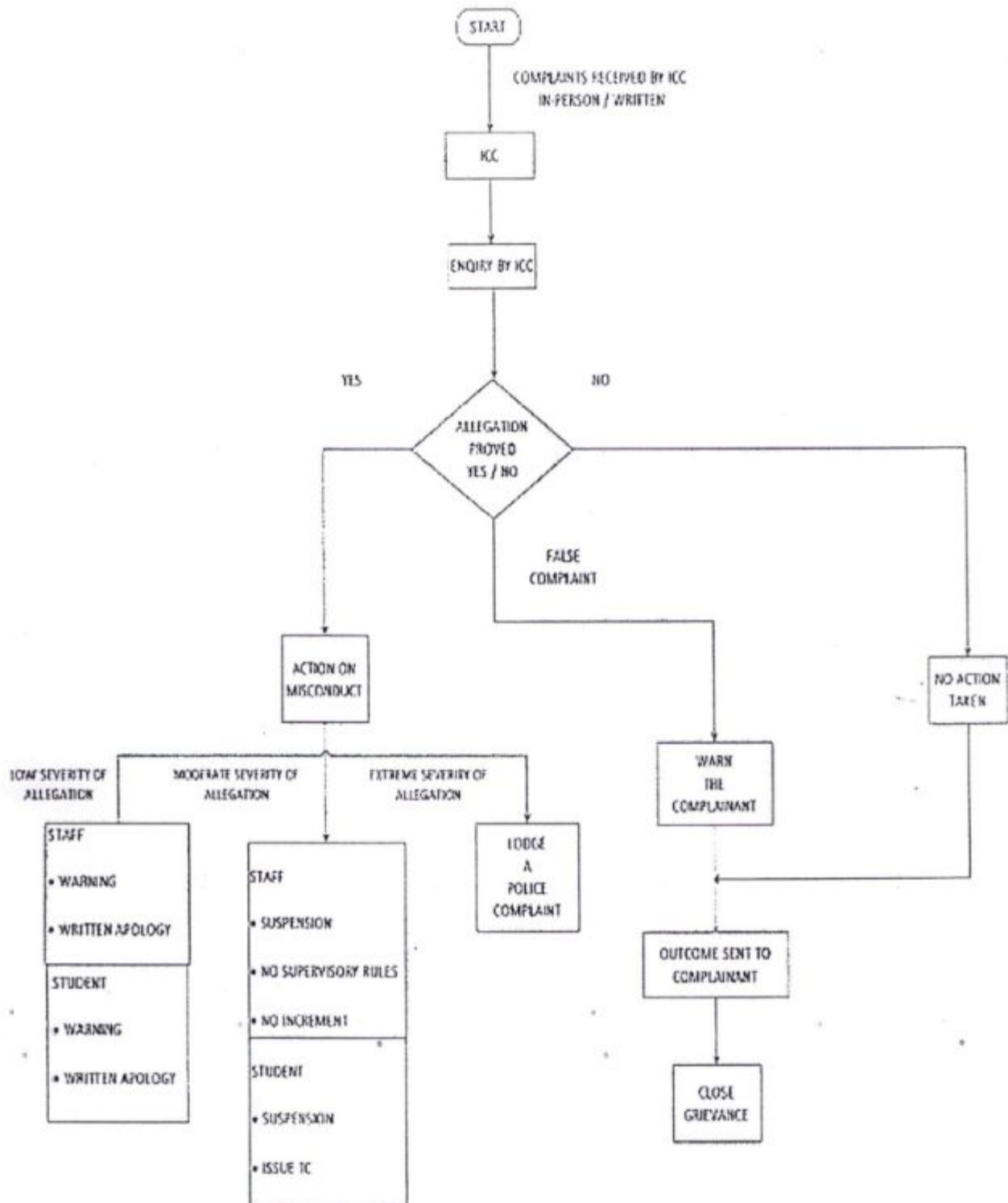
(e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Council, declaring that the institution does not provide for a zero tolerance policy against 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


PRINCIPAL
PRINCIPAL
Aditya College of Engineering
SURAMPALEM - 533 437



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/ABHAYA/2021-22/Circular/1

24-09-2021

CIRCULAR

All the students and staff members are hereby informed that the committee "Prevention of Sexual Harassment (ABHAYA)" and Women Grievances & Equal Opportunity Cell are renamed as "Internal Complaints Committee (ABHAYA)".

Ms. S.SwethaRadha, Assoc Professor-ME is nominated as Presiding Officer of ICC-ABHAYA and she is directed to go through the guidelines given by AICTE, formation of ICC and discuss with the undersigned.

Cc to: All HoDs
Dean (A & A)
Notice Boards

PRINCIPAL

PRINCIPAL

Aditya College of Engineering
SURAMPALAM - 533 437



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/2021-22/Circular/3

04-10-2021

CIRCULAR

This is to inform all the members of Internal Complaints Committee (ABHAYA) that a meeting is scheduled on 04.10.2021 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
Members of Grievance Redressal Cell

PRINCIPAL

PRINCIPAL

Aditya College of Engineering
SURAMPALEM - 533 437



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/2021-22/MOM/1

04.10.2021

Minutes of meeting of ABHAYA

Date of meeting	04-10-2021 (3:00 PM to 3:45 PM)
Venue	Ramanujan Bhavan, Conference Hall
Reference	ACOE/ICC-ABHAYA/2021-22/Circular/1 dated:28-09-2021

The meeting of ICC-ABHAYA was held on 04-10-2021 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. SwethaRadha	Assc. Professor-ME	Presiding Officer
2	Ms P. Sridevi	Asst. Professor-MBA	Coordinator-1
3	Dr U.S.B.K. Maha Lakshmi	Assoc. Professor-ECE	Coordinator-2
4	Ms.Kambapati Lakshmi	Assoc. Professor- EEE	Member
5	Ms.T.Satyakumari	Asst. Professor-CSE	Member
6	Ms.N.Manasa	Asst. Professor-CE	Member
7	MsPavaniSairam	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	19MHIA0103-III B. Tech. (CE)	Student Member
11	Ms K. Sai Sahithi	19MHIA0475-III B. Tech. (ECE)	Student Member
12	Ms T. Neelima	18MHIA0204-IV B. Tech. (EEE)	Student Member
13	Ms Ch. Maha Lakshmi	18MHIA0520-IV B. Tech. (CSE)	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.

To facilitate girl students to freely and openly express their emotions and the other gender related issues, college has launched a website <https://www.acoe.edu.in/?p=IQAC>.

As per the suggestions from the convener-ICC, an awareness program on "How to deal with Sexual Harassment" was conducted on 30-09-2021. Mrs. I. Jaya Lakshmi, LLB, explained and educated all the girl students with the related issues.

Minutes & Resolutions

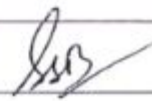

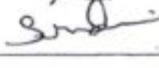

1. The Presiding Officer informed all the members present in the meeting that college is having a central cell named Prevention of Sexual Harassment and the name of the cell is changed to "Internal Complaints Committee-ABHAYA" from AY 2021-22 as per the guidelines given by AICTE.
2. The Presiding Officer 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 behavior 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. SwethaRadha	Presiding Officer	
2	Ms.P.N.S.Lakshmi	Coordinator-1	
3	Ms P. Sridevi	Coordinator-2	
4	Ms.Kambapati Lakshmi	Member	
5	Ms.T.Satyakumari	Member	Satya Kumari
6	Ms.N.Manasa	Member	Manasa
7	MsPavaniSairam	Member	—
8	Ms Y. Manisha	Member	Manisha
9	Ms G.R.N. Padma Priya	Member	Priya
10	Ms M. Bhaskara Lakshmi	Student Member	Lakshmi
11	Ms K. Sai Sahithi	Student Member	Sai
12	Ms T. Neelima	Student Member	Neelima
13	Ms Ch. Maha Lakshmi	Student Member	Ch. Lakshmi



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.

03-03-2022
Surampalem.

To

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

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

Sir,

Internal Complaints Committee (ABHAYA) is planning to conduct "International Women's Day" program for staff and students on 08-03-2022. 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	Honorarium	1500
2	Miscellaneous	500
Total		2000

Thanking you sir,

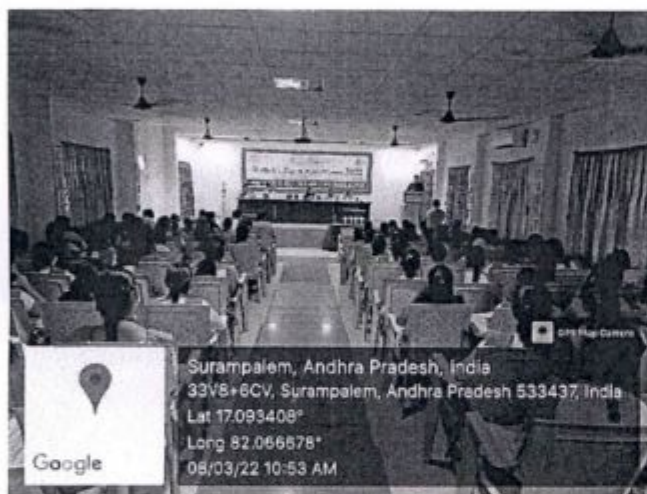
Yours sincerely,

Coordinator

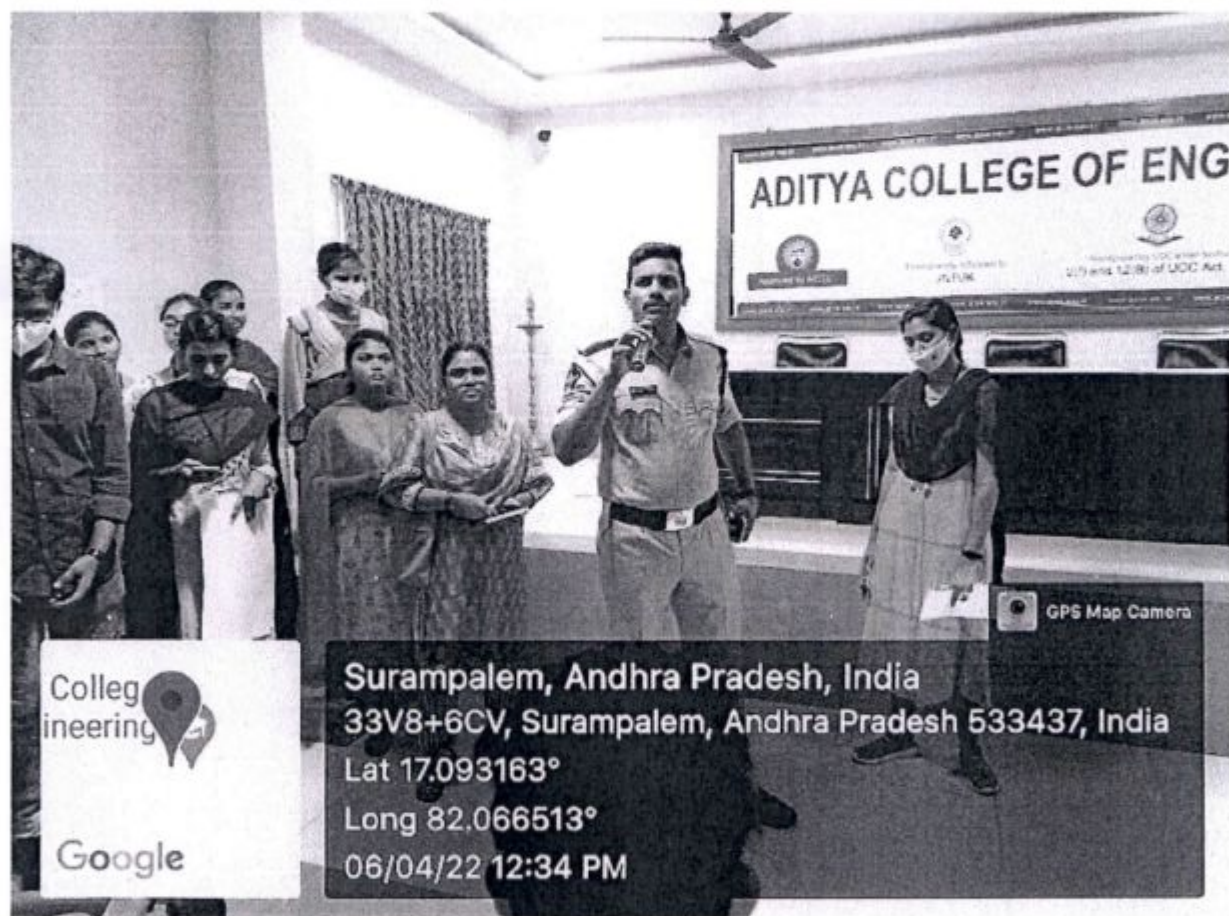
Internal Complaints Committee (ABHAYA)


PRINCIPAL
PRINCIPAL
Aditya College of Engineering
SURAMPALEM - 533 437

WOMEN'S DAY CELEBRATIONS-2022



Disha App Installation and Awareness Program



ఆదిత్య కాలేజ్ ఆఫ్ ఇంజనీరింగ్ లో దిశా యాప్ పై అవగాహనా సదస్సు

గంటవల్లి, ఏప్రిల్ 8: (ప్రభాతవార్త): గంటవల్లి మండలం నూరుపాలెం లో గల ఆదిత్య కాలేజ్ ఆఫ్ ఇంజనీరింగ్ కాలేజీలో దిశా యాప్ పై అవగాహనా సదస్సు నిర్వహించారు. ఈ సదస్సుకు కూలం ప్రెస్సిపోల్ డార్బర్ ఆదిత్య రమేష్ అధ్యక్షత వహించగా ముఖ్య అతిథిగా గంటవల్లి పోలీస్ స్టేషన్ అధికారి పై గడేష్ కుమార్ హజారయ్యారు. ఈ సందర్భంగా దిశా యాప్ యొక్క ఉపయోగాలను దాని ద్వారా మహిళలకు కలుగు రక్షణ గురించి వివరించారు. ప్రతి ఒక్కరూ తమ తమ మొదటి ఫోన్ లో దిశా యాప్ ను డౌన్ లోడ్ చేసుకోవాలని కోరారు. ఆదిత్య ఎస్.ఎస్.ఎస్. యూనిట్ అధ్యక్షులలో నిర్వహించిన ఈ కార్యక్రమంలో డీన్ డా.రవి కుమార్ విభాగాధిపతులు విద్యార్థులు పాల్గొన్నారు.





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/2021-22/Circular 2

27-09-2021

CIRCULAR


All the Students and Staff members are hereby informed that **ABHAYA** is going to conduct awareness Program on **"How to deal with sexual harassment"** on **30-09-2021** by Mrs.L.Jaya Lakshmi LLBin Newton Bhavan Seminar Hall.

