

## Internal Complaints Committee(ICC) - Women

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### Constitution of ICC for considering complaints of sexual harassment of women employees at work place

In compliance with the instructions and guidelines issued by AICTE in implementation of the directives of Hon'ble Supreme Court of India vide its order dated 12-05-2023 on the subject of sexual harassment of women in the workplace the college had duly revised the Internal Complaint Committee for considering complaints of sexual harassment of women working in Pragati Engineering. This Committee in the college has now been constituted for the academic year 2022-2023 for considering complaints of sexual harassment of women employees. The details with regard to the Act & rules, role, functions etc. of ICC are as given below:

S.No.	Title	Details
1.	Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act and Rule 2013	<a href="https://pragati.ac.in/aicte/icc/">https://pragati.ac.in/aicte/icc/</a>
2.	Handbook on Sexual Harassment of Women at Workplace	<a href="https://pragati.ac.in/aicte/icc/">https://pragati.ac.in/aicte/icc/</a>
3	Working rules for ICC	<a href="https://pragati.ac.in/wp-content/uploads/2023/07/working-rules-for-icc.pdf">https://pragati.ac.in/wp-content/uploads/2023/07/working-rules-for-icc.pdf</a>
4.	Online Complaint Management system titled "online-grievance-redressal-mechanism	<a href="https://pragati.ac.in/aicte/online-grievance-redressal-mechanism/">https://pragati.ac.in/aicte/online-grievance-redressal-mechanism/</a>

### Complaint procedure:

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Complaint regarding Sexual Harassment against women can be made either in paper form or by sending e-mail to ICC conver. The Act stipulates that aggrieved woman can make written complaint of sexual harassment at workplace to the ICC (in case a complaint is against the employer), within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or an officer of the National Commission for Woman or State Women's Commission or any person who has knowledge of the incident, with the written consent of the aggrieved woman.

.Once a complaint is submitted to ICC, it will be directly sent to the Internal Complaint Committee (ICC) of the College to inquire into the complaint.

**CLICK HERE** - [pragati.ac.in/aicte/online-grievance-redressal-mechanism](https://pragati.ac.in/aicte/online-grievance-redressal-mechanism) – **Online Complaint Management System**

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## Composition of Internal Complaint Committee -Women(ICC)

S.No	Name of the Member	Designation	Department	Status	Phone Number	Email ID
1	Dr.V.Sailaja	Professor	ECE	Convener	9491444434	<a href="mailto:sailaja.v@pragati.ac.in">sailaja.v@pragati.ac.in</a>
2	Dr. K. Saroja Rani	Associate Professor & HoD	CE	Member	9502255765	<a href="mailto:sarojarani.k@pragati.ac.in">sarojarani.k@pragati.ac.in</a>
3	Ms. P Sandhya	Assistant Professor	EEE	Member	9603043462	<a href="mailto:sandhya.pantagani@pragati.ac.in">sandhya.pantagani@pragati.ac.in</a>
4	Mrs.V.R.V.S.Sai Valli	Assistant Professor	EEE	Member	949122272	<a href="mailto:saivalli.v@pragati.ac.in">saivalli.v@pragati.ac.in</a>
5	Mrs.K.Aravinda	Assistant Professor	ME	Member	9392519185	<a href="mailto:aravinda@pragati.ac.in">aravinda@pragati.ac.in</a>
6	Mr. M Sunil Raj	Assistant Professor	ME	Member	9989798969	<a href="mailto:sunilraj.m@pragati.ac.in">sunilraj.m@pragati.ac.in</a>
7	Mrs.B.Vasantha Lakshmi	Associate Professor	ECE	Member	9912717447	<a href="mailto:vasantalakshmi.b@pragati.ac.in">vasantalakshmi.b@pragati.ac.in</a>
8	Mrs.P. Lakshmi Satya	Assistant Professor	CSE	Member	9949612205	<a href="mailto:lakshmisatya.p@pragati.ac.in">lakshmisatya.p@pragati.ac.in</a>
9	Mrs.L.Yamuna	Assistant Professor	CSE (AIML)	Member	8519997240	<a href="mailto:yamuna.l@pragati.ac.in">yamuna.l@pragati.ac.in</a>
10	Mrs. N. V S Sowjanya	Assistant Professor	CSE (DS)	Member	9705766038	<a href="mailto:sowjanya.n@pragati.ac.in">sowjanya.n@pragati.ac.in</a>
11	Mrs. T. Tejaswi	Assistant Professor	CSE (AI)	Member	9505150735	<a href="mailto:tejasvi.t@pragati.ac.in">tejasvi.t@pragati.ac.in</a>
12	Mrs. A. Manga Devi	Asst.Professor	IT	Member	9247191210	<a href="mailto:mangadevi.a@pragati.ac.in">mangadevi.a@pragati.ac.in</a>
13	Mrs. P Sravani	Asst.Professor	BSH	Member	9951771001	<a href="mailto:sravani.p@pragati.ac.in">sravani.p@pragati.ac.in</a>
14	Mrs.M. Iswarya	Asst.Professor	BSH	Member	9740544466	<a href="mailto:iswarya.m@pragati.ac.in">iswarya.m@pragati.ac.in</a>
15	Dr J.D. Naidu	Assoc Professor	BSH	Member	9959375696	<a href="mailto:naidu.j@pragati.ac.in">naidu.j@pragati.ac.in</a>
16	Mr.G.Venkata Ratnam	Asst.Professor	BSH	Member	9177551009	<a href="mailto:venkataratnam.g@pragati.ac.in">venkataratnam.g@pragati.ac.in</a>
17	Dr. Ch. Sarojini	Consultant Medical Officer		Member	9490799166	
18	Mrs.B.Perim Devi	Sr.Assistant	Admin	Member	9652067735	<a href="mailto:perimdevi.b@pragati.ac.in">perimdevi.b@pragati.ac.in</a>
19	Mrs.K.Lakshmi Prabhavathi	Office Assistant	Admin	Member	9704565751	<a href="mailto:prabhavathi.k@pragati.ac.in">prabhavathi.k@pragati.ac.in</a>
20	Ms.G.Madhuri	Student of Pragati Engineering College		Member	9391110508	<a href="mailto:20A31A0302@pragati.ac.in">20A31A0302@pragati.ac.in</a>
21	Ms.Nadipalli Sri Vijaya Lakshmi	Student of Pragati Engineering College		Member	7032255076	<a href="mailto:20A31A0419@pragati.ac.in">20A31A0419@pragati.ac.in</a>
22	Ms.P.Bala Sirisha	Student of Pragati Engineering College		Member	8886512688	<a href="mailto:20A31A0213@pragati.ac.in">20A31A0213@pragati.ac.in</a>
23	Ms.Medapati Navya Sri	Student of Pragati Engineering College		Member	8919716132	<a href="mailto:20A31A05E8@pragati.ac.in">20A31A05E8@pragati.ac.in</a>