Morning Session : 10.00 AM to 12.00 PM (For Higher Officials)

Afternoon Session : 1.00 PM to 3.00 PM (For the Students and Faculty Members)

All the HOD's are instructed to depute the female faculty and students for the above session

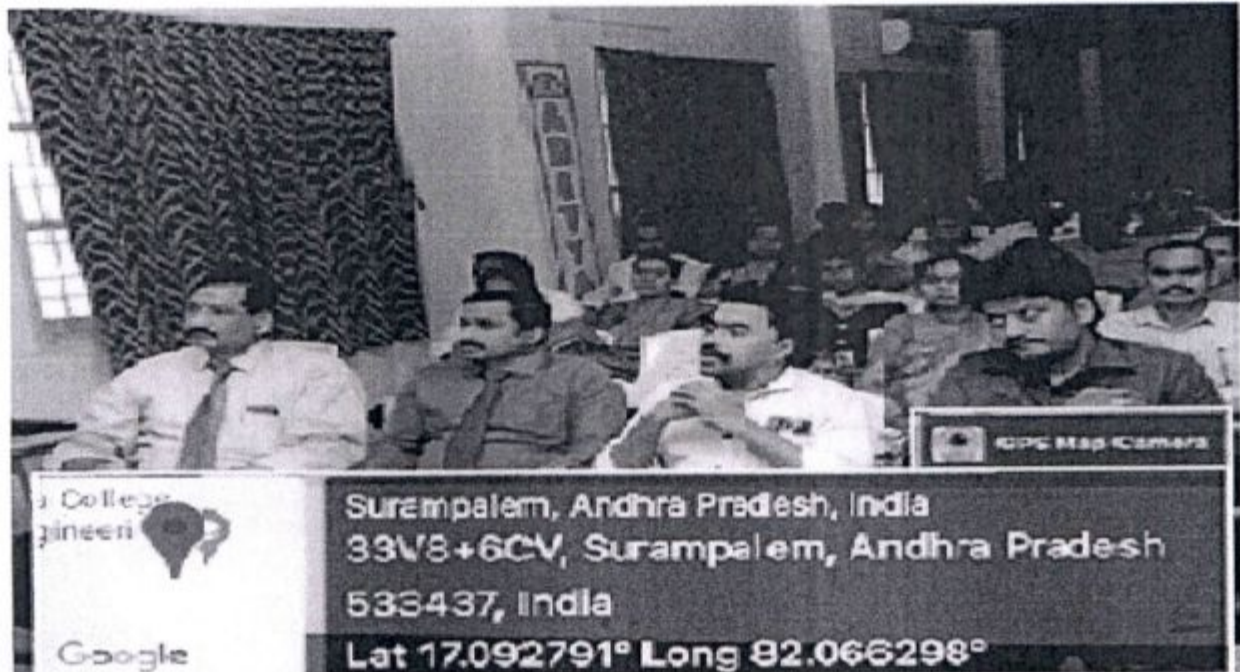
Cc to: All HoDs
Dean (A & A)
Notice Boards


PRINCIPAL
PRINCIPAL
Aditya College of Engineering
SURAMPALEM - 533 437

Awareness Program on How to deal with Sexual Harassment



Awareness Program on How to deal with Sexual Harrassment





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.

Feedback form on:27-09-2021

Instructions: Please indicate your level of agreement on the following scale:

Strongly agree Agree Neutral Disagree Strongly disagree
1 2 3 4 5

1. Was this the first time you have attended?

Yes _____ No ☒

1. Overall, I found this seminar to be very informative.

1 2 3 4 ☒ 5

2. I learned something that changed my perspective of well-being.

1 2 3 4 5 ☒

3. The seminar helped in understanding about self-screening .

1 2 3 4 ☒ 5

4. I would recommend that we do this again.

1 2 3 4 ☒ 5

5. What did you like best, or find most meaningful about the event, and take away tip?

Very informative

6. Do you have any suggestions for future events, and how could this event have been better?

No suggestions



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.

Department of Computer Science & Engineering

One Day Seminar on "Awareness on How to deal with Sexual Harassment"

(27-09-2021)

Feedback Form

Please take a moment to complete this feedback form. Your comments will assist us in improving our future Seminar.

1-STRONGLY AGREE; 2-AGREE; 3-NEUTRAL; 4-DISAGREE; 5-STRONGLY DISAGREE

	1	2	3	4	5	Comments
1. The seminar facilities were appropriate and satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. The seminar material was presented in a clear and organized manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3. The presenter responded to questions in an informative, appropriate and satisfactory manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. Handouts/slides (if provided) were clear and useful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5. Overall, the session was informative and valuable.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Would you recommend this session to your class mates?	<input checked="" type="checkbox"/>				<input type="checkbox"/>	
	Yes				No	



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.

Attendance Statement

S.No	Name of the Student	Roll Number	Branch	Signature
1.	T. Devendra	20MH1A0306	ME	Dev
2.	Ch. Satyanarayana	20MH1A0310	ME	Satya
3.	Durga Sanjay	20MH5A0405	ECE	D.S.
4.	Ranamala Victoria	21MH5A0409	ECE	Ran
5.	Doripati Naveen	20MH1A0484	ECE	Naveen
6.	NALLA GANGA BHAVANI	20MH1A0485	ECE	Bhu
7.	Sathi Deepika	20MH1A0487	ECE	Deepika
8.	Prathi Kusuma	20MH1A0451	ECE	Kusuma
9.	B. Sidhu	20MH1A4203	AIML	Sidhu
10.	T. Viraja	20MH1A4254	AIML	Viraja
11.	P. Vaishnavi	20MH1A4240	AIML	Vaishnavi
12.	D. Vinetha	20MH1A4913	IoT	Vinetha
13.	L. Sowmya	20MH1A4925	IoT	Sowmya
14.	T. Manish	20MH1A4935	IoT	Manish
15.	B. Amali	20MH1A0507	CSE	Amali
16.	J. Venkta	20MH1A0522	CSE	Venkta
17.	T. Manesha	20MH1A0561	CSE	Manesha
18.	S.V.B. Siddik	19MH1A0109	CE	Siddik
19.	R.V.G. PHANI KUMAR	19MH1A0106	CE	Phani
20.	Kamal Sagar	19MH1A0102	CE	Kamal
21.	M.B. Lalshmi	19MH1A0103	CE	Lalshmi



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.

Attendance Statement

S.No	Name of the Student	Roll Number	Branch	Signature
1	M. Aravathi ka	21MH8A0604	CSE	M. Aravathi ka
2	L. Karthik	20MH1A0227	EEE	Karthik
3	B. Sri Kanth	21MH5A0204	EEE	Sri Kanth
4	B. Narasimulu	21MH5A0206	EEE	Narasimulu
5	K. Nagesh	21MH1A0216	EEE	Nagesh
6	S. Shameer Malik	20MH5A0380	MECH	S. Shameer
7	M. Navya Sri	20MH5A0231	EEE	Navya Sri
8	J. Sandeep	21MH5A0212	EEE	Sandeep
9	K. Gopi Subhash	21MH5A0217	EEE	Subhash
10	K. Narasimulu	21MH5A0218	EEE	Narasimulu
11	M. SAT	20MH1A0313	MEH	SAT
12	K. RAJ Kiran	21MH5A0223	EEE	Raj Kiran
13	G. Satish	21MH5A0209	EEE	G. Satish
14	J. L. Mani Kumar	21MH5A0376	MECH	J. L. Mani Kumar
15	T. Dharani	20MH1A0371	Civil	Dharani
16	C. R. S. Mani Deepthi	20MH1A0508	CSE	Mani Deepthi
17	T. Maneecha	20MH1A0561	CSE	Maneecha
18	K. Jeevan Kumar	21MH5A0321	Mech	K. Jeevan Kumar
19	K. Rakesh Kumar	21MH5A0325	Mech	K. Rakesh Kumar
20	T. Sri Mukhi	20MH1A0560	CSE	T. Sri Mukhi
21	P. Subash	20MH5A0335	EEE	Subash



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.

Attendance Statement

S.No	Name of the Student	Roll Number	Branch	Signature
1.	Y. Harika	20MH5A0115	Civil	Harika
2.	M. Yesuathnam	20MH5A0100	Civil	M. Yesuathnam
3.	M. Bhaskara Lakshmi	20MH1A0103	CIVIL	BL
4.	S. Vamsi	20MH1A0423	ECE	Vamsi
5.	Y.D.S. LAKSHMI	20MH5A0105	CE	LAKSHMI
6.	N. Rakesh	20MH5A0107	CE	Rakesh
7.	M. Pravalika	20MH1A437	CSE (AIML)	Pravalika
8.	D. USHA	20MH1A4258	CSE (AIML)	Usha
9.	D. Dyshnavi	20MH1A4240	CSE (AIML)	Dyshnavi
10.	D. Sridevi mani	21MH5A0108	Civil	Sridevi
11.	D. Siva Brauani	20MH1A0213	EEE	Siva
12.	J. Naga Sai Harshitha	20MH1A0226	EEE	Harshitha
13.	M. Kuparathi	20MH1A0239	EEE	Kuparathi
14.	P. Lakshmi Haritha	20MH1A0251	EEE	P. Lakshmi
15.	C. Aditya	20MH1A041	ECE	Aditya
16.	D. Divya Sahithi	20MH1A0415	ECE	Divya
17.	K. Lavanya	20MH1A0426	ECE	Lavanya
18.	J. Satwika	20MH1A0221	EEE	Satwika
19.	M. Chandrika	19MH1A0425	ECE	Chandrika
20.	B. Swetha	19MH1A0434	ECE	Swetha
21.	A. Siva Naidu	19MH1A0461	ECE	Siva



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/2021-22/ATR

07-07-2022

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	September 2021	Awareness Program on "How to deal with sexual harassment"	30.09.2021	70	Organized Successfully
2	October 2021	Committee Meeting	04.10.2021	13	Organized Successfully
3	March 2022	International Women's Day	8.03.2022	110	Organized Successfully
4	March 2022	Awareness Program on Cnacer	12.03.2022	70	Organized Successfully
5	April 2022	Program on Stay Safe with Disha App	6.04.2022	200	Organized Successfully


COORDINATOR


PRINCIPAL
PRINCIPAL
Aditya College of Engineering
SURAMPALAM - 533 437



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.

INTERNAL COMPLAINTS COMMITTEE

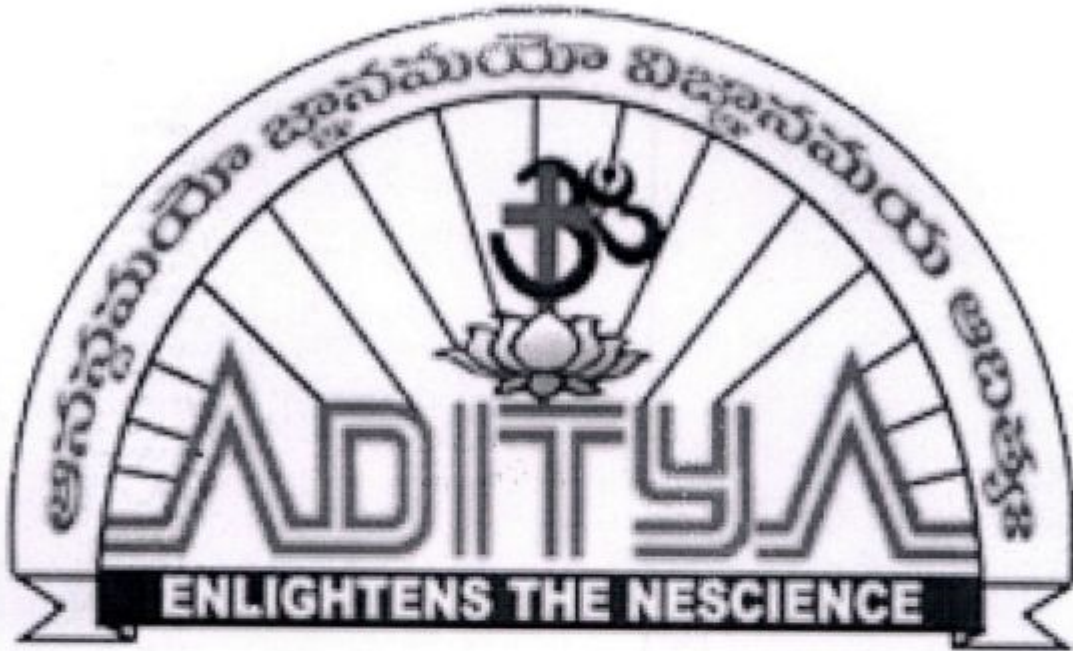
SUMMARY OF PROGRAMS

A.Y 2021-22

S.No.	Name of the Event	Date of event conducted	No. of Participants	Organized by
1	Awareness Program on "How to deal with sexual harassment"	30.09.2021	70	ICC-ABHAYA
2	Committee Meeting	04.10.2021	13	ICC-ABHAYA
3	International Women's Day	08.03.2022	110	ICC-ABHAYA and Women Grievance Cell
4	Awareness Program on Cancer	12.03.2022	70	ICC-ABHAYA and NSS
5	Program on Stay Safe with Disha App	06.04.2022	200	ICC – ABHAYA and Police Department

ADITYA COLLEGE OF ENGINEERING

Aditya Nagar, ADB Road, Surampalem – 533 437.



GRIEVANCE REDRESSAL COMMITTEE
(2021-2022)



प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

F.No. 14-4/2012(CPP-II)

7th December, 2018

PUBLIC NOTICE

ON

UGC (GRIEVANCE REDRESSAL) REGULATIONS, 2018

UGC had notified UGC (Grievance Redressal) Regulations, 2012 in official Gazette of India on **23rd March, 2013**. These regulations were aimed at addressing and effectively resolving grievances of students related to Higher Educational Institutions.

The UGC had received a number of responses on these regulations and hence constituted an Expert Committee to revisit UGC (Grievance Redressal) Regulations, 2012. The draft University Grants Commission (Grievance Redressal of Students) Regulations, 2018 prepared by the Committee is attached herewith for observations and suggestions of stakeholders. The feedback and comments on the above draft may be sent to UGC via email grmhei.2018@gmail.com on or before **31st December, 2018**.

(Prof. Rajnish Jain)

**UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI – 110 002**

NOTIFICATION

F.No.14-4/2012 (CPP-II)

New Delhi, the __ October, 2018

In exercise of the power conferred under clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the University Grants Commission (Grievance Redressal) Regulations, 2012, the University Grants Commission hereby makes the following regulations:

1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

- a) These regulations shall be called as the University Grants Commission (Grievance Redressal of Students) Regulations, 2018.
- b) They shall apply to all HEIs, whether established or incorporated by or under a Central Act or a State Act, and every institution recognised by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to all institutions deemed to be a university declared as such under Section 3 of the said Act.
- c) They shall come into force from the date of their publication in the Official Gazette.

2. DEFINITION: IN THESE REGULATIONS, UNLESS THE CONTEXT OTHERWISE REQUIRES:

- (a) "Act" means the University Grants Commission Act, 1956 (3 of 1956);
- (b) "aggrieved student" means a student who has any complaint in the matters concerned with the grievances defined under these regulations, and includes a person seeking admission to any institution of higher education;
- (c) "college" means any institution, whether known as such or by any other name, which provides for a course of study for obtaining any

qualification from a university and which, in accordance with the rules and regulations of such university, is recognised as competent to provide for such course of study and present students undergoing such course of study for the examination for the award of such qualification;

(d) "Commission" means the University Grants Commission established under section 4 of the UGC Act, 1956.

(e) "declared admission policy" means such policy for admission to a course or program of study as may be offered by the institution and published in the prospectus referred to in sub-regulation (1) of regulation 3;

(f) "grievances" include the following complaints of the aggrieved students, namely:

- i. making admission contrary to merit determined in accordance with the declared admission policy of the institution;
- ii. irregularity in the admission process adopted by the institution;
- iii. refusing admission in accordance with the declared admission policy of the institution;
- iv. non publication of prospectus, (either hard copy / online) as specified in these regulations;
- v. publishing any information in the prospectus, which is false or misleading, and not based on facts;
- vi. withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a students for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
- vii. demand of money in excess of that specified in the declared admission policy to be charged by such institution;

- viii. breach in reservation policy in admission as may be applicable;
 - ix. nonpayment or delay in payment of scholarships to any student that such institution is committed, under the conditions imposed by University Grants Commission, or by any other authority;
 - x. delay in conduct of examinations or declaration of results beyond the specified schedule in the academic calendar;
 - xi. on provision of student amenities as may have been promised or required to be provided by the institution;
 - xii. non transparent or unfair evaluation practices;
 - xiii. Refund of fees, in case a student withdraws the admission within the stipulated time as mentioned in the prospectus, as notified by the Commission from time to time.
- (g) "Department Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a Department.
- (h) "Institutional Grievance Redressal Committee" means a committee constituted under these regulations, at the level of an Institution.
- (i) "College Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a college.
- (j) "University Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a University.
- (k) "Higher Educational Institution" means a University within the meaning of clause (f) of Section 2, a college within the meaning of clause (b) of sub-section (1) of Section 12A, and an institution deemed to be a University declared under Section 3, of the University Grants Commission Act, 1956;
- (l) "Institution" for the purposes of these regulations, means any university, college or such other institutions, as the case may be;
- (m) "Office of profit" means an office which is capable of yielding a profit or pecuniary gain, and to which some pay, salary, emolument, remuneration or non-compensatory allowance is attached;

(n) "Ombudsperson" means the Ombudsperson appointed under these regulations;

(o) "University" means a university established or incorporated by or under a Central Act or a State Act and includes an institution deemed to be university declared as such under Section 3 of the Act.

3. MANDATORY PUBLICATION OF PROSPECTUS, ITS CONTENTS AND PRICING:

i. Every higher educational institution, shall publish and/or upload on its website, before expiry of at least sixty days prior to the date of the commencement of the admission to any of its courses or programs of study, a prospectus containing the following for the information of persons intending to seek admission to such institution and the general public, namely:

(a) the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;

(b) the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;

(c) the conditions of educational qualifications and eligibility including the minimum and maximum age limit of persons for admission as a student in a particular course or program of study, specified by the institution;

(d) the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;

- (e) each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or program of study, and the other terms and conditions of such payment;
- (f) rules / regulations for imposition and collection of any fines specified heads or categories, minimum and maximum fine may be imposed.
- (g) the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
- (h) details of the teaching faculty, including their educational qualifications, alongwith the category they belong to Regular / visiting ---- and teaching experience of every member of its teaching faculty.
- (i) information with regard to physical and academic infrastructure and other facilities including hostel accommodation and its fee, library, hospital or industry wherein the practical training to be imparted to the students and in particular the facilities accessible by students on being admitted to the institution;
- (j) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution.
- (k) any other information as may be specified by the Commission:

Provided that an institution shall publish / upload information referred to in items (a) to (k) of this regulation, on its website, and the attention of prospective students and the general public shall be drawn to such publication on the website through advertisements displayed prominently in different newspapers and through other media:

- ii. Every institution shall fix the price of each printed copy of the prospectus, being not more than the reasonable cost of its

publication and distribution and no profit be made out of the publication, distribution or sale of prospectus.

4. GRIEVANCE REDRESSAL COMMITTEES (GRC):

A. Department Grievance Redressal Committee (DGRC)

- (i) In case of universities, all complaints relating to a department shall first be addressed to Department Grievance Redressal Committee (DGRC) to be constituted at the level of departments/school/center whose composition shall be as follows:
 - a) Head of the Department / School / Center – Chairperson
 - b) a Professor from outside the department / school / center to be nominated by the Head of HEI – Member
 - c) A faculty member well-versed with grievance redressal mechanism to be nominated by the Head of the Department – Member.
- (ii) The Chairperson and members of the committee shall have a term of two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.
- (iv) The DGRC shall follow the principles of natural justice while deciding the grievances of the students.
- (v) The DGRC shall make efforts to resolve the grievance within the stipulated period and shall submit its report to the Head of the Institution within a period of 15 days from the date of receipt of complaint to the DGRC.
- (vi) The DGRC shall provide a copy of the report to the aggrieved person(s).

B. Institutional Grievance Redressal Committee (IGRC)

62

- (i) The complaints not related to departments/schools / center and the grievances not resolved at the DGRC shall be referred to the Institutional Grievance Redressal Committee (IGRC) to be constituted by Head of the HEI, whose composition shall be as follows:
 - (a) Pro-Vice Chancellor / Dean/ Senior academician of HEI – Chairperson.
 - (b) Dean of students/Dean, Students Welfare
 - (c) Two senior academicians other than Chairperson.
 - (d) Proctor / Senior academician
- (ii) The above Committee shall be approved by the statutory body of institution (Executive Council or its equivalent).
- (iii) The Chairperson of IGRC and DGRC shall not be the same. The tenure of the Committee members shall be two years.
- (iv) The quorum for the meetings shall be three, including Chairperson.
- (v) The IGRC shall consider the recommendation of DGRC while giving its recommendations. However, the IGRC shall have the power to review recommendations of the DGRC.
- (vi) The IGRC shall follow the principles of natural justice while deciding the grievances.
- (vii) The IGRC shall send the report and the recommendations to the Head of the HEI within in a period of 15 workings days from the date of receipt of grievance, or appeal or recommendations of the DGRC.
- (viii) The IGRC shall provide a copy of the report to the aggrieved person(s).

C. College Grievance Redressal Committee (CGRC)

- (i) In case of colleges, all complaints shall first be addressed to College Grievance Redressal Committee (CGRC) whose composition shall be as follows:
 - a) Principal of the college -Chairperson
 - b) Two senior faculty members nominated by the principal of the College.
- (ii) The tenure of the members shall be two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.
- (iv) The CGRC shall follow the principles of natural justice while considering the grievances of the students.
- (v) The CGRC shall send the report and recommendations to the Vice-Chancellor of the affiliating university within a period of 15 days of receiving the complaint.

D. University Grievance Redressal Committee (UGRC)

- (i) In case of grievances not resolved by CGRC, it shall be referred to University Grievance Redressal Committee (UGRC) for which the Vice-chancellor of the affiliating university shall constitute a University Grievance Redressal Committee (UGRC) consisting of five members for a individual colleges or a group of colleges keeping in view the location of the college(s). The UGRC shall be constituted by the Vice-chancellor of the affiliating university consisting of :
 - a) A senior Professor of the university – Chairperson
 - b) Dean, Student Welfare or its equivalent - Member
 - c) Three Principals drawn from the affiliating colleges, on rotation basis to be nominated by the Vice-Chancellor – Members
- (ii) The Chairperson and members of the committee shall have a term of two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.

(iv) The CGRC shall follow the principle of normal justice while deciding the grievance of the students.

(v) The CGRC shall send the report and the recommendations to the principal of the college within a period of 15 days of receiving the complaint.

E. Any person aggrieved by the decision of the Institutional Grievance Redressal Committee or University Grievance Redressal Committee may within in a period of six days prefer an appeal to the Ombudsperson.

5. APPOINTMENT, TENURE, REMOVAL AND CONDITIONS OF SERVICES OF OMBUDSPERSON:

(i) Each HEI shall appoint an Ombudsperson for redressal of grievances of students under these regulations.

(ii) The Ombudsperson shall be a person not related to the university and who is a retired Vice-Chancellor, Registrar or a faculty member who has at least ten years of experience as a Professor.

(iii) The Ombudsperson shall not be in any conflict of interest with the university, either before or after his appointment.

(iv) The Ombudsperson, or any member of his immediate family shall not -

(a) hold or have held at any point in the past, any post or, employment in any office of profit in the university;

(b) have any significant relationship, including personal, family, professional or financial, with the university;

(c) hold any position in university by whatever name called, in the administration or governance structure of the university.

(v) The Ombudsperson in a State University shall be appointed by the Executive council of the university on part-time basis from a panel of three names recommended by the search committee consisting of the following members, namely:-

- (a) Nominee of the Governor of the State or his nominee - Chairperson
- (b) Vice-Chancellor of a University of State to be nominated by the State Government – Member
- (c) Vice-Chancellor of the concerned State University – Member
- (d) Registrar of the concerned State University – Secretary (non-voting)
- (vi) The Ombudsperson in a Central University and institution deemed to be university shall be appointed by the Executive Council of the Central University or the equivalent statutory body of the Deemed to be University, as the case may be, on part - time basis from a panel of three member recommended by the search committee consisting of the following members, namely:-

- (a) Nominee of University Grants Commission – Chairperson
- (b) One Vice Chancellor from Central University to be nominated by UGC (for Central Universities) – Member

OR

One Vice Chancellor from institution deemed to be university to be nominated by the UGC (for Deemed to be Universities) - Member

- (c) The Vice Chancellor of the university – Member
- (d) The Registrar of the university – Secretary (Non-Voting)
- (vii) The Ombudsperson shall be a part time officer appointed for a period of three years from the date he/she assumes the office and may be reappointed for another one term in the same university.
- (viii) The Ombudsperson shall be paid the sitting fee per day as per the norms of the university for hearing the cases, in addition to the reimbursement of the conveyance.

- (ix) The Ombudsperson may be removed on charges of proven misconduct or misbehavior or as defined under these regulations, by the concerned appointing authority i.e. the Executive Council of the University.

6. FUNCTIONS OF OMBUDSPERSON:

- (i) The Ombudsperson shall hear any appeal of an applicant for admission as student or student of the university against the university or institution affiliated to it as the case may be, after the student has availed all remedies available in such institution for redressal of grievance such as IGRC / UGRC;
- (ii) No application for revaluation or remarking of answer sheets shall be entertained by the Ombudsperson. However, the issues of malpractices in the examination and evaluation processes may be referred to the Ombudsperson.
- (iii) Ombudsperson may seek the assistance of any person as amicus curiae, for hearing complaints of alleged discrimination.
- (iv) The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the student(s).

7. PROCEDURE FOR REDRESSAL OF GRIEVANCES BY OMBUDSPERSON AND GRIEVANCE REDRESSAL COMMITTEE:

- (i) Each institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student of that institution may submit an application seeking grievance redressal.
- (ii) On receipt of any online complaint, the institution shall refer the complaint to the appropriate Grievance Redressal Committee, as the case may be, along with its comments within 15 days of receipt of complaint on online portal.
- (iii) The Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved person.

- (iv) An aggrieved person may appear either in person or be represented by such person as may be authorized to present his/her case.
- (v) The Grievances not resolved at the appropriate Grievance Redressal Committee(s) shall be referred to the Ombudsperson.
- (vi) The institution shall co-operate with the Ombudsperson or the Grievance Redressal Committee(s), as the case may be, in redressal of grievances and failure to do so may be reported by the Ombudsperson to the Vice Chancellor.
- (vii) On the conclusion of proceedings, the Ombudsperson shall pass such order, with reasons for such order, as may be deemed fit to redress the grievance and provide such relief as may be desirable to the affected party at issue, after giving due hearing to both the parties.
- (viii) Every order under the signature of the Ombudsperson shall be provided to the aggrieved person and the institution and shall be placed on the website of the institution.
- (ix) The institution shall comply with the recommendations of the Ombudsperson. Any recommendations of the Ombudsperson not complied with by the institution shall be reported by the Ombudsperson to the Commission.
- (x) In case of any false or frivolous complaint, the Ombudsperson may recommend appropriate action against the complainant.

8. INFORMATION REGARDING OMBUDSPERSON GRIEVANCE REDRESSAL COMMITTEE:

The institution shall provide detailed information regarding provisions of Grievance Redressal Committee(s) and Ombudsperson on their website and in their prospectus prominently.

9. CONSEQUENCES OF NON-COMPLIANCE:

The Commission shall in respect of any institution which willfully contravenes these regulations or repeatedly fails to comply with the recommendation of the Ombudsperson or the Grievance Redressal

Committee(s), as the case may be, may proceed to take one or more of the following actions, namely:

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the Act;
- (b) withholding any grant allocated to the Institution;
- (c) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Commission;
- (d) informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum standards for redressal of grievances;
- (e) recommend to the affiliating university for withdrawal of affiliation, in case of a college;
- (f) The Commission may take necessary and appropriate action as it may deemed fit, in case of an institution deemed to be university;
- (g) recommend to the concerned State Government for necessary and appropriate action, in case of a university established or incorporated under a State Act;
- (h) The Commission may take necessary and appropriate actions against any institution for non-compliance.

Provided that no action shall be taken by the Commission under this regulation unless the institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

(Prof. Rajnish Jain)
Secretary



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/GRC/2021-22/Constitution of Grievance Redressal Committee 06-09-2021

CONSTITUTION OF GRIEVANCE REDRESSAL COMMITTEE

The undersigned is pleased to constitute the Grievance Redressal Committee with the following members for the academic year 2021-2022 to provide healthy environment and transparency within the campus.

The committee was constituted as the following:

S.No.	Name	Designation	Role	Mobile No	Email-Id
1	Dr. A. Ramesh	Principal	Chairman	9000476662	principal@acoe.edu.in
2	Mrs. Y. Sugandhi Naidu	Assistant Professor-	Convener	7731915407	sugnadhi_ece@acoe.edu.in
3	Mr.K.Manoj Kumar Reddy	HOD-EEE	Member	7731829995	hodeee@acoe.edu.in
4	Dr.Y.K.Subba Rao	HOD-MECH	Member	7396659639	hodmech@acoe.edu.in
5	Mrs. Mary Jyothi	Asst Prof-H&BS	Member	9951694318	maryjyothi_bse@acoe.edu.in
6	Dr. B. Annapurna	AssocProf-CSE	Member	9440896722	annapurna_cse@acoe.edu.in
7	Ms.K.Manasa	Asst Prof-CIVIL	Member	8500808990	manasa_civil@acoe.edu.in
8	Mrs.P.Sridevi	Asst Prof-MBA	Member	9445871863	sridevip_me@acoe.edu.in
9	Ms.Y.Harika (20MH5A0115)	III year B. Tech. (CIVIL)	Student member	8985475858	harika@gmail.com
10	Ms.A. Kalyani(20MH1A0403)	II year B. Tech. (ECE)	Student member	9895478585	kalyani@gmail.com
11	Mr. G. Satish (20MH1A0515)	II year B. Tech. (CSE)	Student member	8574584758	satishg@gmail.com
12	Mr.K.Gangasunny(19MH1A0205)	III year B. Tech.(EEE)	Student member	9951245858	gangasunny@gmail.com
13	Mr.P.Vikram(20MH5A0337)	III year B. Tech. (MECH)	Student member	9581414253	vikramp@gmail.com
14	Mr.S.Sai Santosh(20MH1A0456)	II year B. Tech. (ECE)	Student member	9954253689	saisanthosh@gmail.com

15	Ms. P. Tejasri (20MHIE0028)	II year (MBA)	Student member	9985745858	tejasri@gmail.com
16	Mr. M.Sandeep(19MH1A0588)	III year B. Tech. (CSE)	Student member	7845858585	sandeep@gmail.com



PRINCIPAL

PRINCIPAL

Aditya College of Engineering
SURAMPALEM - 533 437



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC

Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/GRC/2021-22/SOP of Grievance Redressal Committee

06-09-2021

Standard Operating Procedure (SOP) for Grievance Redressal Committee

1. **COMMITMENT:** The college administration has decided to maintain Grievance redressal committee with senior faculty members to provide healthy environment and transparency with in the campus.
2. **SCOPE:** Grievance redressal committee which shall be responsible for resolving grievances related to academic/non-academic issues received from the students/faculty in a stipulated time period by maintaining necessary confidentiality.
3. **OBJECTIVES:**
 - i.To solve students/faculty grievances regarding academic and administrative problems.
 - ii.To inculcate the students/facultysuch that they will be able to submit their complaints through complaint box/suggestion box (or) oral or online.
 - iii.To do a proper investigation and prepare an analysis report regarding the nature and pattern of the grievances in strictly confidential manner.
 - iv.To ensure efficient solution to the students/faculty grievances with a fair and impartial approach.
 - v.To make students/faculty as active members to co-ordinate between the different departments and sections.
4. **GRIEVANCE REDRESSAL PROCEDURE:**
 1. **Grievance Submission:** Any student/faculty with a grievance will submit through any of the following methods:
 - i. Complaint box/ Suggestion box
 - ii. Email at(grievance_cell@acoe.edu.in)
 - iii. In person submit at the grievance redressal cell (or) through HOD
 2. **General information:** Send a notice to the students/faculty that grievances will becollected from the complaint box on 1st&3rd Saturday of every month.

In case of online submission the sender will receive an instant auto generated acknowledgment receipt.
 3. **Clustering:** Grievance redressal committee categorize the grievances like academic related issues, hospitality, general administration, amenities and maintenance, other related issues.
 4. **Call for meeting:** Grievance redressal committee convener shall fix a date. for meeting and forward a circular to committee members and students to attend a

meeting without fail.

5. Investigation: Grievance redressal committee take necessary steps to conduct an investigation in fair & impartial way to prepare an investigation report.
 6. Final decision: After the investigation the committee will review the report and use its best efforts to work out a solution for the issues.
 7. Communicating the decision: After completion of proceedings, the Grievance redressal committee forwards the final recommendations to the convener. The convener forwards it to the Principal for authentication.
 8. Monitoring: Grievance redressal committee monitors and ensures redressal with in the stipulated time period. Depending up on the seriousness of grievances the committee will follow them up regularly till their final disposal.
 9. Feedback: Grievance redressal committee will collect formal feedback from students time to time on account for reviewing and improving the grievance handling and redressal process.
5. FREQUENCY OF MEETINGS: In general, two meeting of GRC will be conducted in an academic year or when required or when grievance received.


CONVENER-GRC




PRINCIPAL

PRINCIPAL
Aditya College of Engineering
SURAMPALAM - 533 437

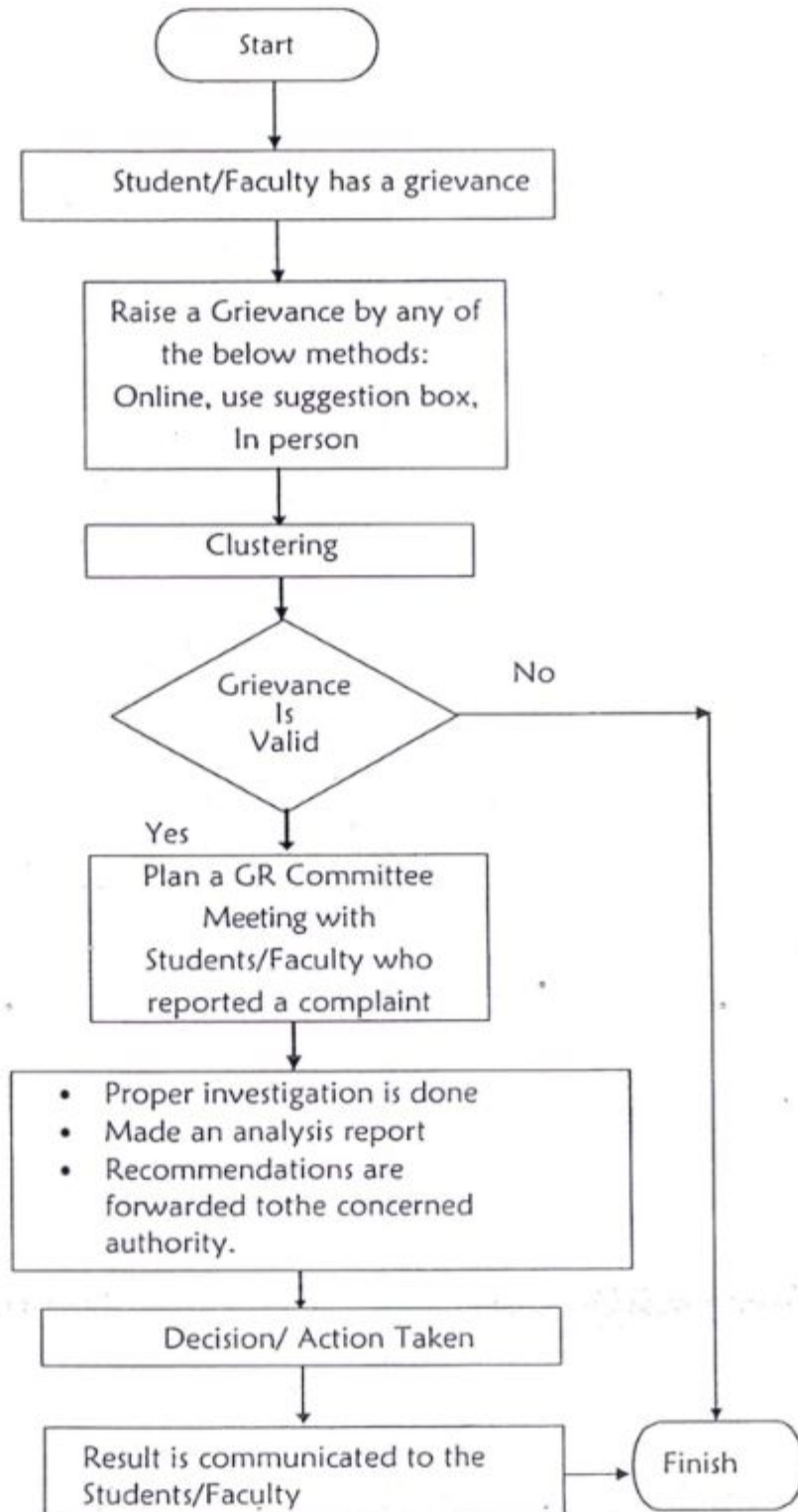


ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

FLOW CHART OF SOP-GRC





ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/GC/2021-22/1/Circular

18-11-2021

CIRCULAR

All the members of the Grievance Redressal Committee are hereby informed that a meeting will be held on 20th November 2021 at 11.00AM in the Conference room, Ramanujan Bhavan with the following agenda:

AGENDA

1. Student/Faculty grievances.
2. To discuss the following issues and resolve the same.
 - i. Food quality
 - ii. Wash room cleanliness
 - iii. A/C facility in computer lab
 - iv. Sanitizer bottles & Stand
 - v. Reference books
 - vi. Library hours
 - vii. Dust bins
 - viii. Projector cable
 - ix. Waiting hall maintenance
 - x. Lockers
 - xi. Class room cleanliness
 - xii. Wi-Fi facility
 - xiii. Desk broken


CONVENER-GRC

Cc to: All members of GRC




PRINCIPAL

PRINCIPAL
Aditya College of Engineering
SURAMPALEM - 533 437



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under Section 2(f) of UGC Act, 1956
Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Ref: ACOE/GRC/2021-22/2/Minutes

20-11-2021

MINUTES OF GRIEVANCE REDRESSAL COMMITTEE

AY 2021-22

Date of meeting	20 th November 2021	Duration	11.00 AM to 12.00PM
Venue	Conference room, First floor, Ramanujan Bhavan		
Reference	Ref: ACOE/GRC/2021-22/1/Circular dated 18 th November 2021		

The meeting of Grievance Redressal Committee of Aditya College of Engineering held on 20th November 2021 with the following agenda:

1. Student/Faculty grievances.
2. To discuss the following issues and resolve the same.
 - i. Wash room cleanliness
 - ii. Lab Sanitization
 - iii. Reference books
 - iv. Library hours
 - v. Dust bins
 - vi. Projector cable
 - vii. Waiting hall maintenance
 - viii. Lockers
 - ix. Class room cleanliness
 - x. Wi-Fi facility
 - xiv. Sanitizer bottles & Stand

The meeting of Grievance Redressal Committee was commenced with the welcome note by Convener -GRC, Mrs.Y.Sugandhi Naidu to all the members present. The Convener presented the agenda along with recommendations and requested the Chairman to shed light on the issues and the discussion was started. The points of the agenda were discussed and the resolutions were made.

The Chairman-GRC welcomed all the members to the meeting. Further, Chairman reviewed and discussed about the points of agenda by considering the points of agenda.

To support the student community to fairly and boldly address their problems and grievances, complaints and suggestion boxes have been arranged and affixed at important location in the college premises.

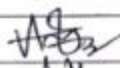
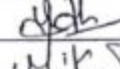
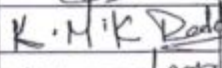
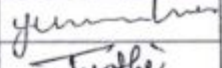
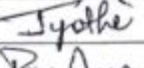
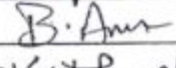
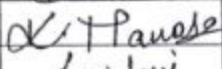
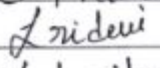
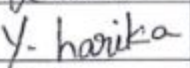
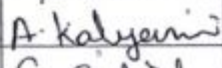
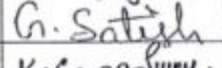
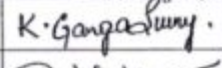
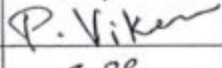
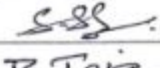
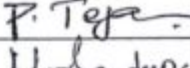
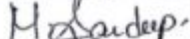
MINUTES AND RESOLUTIONS

1. The grievance redressal committee discussed about list of grievances received and the redressal approach adopted for timely sorting out the issues.
2. The grievanceredressal committee recommends the convener to prepare a consolidate report on the grievances reported.

The Chairman suggested the convener to maintain an activity diary and to get the feedback from the students who submitted the grievances. Finally the Chairman and the Convener thanked all the members present for their dedication and commitment in carrying out system successfully.

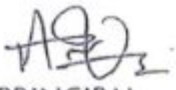
The meeting was concluded with thanks to the Chair

Members attended the meeting on 20th November 2021

S.N o.	Name	Designation	Role	Signature
1	Dr.A.Ramesh	Principal	Chairman	
2	Mrs. Y. Sugandhi Naidu	Assistant Professor-ECE	Convener	
3	Mr.K.Manoj Kumar Reddy	HOD-EEE	Member	
4	Dr.Y.K.Subba Rao	HOD-MECH	Member	
5	Mrs. Mary Jyothi	Assistant Professor- H&BS	Member	
6	Dr. B. Annapurna	Associate Professor- CSE	Member	
7	Ms.K.Manasa	Assistant Professor- CIVIL	Member	
8	Mrs.P.Sridevi	Assistant Professor- MBA	Member	
9	Ms.Y.Harika (20MH5A0115)	III year B. Tech. (CIVIL)	Student member	
10	Ms.A. Kalyani(20MH1A0403)	II year B. Tech. (ECE)	Student member	
11	Mr. G. Satish (20MH1A0515)	II year B. Tech. (CSE)	Student member	
12	Mr.K.Gangasunny(19MH1A0205)	III year B. Tech.(EEE)	Student member	
13	Mr.P.Vikram(20MH5A0337)	III year B. Tech. (MECH)	Student member	
14	Mr.S.Sai Santosh(20MH1A0456)	II year B. Tech. (ECE)	Student member	
15	Ms. P. Tejasri (20MH1E0028)	II year (MBA)	Student member	
16	Mr. M.Sandeep(19MH1A0588)	III year B. Tech. (CSE)	Student member	


CONVENER-GRC




PRINCIPAL
PRINCIPAL
Aditya College of Engineering
SURAMPALAM - 533 437

REPORT ON STUDENT GRIEVANCES


ACADEMIC YEAR :2021-2022

S.No	Ref. No	Complaint Type	Received Date	Resolved Date	Action Taken	Remarks
1	ACOE/GC/2021-22/001	Class room cleanliness	9/10/2021	11/10/2021	Complaint forwarded to building supervisor and instructed to take necessary actions.	Necessary actions are taken for class room cleanliness
2	ACOE/GC/2021-22/002	Medical Kit Maintenance	18/10/2021	22/06/2021	Complaint forwarded to AO and instructed to take necessary actions.	Medicines are provided and the kit is maintained
3	ACOE/GC/2021-22/003	Wi-Fi facility	03/11/2021	06/11/2021	Complaint forwarded to server room in -charge and instructed to take necessary actions.	Wi-Fi facility provided
4	ACOE/GC/2021-22/004	Sanitizer bottles & Stand	09/11/2021	17/11/2021	Complaint forwarded to AO and instructed to take immediate actions.	Immediate actions are taken for providing Sanitizer bottles & Stand
5	ACOE/GC/2021-22/005	Lab Sanitization	15/11/2021	17/11/2021	Complaint forwarded to building supervisor and instructed to take immediate actions.	Necessary actions are taken for system lab sanitization
6	ACOE/GC/2021-22/006	Wash room cleanliness	02/12/2021	06/12/2021	Complaint forwarded to building supervisor and instructed to take necessary actions.	Necessary actions are taken for wash room cleanliness
7	ACOE/GC/2021-22/007	Reference books	10/12/2021	17/12/2021	Complaint forwarded to library in-charge and instructed to provide them.	Books procured
8	ACOE/GC/2021-22/008	Food quality in canteen	14/12/2021	17/12/2021	Complaint forwarded to food inspection committee and instructed to	Complaint taken to the notice of Higher authorities

					take necessary actions.	
9	ACOE/GC/2021-22/009	Wash room cleanliness	19/01/2022	24/01/2022	Complaint forwarded to building supervisor and instructed to take immediate actions.	Immediate actions are taken for wash room cleanliness
10	ACOE/GC/2021-22/010	Wash room cleanliness	21/01/2022	24/01/2022	Complaint forwarded to building supervisor and instructed to take immediate actions.	Immediate actions are taken for wash room cleanliness
11	ACOE/GC/2021-22/011	Canteen food quality	10/02/2022	14/02/2022	Complaint forwarded to food inspection committee and instructed to take necessary actions.	Complaint taken to the notice of Higher authorities
12	ACOE/GC/2021-22/012	Wash room cleanliness	28/02/2022	03/02/2022	Complaint forwarded to building supervisor and instructed to take necessary actions.	Necessary actions are taken for wash room cleanliness
13	ACOE/GC/2021-22/013	Reference books	23/04/2022	27/04/2022	Complaint forwarded to library in-charge and instructed to take necessary actions.	Books procured
14	ACOE/GC/2021-22/014	Dust bins in wash room	24/05/2022	27/05/2022	Complaint forwarded to building supervisor and instructed to take immediate actions.	Dust bins provided
15	ACOE/GC/2021-22/015	Lockers	24/05/2022	31/05/2022	Complaint forwarded to building supervisor and instructed to take necessary actions.	Lockers provided
16	ACOE/GC/2021-22/016	Library hours	30/05/2022	03/06/2022	Request letter forwarded to governing body members for including library hours in time table.	Complaint taken to the notice of Higher authorities

16	ACOE/GC/2021-22/016	Library hours	30/05/2022	03/06/2022	Request letter forwarded to governing body members for including library hours in time table.	Complaint taken to the notice of Higher authorities
17	ACOE/GC/2021-22/017	Reference books	06/06/2022	10/06/2022	Complaint forwarded to library in-charge and instructed to take necessary actions.	Books procured
18	ACOE/GC/2021-22/018	Wi-Fi facility	06/06/2022	10/06/2022	Complaint forwarded to server room in-charge and instructed to take necessary actions.	Wi-Fi facility provided
19	ACOE/GC/2021-22/019	Suggestion box	06/06/2022	10/06/2022	Complaint forwarded to principal to take necessary actions.	Suggestion box provided
20	ACOE/GC/2021-22/20	Beds in Ladies waiting hall	07/06/2022	12/06/2022	Complaint forwarded to principal to take necessary actions.	Bed cots provided


CONVENER-GRC


PRINCIPAL
PRINCIPAL
Aditya College of Engineering
SURAMPALEM - 533 437



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC

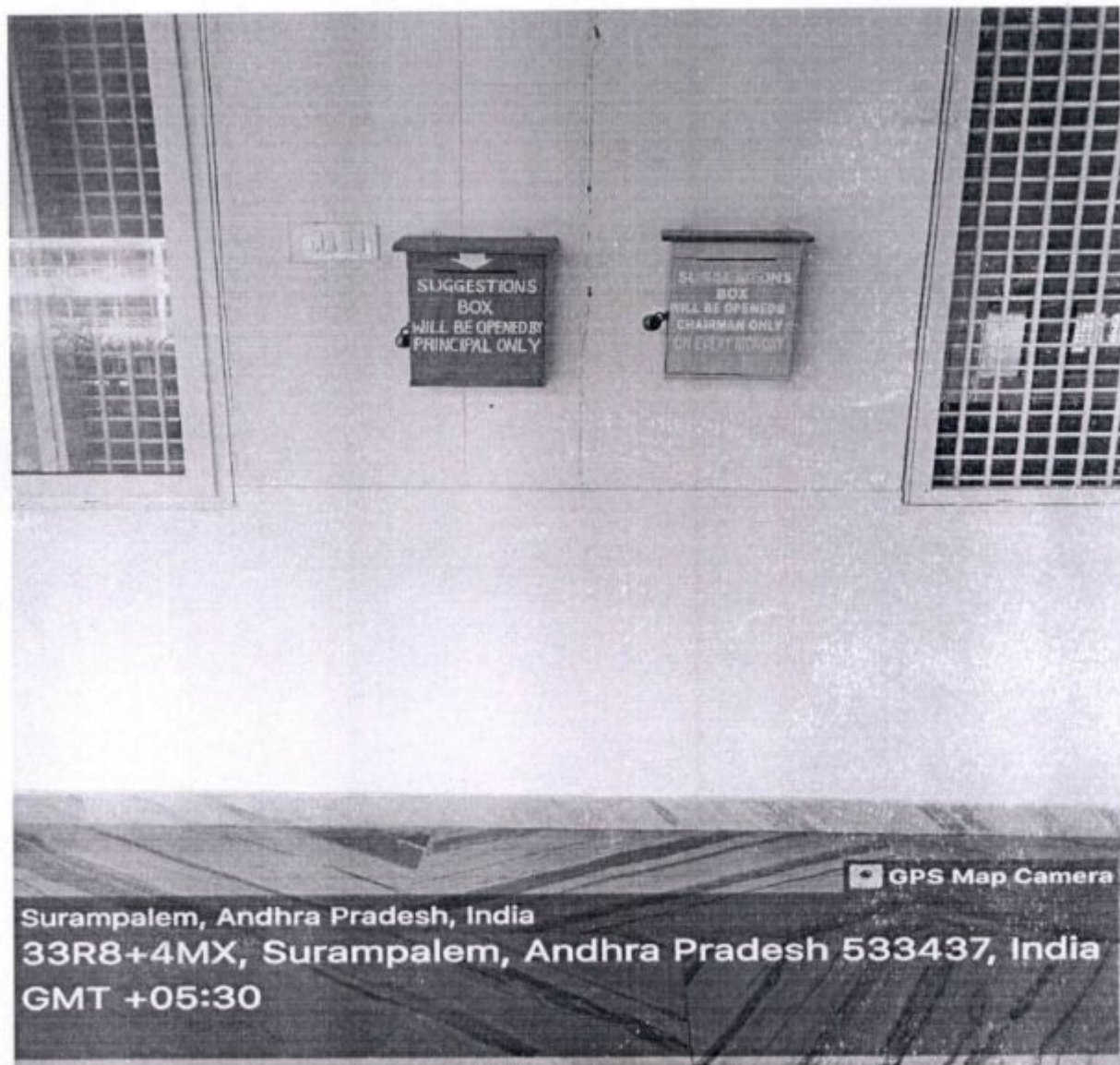
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Complaint type: Suggestion box

Reference Number: ACOE/GC/2021-22/019

Remarks: Suggestion box provided.





ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC

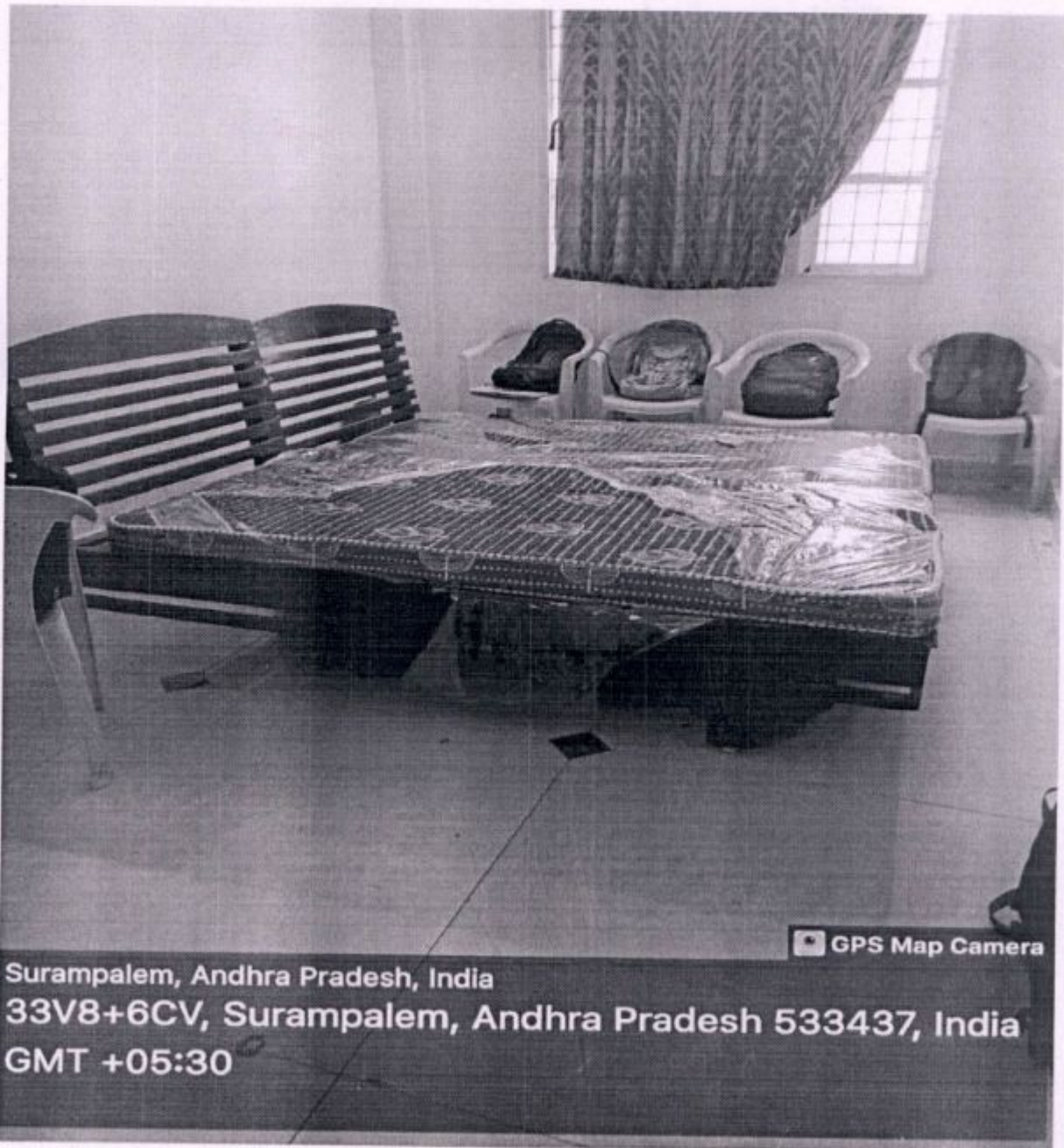
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Complaint type: Beds in Ladies waiting hall.

Reference Number: ACOE/GC/2021-22/20

Remarks: Bed cots provided.



GPS Map Camera

Surampalem, Andhra Pradesh, India

33V8+6CV, Surampalem, Andhra Pradesh 533437, India

GMT +05:30



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

REPORT ON FACULTY GRIEVANCES ACADEMIC YEAR: 2021-2022

S.No	Ref. No	Complaint Type	Received Date	Resolved Date	Action Taken	Remarks
1	ACOE/GC/SM/2021-22/001	Wi-Fi modem in ECE staff room	18/10/2021	22/10/2021	Complaint forwarded to server room in-charge and instructed to take necessary actions.	Wi-Fi facility provided
2	ACOE/GC/SM/2021-22/002	Sanitizer bottles & Stand	14/11/2021	17/11/2021	Complaint forwarded to AO and instructed to take immediate actions.	Immediate actions are taken for providing Sanitizer bottles & Stand
3	ACOE/GC/SM/2021-22/003	Lab Sanitization	15/11/2021	17/11/2021	Complaint forwarded to building supervisor and instructed to take immediate actions.	Necessary actions are taken for system lab sanitization
4	ACOE/GC/SM/2021-22/004	Staff Wash room cleanliness	02/12/2021	03/12/2021	Complaint forwarded to building supervisor and instructed to take necessary actions.	Necessary actions are taken for wash room cleanliness
5	ACOE/GC/SM/2021-22/005	Reference books	12/12/2021	17/12/2021	Complaint forwarded to library in-charge and instructed to provide them.	Books procured
6	ACOE/GC/SM/2021-22/006	Wi-Fi connection problem in CSE staff room	24/05/2022	27/05/2022	Complaint forwarded to server room in-charge and instructed to take necessary actions.	Wi-Fi facility provided


CONVENER-GRC


PRINCIPAL



ADITYA COLLEGE OF ENGINEERING

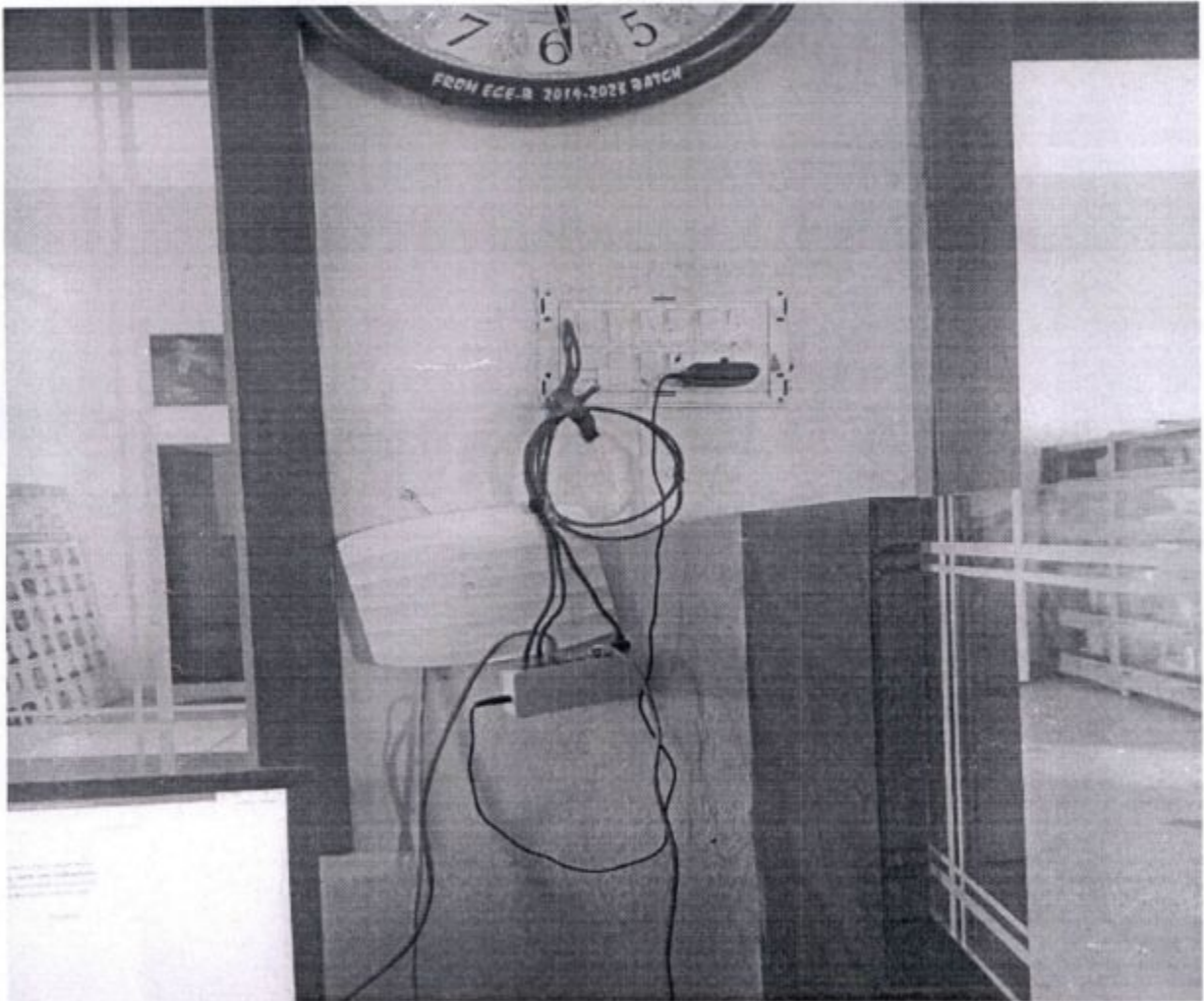
Approved by AICTE, Permanently Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under section 2(f) of UGC Act 1956

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

Complaint type:WIFI Modem

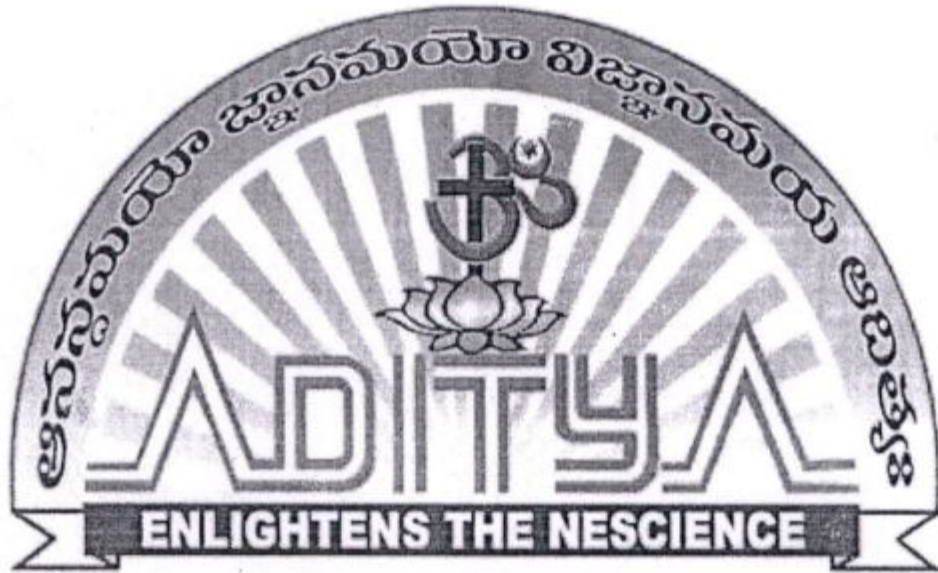
Reference Number:ACOE/GC/SM/2021-22/001

Remarks:WIFI Facility provided.



ADITYA COLLEGE OF ENGINEERING

Aditya Nagar, ADB Road, Surampalem-533437, E.G. Dist.



ANTI-RAGGING COMMITTEE (2021-2022)

WARNING
Ragging is a crime





ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK, Kakinada.
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/AR/2021-22/CC

29-06-2021

CONSTITUTION OF ANTI-RAGGING COMMITTEE

FOR THE YEAR 2020-2021

NOTICE

To make our college as an Ragging free Institution the following members are formed as a team of Anti-Ragging committee of Aditya College of Engineering for the academic year 2021-2022.

S.NO.	Name of the Person	Designation	Role	Mobile No	Email Address
1.	Dr.A.Ramesh	Principal	Chairman	9000476662	principal@acoe.edu.in
2.	Dr.B.Annapurna	Assoc.Prof. CSE	Convener	9440896722	annapurna_cse@acoe.edu.in
3.	Mr.G.Veera Pandu	Assoc.Prof. ECE	Member	9491191574	veerapandu_ece@acoe.edu.in
4.	Mrs.K.Lakshmi	Sr.Asst. Prof. EEE	Member	9160077441	lakshmi_eee@acoe.edu.in
5.	Dr.M.AnajiBabu	Sr.Asst. Prof. ME	Member	9859586967	anajibabu_me@acoe.edu.in
6.	Mr.V.TamilSelvan	Asst.Prof. CIVIL	Member	7878458588	tamilselvam_ce@acoe.edu.in
7.	Mrs.MaryJyothi	Asst.Prof. H&BS	Member	8309750553	maryjyothi_bse@acoe.edu.in
8.	Mrs.P.Sridevi	Asst.Prof. of MBA	Member	6325417858	sridevip_mba@acoe.edu.in
9.	Mr.M.N.Murthy	Student of CSE	Member	9854758581	murthymn@gmail.com
10.	Miss.S.Priyanka	Student of EEE	Member	9658658686	priyankas@gmail.com
11.	Mr.A.Nagendra	Student of ECE	Member	9658654858	nagendraa@gmail.com
12.	Mr.K.Rama Reddy	Student of MECH	Member	8985421755	ramareddy@gmail.com
13.	Mr.N.Santhosh Kumar	Student of ECE	Member	6320252525	santhoshkumar@gmail.com

14.	Miss. K.Amrutha	Student of CSE	Member	8985421263	kamrutha @gmail.com
15.	Mr.V.Ramullu	Parent of EEE	Member	9858698586	vramullu @gmail.com
16.	Mr.K.Satyanaraya	Parent of CSE	Member	9898562314	ksatyanaraya @gmail.com
17.	Mr.S.Sri Rama Rao	Parent of ECE	Member	8985236523	sriramarao @gmail.com
18.	Mr.A.Srinivas Rao	Police Dept	Member	9858962365	srinivasrao @gmail.com
19.	Mr.KhajaMohiddin	Lawyer of court	Member	8985425851	khajamohiddin@gmail.com
20.	Mr.Y R C S Narayana	PT	Member	9632536597	narayanayrcs@gmail.com


PRINCIPAL
PRINCIPAL
 Aditya College of Engineering
 SURAMPALEM - 533 437

Functions of Anti-Ragging Committee Act:

1. Allotting duties to the staff members in almost all vulnerable areas in the college (i.e canteen, parking places, play grounds etc) and ensure that staff members are present at any time at all the vulnerable locations to avoid ragging activities.
2. Taking precautionary method by means of continuous monitoring of CCTV Cameras and with the support of student volunteers at various locations like bus stops ,play grounds and boarding points to avoid ragging activities.
3. The faculty members can take the help of the student member as and when required and can also involve them in different activities relating to Anti-Ragging Committee.
4. Keep reminding students about the severe actions which could be taken against them if they are found involved or indulged in ragging.
5. Informing students about the affidavit and encourage students to fill and submit it in time.
6. Wide canvassing about Anti-Ragging should be done by displaying Flex, Posters and Boards in college premises and surrounding areas where there is a chance for ragging.
7. To take all necessary measures for prevention of Ragging inside the Hostels. assigning separate staff members for both Boys hostel and Girls hostel.
8. To ensure compliance with the provision of UGC regulation 2009 at the institute level.
9. For each ragging incident, the member person is supposed to prepare and submit a complete report including their remarks about the incident for further action to the Head of Anti-Ragging Committee
10. To offer services of counselling and create awareness among the students.
11. Grievance and Redressal committee members are also made as a part of these Anti-Ragging Activities.



PRINCIPAL

PRINCIPAL

Aditya College of Engineering
SURAMPALEM - 533 437



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK, Kakinada
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/AR/2021-22/SOP

Date: 07.07.2021

ANTI-RAGGING COMMITTEE

STANDARD OPERATING PROCEDURE (SOP)

FOR THE YEAR 2021-2022

1. Forming committees with representatives of all the groups viz., management, staff, parents & students.
2. Awareness programmes and distribution of Material on anti-ragging, for its strict implementation.
3. Orientation on Anti-Ragging rules and regulations shall be conducted explaining the role of management, faculty members, parents and students.
4. Keeping display boards in vulnerable places with necessary phone numbers.
5. Maintaining different time slots wherever it is necessary for fresher and seniors to avoid ragging viz., food courts, transportation etc.
6. Create total awareness to each student in the campus on Anti-ragging by way of display boards, banners, flexi etc., depicting instructions and laws & punishments applicable if any one involves in ragging.
7. Active participation of the committees in regular intervals pursuing whether ragging is taking place by surprise visits

B. Anja
CONVENER

[Signature]
PRINCIPAL
PRINCIPAL

Aditya College of Engineering
SURAMPALAM - 533 437



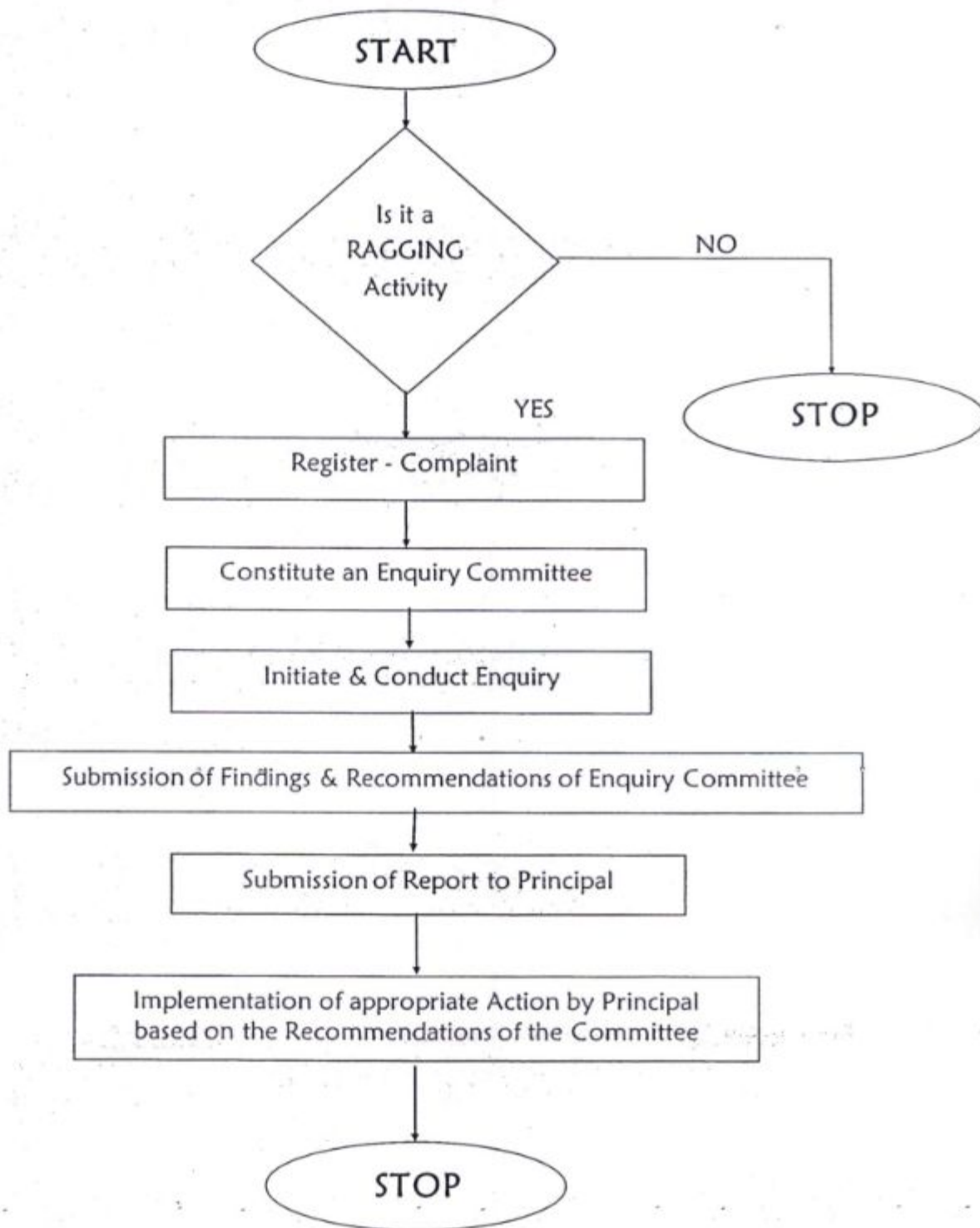
ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC

Recognized by UGC under section 2(f) of UGC Act 1956

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

ANTI-RAGGING COMMITTEE



PRINCIPAL



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK, Kakinada

Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/AR/2021-22/CR

Date:13.07.2021

CIRCULAR

A meeting of the Anti Ragging Committee will be held on 15.07.2021 at 3:30 P.M in the Seminar Hall Room No: 101 of Ramanujan Bhavan. All the members of the Anti-Ragging Committee are requested to attend the meeting without fail.

AGENDA:

1. Approval of list of faculty deputed at various places to prevent ragging within the campus.
2. Approval of list of faculty deputed at various places to prevent ragging at Hostels, Canteen and at Bus boarding points.
3. Organizing Anti-Ragging Awareness camp for Senior students.
4. Discussion of Anti-Ragging rules and regulations given by supreme court. AICTE and AMAN organization and then to finalize the Standard Operating Procedure. The actions to be taken if any student is involved in Ragging.
5. Any other.

PRINCIPAL

PRINCIPAL

Aditya College of Engineering
SURAMPALAM - 533 437



Ref: ACOE/AR/2021-22/MOM

Date:16.07.2021

ANTI-RAGGING COMMITTEE

Minutes of the Meeting held on 15th July'2021.

Date of Meeting	15.07.2021	Duration	03.30PM to 04.30PM
Venue	Seminar Hall Room No: 101 of Ramanujan Bhavan		
Reference	ACOE/AR/2021-22/MOM		

The meeting of the Anti-Ragging Committee constituted for the academic year 2021-2022 was held on 15.07.2021 at 3:30 P.M in the Seminar Hall Room No: 101 of Ramanujan Bhavan to discuss the agenda.

AGENDA:

1. Approval of list of faculty deputed at various places to prevent ragging within the campus.
2. Approval of list of faculty deputed at various places to prevent ragging at Hostels, Canteen and at Bus boarding points.
3. Organizing Anti Ragging Awareness camp to Senior students.
4. Discussion of Anti Ragging rules and regulations given by supreme court, AICTE and AMAN organization and then to finalize the Standard Operating Procedure.
The actions to be taken if any student is involved in Ragging.
5. Any other.

The meeting started by Dr.A.Ramesh the chairman of the committee by cordially welcoming the new committee members for the academic year 2021-2022, and the meeting was carried forward on the agenda points.

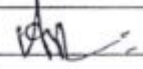
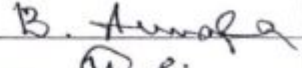
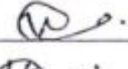
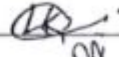

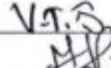


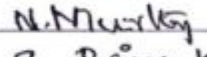
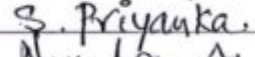
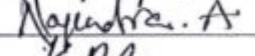
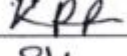
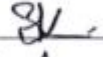
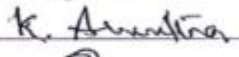

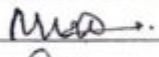

To address the issues and problems related to eve-teasing and ragging and to educate the students regarding the fines and punishments as per the law and IPC, an awareness program was organized in the campus on 05.08.2021. DR A.Ramesh, PRINCIPAL-ACOE and chairman of Anti ragging committee sternly warned the students explaining them the severity of government acts and college norms with regard to ragging issues.


The following resolutions are made:

1. It was unanimously decided that the college will strictly adopt the Anti Ragging rules and regulations given by Supreme Court, AICTE and AMAN organization and then to finalize the Standard Operating Procedure.
2. It is resolved that the phone numbers of the committee members are to be displayed in all the floors of the building for student's convenience.
3. It was decided that Phone numbers of the Principal, HOD's of all the Departments, Management members and Local Police officials must be displayed across the campus for student's convenience.
4. It is resolved that college maintains separate lunch timings for I year students and for II, III and IV year students.
5. It is resolved that Anti Ragging Awareness camp has to be planned for Senior students to remind them of the repercussions of ragging.
6. It is resolved that Anti-Ragging instructions and banners to be displayed at prominent places in the college to create awareness among the students regarding the punishments which would be levied if found guilty.
7. It is resolved that the committee will have surprise visits in probable areas of ragging such as Bus parking areas and at the canteen premises.
8. It is resolved that Separate transportation facility is provided for first year students who come by college bus.
9. It is resolved that every college bus has a faculty in-charge, who supervises the students.
10. It is resolved that committee monitors the students during early hours, lunch break, after college hours to avoid any sort of student gatherings.
11. It is resolved that Special care is taken for I year students initially to avoid any kind of ragging.

Finally the committee decided the list of faculty at various boarding points and the meeting came to an end by proposing vote of thanks by the convener

The following members are present:

S.NO.	Name of the Person	Designation	Signature
1.	Dr.A.Ramesh	Principal	
2.	Dr.B.Annapurna	Assoc.Prof. CSE	
3.	Mr.G.Veera Pandu	Assoc.Prof. ECE	
4.	Mrs.K.Lakshmi	Sr.Asst. Prof. EEE	
5.	Dr.M.AnajiBabu	Sr.Asst. Prof. ME	
6.	Mr.V.TamilSelvan	Asst.Prof. CIVIL	
7.	Mrs.Mary Jyothi	Asst.Prof. H&BS	
8.	Mrs.P.Sridevi	Asst.Prof. of MBA	
9.	Mr.M.N. Murty	Student of CSE	
10.	Miss.S.Priyanka	Student of EEE	
11.	Mr.A.Nagendra	Student of ECE	
12.	Mr.K.Rama Reddy	Student of MECH	
13.	Mr.N.Santhosh Kumar	Student of ECE	
14.	Miss. K.Amrutha	Student of CSE	
15.	Mr.A.Srinivas Rao	Police Dept	
16.	Mr.KhajaMohiddin	Lawyer of court	
17.	Mr.Y R C S Narayana	PT	


PRINCIPAL
PRINCIPAL
 Aditya College of Engineering
 SURAMPALEM - 533 437

**DEPUTATION OF FACULTY FOR DIFFERENT POINTS TO PREVENT RAGGING
WITHIN CAMPUS**

S.NO	Name of the Faculty	Block Name
1	Mr.CH. Uma Phaneendra Kumar(EEE) Mr.CH. Naresh(CIVIL) Mr.Y K S Subba Rao(MECH) Mr.T. Srinivas(ECE) Mr.V. Chandra Sekhara Rao(CSE) Mr.P. Raja Sekhar Reddy(BSE)	Bus stand (Main Road)
2	Mr.Tamil Selvan(CIVIL) Mr.G.V. Ayyappa Swamy(MECH) Mr.N. Rajesh Babu(ECE) Mr.Dr. U.N.P. G. Raju(CSE) Mr.N. Punnapu Chandrudu(BSE)	Bus stand (Campus)
3	Mr.B.V.S.S.S. Gopal(EEE) Mr.B. Raghava Maheedhar(CIVIL) Mr. G. Meenakshi Sundaram(ECE) Mr.G. Ramanjaneya Raju(CSE) Mr.J. Bala Mohan Raju(BSE)	Security Gate
4	Mr.A.Sridhar(EEE) Mr.Syed Nizamuddin Khadri(CIVIL) Mr. R. Raman(ECE) Mr.N. Praveen(CSE) Mr.U. Abhishek Kumar(BSE)	Ramanujan Bhavan(3 rd Floor)
5	Mr.M.V. Kumar Reddy(EEE) Mr.U. Praveen Kumar(CIVIL) Dr. Marxim Rahula Bharathi B(MECH) Mr.M. Venkateswarlu(ECE) Mr.V. Veera Prasad(CSE) Mr.I. Manoj Krishna(BSE)	Ramanujan Bhavan(2 nd Floor)
6	Mr.U. V. Eswarudu(EEE) Mr.P. Satish(MECH) Mr.Ramesh(ECE) Mr.K. Bhanu Rajesh Naidu(CSE) Mr.R. Nanda Kumar(BSE)	Ramanujan Bhavan(1 st Floor)
7	Mr.M. Satyanarayana Raju(EEE) MsSangita De(CIVIL) Mr.M. Sarathchandra Prasad(MECH) Mr.M. Raghunath(ECE) Mr.M. Prem Kumar Reddy(BSE)	Canteen

8	Ms.K. Lavanya(CIVIL) Dr. G. Jaffino(ECE) Mrs.V. Anantha Lakshmi(CSE) Ms.B. Jyothi(BSE)	Ramanujan Bhavan -Ladies Waiting Halls (Ground Floor)
9	Ms.T. Himaja Ms.P. Sree Devi(MECH) Dr. A. Neeraja(BSE)	Ramanujan Bhavan -Ladies Waiting Halls (1 st Floor)
10	Ms.T. Satya Kumari(CSE) Ms.A. Naga Pavani(CRT EEE) Ms.A. Krishna Veni(CSE)	Ramanujan Bhavan -Ladies Waiting Halls (2 nd Floor)
11	Dr. Utlā S.B.K. Mahalaxmi(ECE) Ms.P.N.S. Lakshmi(CSE) Mrs.K. Lakshmi(EEE)	Ramanujan Bhavan -Ladies Waiting Halls (3 rd Floor)
12	Dr. M. Ravindra(EEE) Mr.P. Harichandra Prasad(MECH) Mr.K. Mahesh Babu(ECE) Mr.N. Bhanu Teja(BSE)	Ramanujan Bhavan-Gents Rest Rooms (1 st Floor)
13	Mr.G.V. Chiranjeevi Mr.M. Surya Teja (MECH) Mr.K. Siva Nagendra(ECE) Mr.V. Neelima(CSE) Mr.V. Rambabu(CRT CSE)	Ramanujan Bhavan -Gents Rest Rooms (2 nd Floor)
14	Mr.D. Tata Rao. Mr.R. Srinivas(MECH) Mr.Y Sugandhi Naidu(ECE) Mr.V. Swamy Nadh(CIVIL) Dr. Anil Kumar T(PT)	Newton Bhavan
15	Mr.CH. Manoj Mr.P. Krishna Murthy(MECH) Mr.B. Jagadeesh Babu(ECE) Mr.Y R C S Narayana(PT)	Shops(Gallery)

B. Anand
Convener

**DEPUTATION OF FACULTY AT DIFFERENT POINTS TO PREVENT RAGGING
OUTSIDE THE CAMPUS AT DIFFERENT BUS BOARDING POINTS**

Department	Name of Staff	Village/Town	Boarding Point
ECE	Mr.K Sarath Babu	Rajupalem	Rajupalem
	Mr.P. Ramesh	Vetlapalem	Durga Temple Jonnaladoddi
	Mr.K.Chandra Sekhar	Ramachandrapuram	Drakharam Road
	Mr.S. Vinaya Kumar	Thorredu	Thorredu
	Mr.Kalesh Busa	Yanam	Old Bus Stand
	Mr.P.V.N.D.K. Kishore	Mallam	Mallam
EEE	Mr.B.V.S.S.S.Gopal	Ramachandrapuram	Market Centre
	Mr.K.K.Pavan Kumar	Jagampet	Devi Centre
	Mr.Pasala Sri Venkatesh	Turangi	Turangi Ricemill
	Mr.M.V.Kumar Reddy	Divili	Divili
CSE	Ms.A. Krishna Veni	Yanam	Patavala
	Mrs.A. Rama Devi	G.medapadu	G.medapadu
	Mr.N. Praveen	Kutukuluru	Kutukuluru
	Mr.V. Bala Sankar	Rajahmundry	Kambala Chervu
	Mrs.V. Anantha Lakshmi	Rajamundry	Rajamundry
	Mrs.N. Madhuri	Rajamundry	Balabhadrapuram
	Mr.G. Ramanjaneya Raju	Rajamundry	Godavari Gattu
	Mrs.T. Satya Kumari	Kakinada	Godarigunta
PT	Mr.V. Rajashekar	Anaparthi	Anaparthi
	Mr.S S V Vinay babu	Yanam	Yanam
	Mr.G L Papa Rao	Ravulapalem	Ravulapalem
	Mr.MVVS Anuprakash	Kakinada	Kakinada
BSE	Mrs. PSSR Sujatha	Kakinada	Pratap Nagar
	Mr. I M Krishna	Kakinada	Nagmalli Thota
	Mrs B.Jyothi	Kakinada	Banugudi
	Dr. Packiaraj G	Rajahmundry	Arts college
	Mr. Marneedi Srinivasu	Pithapuram	Pithapuram

B. Anwar A
Convener

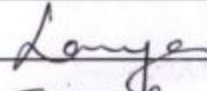
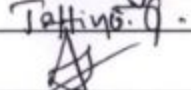


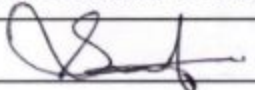
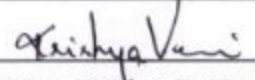
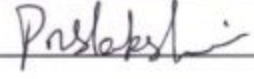
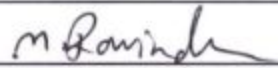
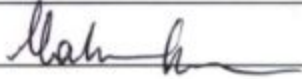

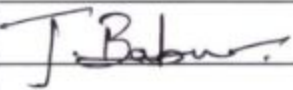
ADITYA COLLEGE OF ENGINEERING

(Approved by AICTE & Affiliated to JNTUK, Kakinada)
Aditya Nagar, ADB Road, Surampalem-533437

ANTI RAGGING SQUAD COMMITTEE-- 2021-22

Date: 29.06.2021

RAMANUJAN BHAVAN(MAIN BLOCK)

1) LADIES WAITING HALL (GROUND FLOOR)					Timing: 9:20 to 10:00 & 11:45 to 12:45	
S.No.	Name of the Member	Dept.	Designation	Phone No.	Signature	
1	Ms.K. Lavanya(CIVIL)	CIVIL	Asst. Professor	8985913210		
2	Dr. G. Jaffino(ECE)	ECE	Professor	9849627891		
3	Mrs.V. Anantha Lakshmi(CSE)	CSE	Asst. Professor	8985913234		
4	Ms.B. Jyothi(BSE)	BSE	Asst. Professor	9441890721		
2) LADIES WAITING HALL (FIRST FLOOR)					Timing: 9:20 to 10:00 & 11:45 to 12:45	
1	Ms.T. Himaja	EEE	Asst. Professor	8985916209		
	Ms.P. Sree Devi(MECH)	MECH	Assoc. Professor	9706342989		
3	Dr. A. Neeraja(BSE)	BSE	Asst. Professor	7306214290		
3) LADIES WAITING HALL (SECOND FLOOR)					Timing: 9:20 to 10:00 & 11:45 to 12:45	
1	Ms.T. Satya Kumari(CSE)	CSE	Asst. Professor	9493568869		
2	Ms.A. Naga Pavani(CRT EEE)	EEE	Asst. Professor	7804216839		
3	Ms.A. Krishna Veni(CSE)	CSE	Asst. Professor	7729904339		
4) LADIES WAITING HALL (THIRD FLOOR)					Timing: 9:20 to 10:00 & 11:45 to 12:45	
1	Dr. Utlal S.B.K. Mahalaxmi(ECE)	ECE	Asst. Professor	6304216892		
2	Ms.P.N.S. Lakshmi(CSE)	BSE	Asst. Professor	9640381333		
3	Mrs.K. Lakshmi(EEE)	EEE	Asst. Professor	7371826429		
5) BOYS WAITING HALL & CORRIDOR(FIRST FLOOR)					Timing: 9:20 to 10:00 & 11:45 to 12:45	
1	Dr. M. Ravindra(EEE)	EEE	Professor	6310103296		
2	Mr.P. Harichandra Prasad(MECH)	MECH	Asst. Professor	7304219681		
3	Mr.K. Mahesh Babu(ECE)	ECE	Asst. Professor	8985932391		
4	Mr.N. Bhanu Teja(BSE)	BSE	Asst. Professor	7342618439		
6) SHOPS(Gallery)					Timing: 9:20 to 10:00 & 11:45 to 12:45	
1	Mr.CH MANOJ	CSE	Asst. Professor	9010042902		
2	Mr.P.Krishna Murthy(MECH)	MECH	Asst. Professor	8106010677		
3	Mr.P.Jagadeesh Babu(ECE)	ECE	Asst. Professor	8107070849		
4	Mr.Y R C S Narayana(PT)	PT	Asst. Professor	9863408129		

7) CORRIDOR (THIRD FLOOR)				Timing: 9:20 to 10:00 & 11:45 to 12:45	
1	P.S.S.R.Sujatha	BSE	Asst. Professor	9951447971	Sujatha
2	Dr.A.Neeraja	BSE	Professor	9505138959	Neeraja
3	Ch. Ramya Harika	BSE	Asst. Professor	9603133644	Harika
4	I.Manoj krishna	BSE	Asst. Professor	9700869870	Manoj Krishna
5	R.Nanda kumar	BSE	Sr.Asst. Professor	9441237431	N.Kumar
8) NEWTON BHAVAN (EEE BLOCK)				Timing: 9:20 to 10:00 & 11:45 to 12:45	
1	Mr.D. Tata Rao.	EEE	Sr.Asst. Professor	9948133548	Tata Rao
2	Mr.R. Srinivas(MECH)	EEE	Assoc. Professor	9441241483	R. Srinivas
3	Mr.Y Sugandhi Naidu(ECE)	ECE	Asst. Professor	7731915404	Sugandhi
4	Mr.V. Swamy Nadh(CIVIL)	CIVIL	Asst. Professor	9963021469	Nadh
5	Dr. Anil Kumar T(PT)	PT	Asst. Professor	9951976160	Anil Kumar
9) FOOD COURT(SATYA CANTEN)				Timing: 9:20 to 10:00 & 11:45 to 12:45	
1	Mr.M. Satyanarayana Raju(EEE)	EEE	Asst. Professor	8985913239	Raju
2	Ms.Sangita De(CIVIL)	CIVIL	Asst. Professor	7306298421	Sangita De
3	Mr.M. Sarathchandra Prasad(MECH)	MECH	Asst. Professor	6307219810	Prasad
4	Mr.M. Raghunath(ECE)	ECE	Asst. Professor	9958910391	Raghunath
5	Ms P.H.Venkata Ramana(CSE)	CSE	Asst. Professor	7731915601	V. Ramana
6	Mr.M. Prem Kumar Reddy(BSE)	BSE	Asst. Professor	9896282963	P.K. Reddy
10) BUS STOP (CAMPUS)				Timing: 9:15 to 9:45 & 4:00 to 4:30	
1	Mr.Tamil Selvan(CIVIL)	CIVIL	Asst. Professor	7306218261	Tamil Selvan
2	Mr.G.V.Ayyappa Swamy(MECH)	MECH	Asst. Professor	9959616032	Ayyappa
3	Mr.N. Rajesh Babu(ECE)	ECE	Asst. Professor	6304216321	Rajesh Babu
4	Mr.Dr. U.N.P. G. Raju(CSE)	CSE	Asst. Professor	9950061931	U.N.P. G. Raju
5	Mr.N. Punnapu Chandrudu(BSE)	BSE	Assoc. Professor	6304293931	P. Chandrudu
11) MAIN ROAD (BUS STOP)				Timing: 9:15 to 9:45 & 4:00 to 4:30	
1	Mr.CH. Uma Phaneendra Kumar(EEE)	EEE	Asst. Professor	9951623192	Uma Phaneendra
2	Mr.CH. Naresh(CIVIL)	CIVIL	Lab Technician	9908903748	Naresh
3	Mr.Y K S Subba Rao(MECH)	MECH	Asst. Professor	6304218639	Subba Rao
4	Mr.T. Srinivas(ECE)	ECE	Asst. Professor	8985913238	Srinivas
5	Mr.V.Chandra Sekhara Rao(CSE)	CSE	Asst. Professor	6342183210	Chandra Sekhara
6	Mr.P. Raja Sekhar Reddy(BSE)	BSE	Asst. Professor	8885988111	Raja Sekhar Reddy
12) SECURITY GATE				Timing: 9:15 to 9:45 & 4:00 to 4:30	
1	Mr.B.V.S.S.S. Gopal(EEE)	EEE	Asst. Professor	9310421921	B.V.S.S.S. Gopal
2	Mr.B.R.Maheedhar(CIVIL)	CIVIL	Asst. Professor	6304316421	Maheedhar

3	Mr.G.Meenakshi Sundaram(ECE)	ECE	Asst. Professor	6304218932	Bundara
4	Mr.G.Ramanjaneya Raju(CSE)	CSE	Asst. Professor	7789432663	Raju
5	Mr.J. Bala Mohan Raju(BSE)	BSE	Asst. Professor	9866254569	Haril Raju
13) RAMANUJAN BHAVAN(1ST FLOOR)				Timing: 9:15 to 9:45 & 4:00 to 4:30	
1	Mr.U. V. Eswarudu(EEE)	EEE	Asst. Professor	6304813291	Eswarudu
2	Mr.P. Satish(MECH)	MECH	Lab Technician	7798496211	Satish
3	Mr.Ramesh(ECE)	ECE	Asst. Professor	8985932891	Ramesh
4	Mr.K. Bhanu Rajesh Naidu(CSE)	CSE	Asst. Professor	8985913832	Naidu
5	Mr.R. Nanda Kumar(BSE)	BSE	Asst. Professor	6304914291	Nanda Kumar
14) RAMANUJAN BHAVAN(2ND FLOOR)				Timing: 9:15 to 9:45 & 4:00 to 4:30	
1	Mr.M.V. Kumar Reddy(EEE)	EEE	Asst. Professor	6309413281	Kumar Reddy
2	Mr.U. Praveen Kumar(CIVIL)	CIVIL	Asst. Professor	7798486831	Praveen
3	Dr. M.R.Bharathi B(MECH)	MECH	Professor	8989321831	Bharathi
	Mr.M. Venkateswarlu(ECE)	ECE	Asst. Professor	6394103111	Venkateswarlu
5	Mr.V. Veera Prasad(CSE)	CSE	Asst. Professor	8985934231	Veera Prasad
6	Mr.I. Manoj Krishna(BSE)	BSE	Asst. Professor	9951623238	Manoj Krishna
15) RAMANUJAN BHAVAN(3RD FLOOR)				Timing: 9:15 to 9:45 & 4:00 to 4:30	
1	A. Mr.A.Sridhar(EEE)	EEE	Asst. Professor	8985329138	Sridhar
2	Mr.S.Nizamuddin Khadri(CIVIL)	CIVIL	Lab Technician	6304218341	Nizamuddin
3	Mr.R.Ramana(ECE)	ECE	Asst. Professor	7892143581	Ramana
4	Mr.N. Praveen(CSE)	CSE	Asst. Professor	9515499513	N. Praveen
5	Mr.U. Abhishek Kumar(BSE)	BSE	Asst. Professor	7892143821	Abhishek Kumar

PRINCIPAL

PRINCIPAL
Aditya College of Engineering
SURAMPALEM - 533 437



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK, Kakinada
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/AR/2021-22/CR2

Date:03.08.2021

CIRCULAR

Anti-Ragging Awareness program, will be organized by Aditya College of Engineering, Surampalem on Tuesday 05.08.2021 in Seminar Hall Room No : 101 of Ramanujan Bhavan to bring awareness about ragging and its consequences among the students.

PRINCIPAL
PRINCIPAL

Aditya College of Engineering
SURAMPALAM - 533 437



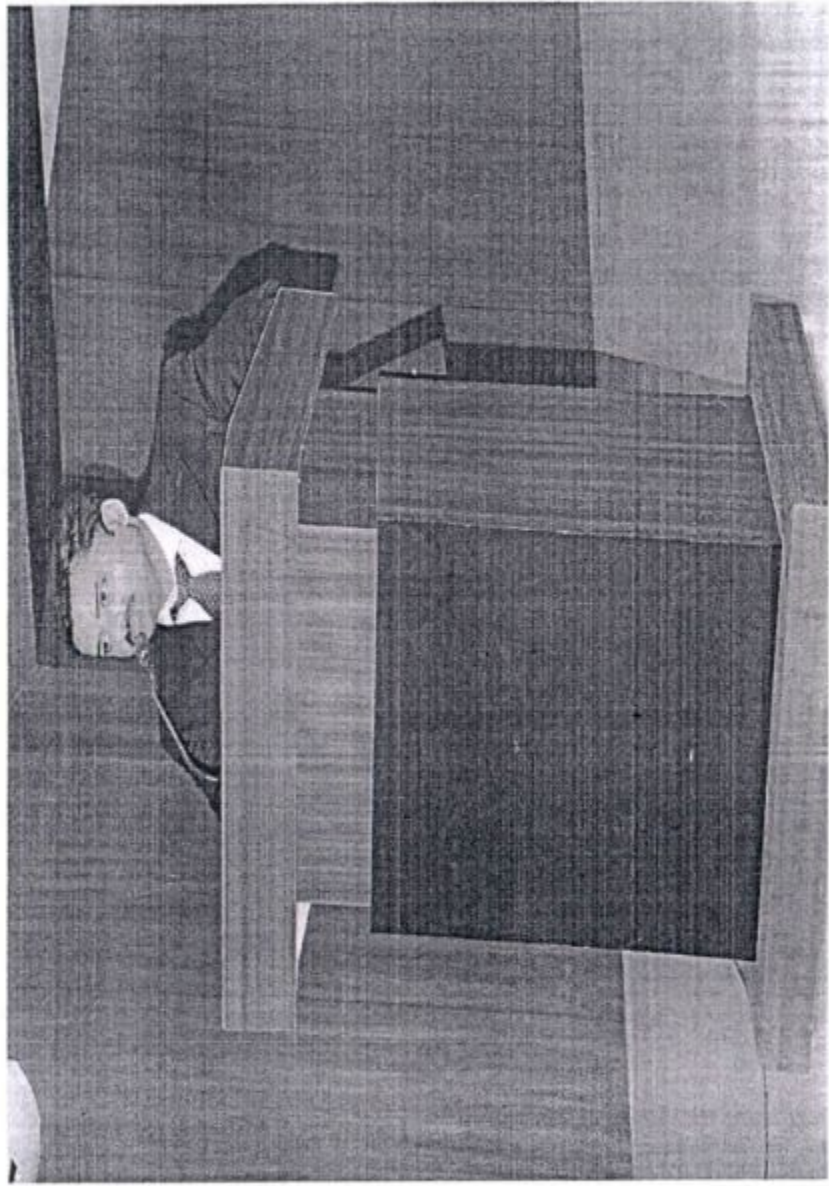
REPORT

Title : Anti-Ragging Awareness Program.
Speaker : Dr.A.Ramesh, Principal, Aditya College Of Engineering
Objective : To highlight the rules and regulations regarding to Ragging announced by Supreme Court of India and to take necessary measures to achieve the objectives of eliminating the menace of ragging within the Institution or outside.
Venue : Seminar Hall Room No:101 of Ramanujan Bhavan.
Date : 05.08.2021.

Dr.A.Ramesh, Principal, Aditya College Of Engineering, gave a talk on Anti-Ragging on Tuesday 05.08.2021 in Seminar Hall of Ramanujan Bhavan. The program started with welcome address by Mrs.P.Sridevi Asst.Prof. of MBA. Aditya College Of Engineering, Surampalem.

Dr.A.Ramesh, the chief guest of the program highlighted the importance and gravity of this topic. In the message sir highlighted the extended definition of Supreme Court of India. The different forms of ragging with various humorous examples were enumerated in the talk. The consequences of ragging with examples were very well summated and it got etched in the student's mind. The menace of ragging in hostels was highlighted and the measures to be taken were elaborated with examples of similar nature. In case of such grievances where the students have to approach and what action will be taken on offenders was elucidated.

The glimpses of measures taken up by the institute for Anti-ragging were showcased. The measures were very well appreciated by the authority and heads. The oration program was ended by Vote of thanks by Dr.B.Annapurna, convener of Anti Ragging Committee. The program was attended by the faculty, Anti-Ragging committee members, students of first, second, third and final year,. The lecture gave more insights to the Anti-Ragging committee for future guidance. The oration was very well taken by the students and agreed on "LET'S MAKE A RAGGING FREE CAMPUS".





Ref: ACOE/AR/2021-22/CEC1

Date: 25.11.2021

CONSTITUTION OF ENQUIRY COMMITTEE

The following committee is constituted to enquire the ragging complaint given by Mr.M.J.S.S.Prasanthi, I-B.Tech student of CIVIL Department Reg.No. 21MH1A0102 against Mr. G.Venkata Narayanamurthy Reg.No. 20MH5A0208 III-B.Tech of EEE Department to the Principal, Aditya College of Engineering.

In this connection, the undersigned formed a committee with the following members to investigate thoroughly on the above issue. It is further informed to the committee to submit a detailed report should be on or before 27.11.2021 by 4.00 P.M for further necessary action

Enquiry Committee Members:

- | | |
|-------------------------------|--------------------|
| 1) Mr. Dr.Pullela SVVSR Kumar | Dean A & A |
| 2) Mr.Ch.Naresh | HOD, Dept of CIVIL |
| 3) Mr.K. Manoz Kumar Reddy | HOD, Dept. of EEE |


PRINCIPAL

PRINCIPAL
Aditya College of Engineering
SURAMPALAM - 533 437

Cc to:

1. All HOD's
2. Committee Members



Ref: ACOE/AR/2021-22/ECR1

Dt. 27.11.2021

ENQUIRY COMMITTEE REPORT

Upon enquiry regarding the complaint filed by I-B.Tech student Mr.M.J.S.S.Prasanthi, CIVIL Department Reg.No. 21MH1A0102 against Mr. G.Venkata Narayanamurthy Reg.No. 20MH5A0208 III-B.Tech of EEE Department the committee observed and found that the above defaulter student found as guilty and recommends the following.

1. Senior student asked to apologize for the mistake he had done.
2. To inform the parents regarding the incident.
3. Student Parents are asked to come and meet the HOD and Principal immediately for further action.

Enquiry Committee Members:

- | | |
|-------------------------------|--------------------|
| 1) Mr. Dr.Pullela SVVSR Kumar | Dean A & A |
| 2) Mr.Ch.Naresh | HOD, Dept of CIVIL |
| 3) Mr.K. Manoz Kumar Reddy | HOD, Dept. of EEE |

B. Anwar
Convener



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK, Kakinada
Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/AR/2021-22/SO1

Dt. 25.11.2021

SUSPENSION ORDER

With Reference to the complaint given by I-B.Tech student Mr.M.J.S.S.Prasanthi, CIVIL Department an enquiry committee was formed to enquire the incident happened on 25.11.2021 in the college canteen.

As per the preliminary report and suggestions made by the committee the student Mr. G.Venkata Narayanamurthy Reg.No. 20MH5A0208 III-B.Tech of EEE Department was suspended till further instructions.

The enquiry committee is further requested to enquire the incident in depth and submit the detailed report to the undersigned before 27.11.2021 by 4.00 pm.

PRINCIPAL

PRINCIPAL

Aditya College of Engineering
SURAMPALEM - 533 437

Copy to:

1. All HOD's
2. Committee Members.



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK, Kakinada

Recognized by UGC under Section 2(f) of UGC Act, 1956

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

Ref: ACOE/AR/2021-22/AR1

Dt. 02.12.2022

ACTION TAKEN ON ENQUIRY COMMITTEE REPORT

On the recommendation referred by the enquiry committee, Parents of Students Mr. G.Venkata Narayanamurthy Reg.No. 20MH5A0208 III-B.Tech of EEE Department has met the principal , and due to their sincere request and on their ward, it has been considered as the first offence. With a severe warning , Student is allowed to attend class from 03.12.2021 onwards.

B. Annapurna
Convener

Copy to:

1 All HOD's

2 Committee Members.



ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Affiliated to JNTUK & Accredited by NAAC

Recognized by UGC under Section 2(f) of UGC Act, 1956

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

ANTI RAGGING BANNER

SAY NO TO RAGGING

01. Coercion of admission.

02. Suspension from attending classes.

03. Withholding results.

04. Suspension, expulsion from the hostel.

05. Fine up to Rs. 50,000.

06. Withholding of scholarship, stipend, gratuity and other benefits.

07. Sabotaging exam, appearing for any test/examination at other educational places.

08. Banning from representing the institution in national or international meet, tournament, sports festival etc.

09. Revocation from the institution for periods varying from 1 to many academic years.

10. Expulsion from the institution and readmission elsewhere from admission to any other institution.

11. Expulsion from the institution and readmission elsewhere from admission to any other institution.

The court of law etc.

For more information, contact the Principal, Aditya College of Engineering, Surampalem, E.G. District, Andhra Pradesh, India. Phone: 99631 76662. Email: adityacollege@gmail.com

PRINCIPAL
ADITYA COLLEGE OF ENGINEERING

015 P
014 L
013 W
012A N
011A A
011 E
009 C

GPS Map Camera

Surampalem, Andhra Pradesh, India
33V8+6QJ, Surampalem, Andhra Pradesh 533437, India
GMT +05:30