



ANDHRA LOYOLA COLLEGE

AUTONOMOUS :: VIJAYAWADA - 520 008

Established : 1954

A CHRISTIAN MINORITY COLLEGE WITH CONSTITUTIONALLY PROVIDED RIGHT OF ADMISSION
(AN ISO 14001 : 2015 INSTITUTION)

THE ONLY COLLEGE IN BOTH THE TELUGU STATES TO HAVE BEEN RANKED AMONG
THE TOP 150 COLLEGES BY NIRF SINCE THE INCEPTION OF THE RANKING IN 2017

SELECTED UNDER THE STAR COLLEGE SCHEME OF DBT AND FIST PROGRAMME OF DST, GOVT.OF INDIA
SELECTED FOR ENHANCEMENT OF QUALITY AND EXCELLENCE UNDER RUSA BY MHRD, GOVT.OF INDIA

INTERNAL COMPLAINTS COMMITTEE:

2018-19

A College Dedicated to All-Round Development of its Students





Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A* Grade with a CGPA of 3.66 / 4.00

Web: www.andhraloyolacollege.ac.in e-mail: contactalc@gmail.com

STD	: 0866
Main Off.	: 2476082
Inter	: 2476965
Degree	: 2481907
P.G.	: 2474902
CoE	: 2473251
Fax (Principal)	: 2474531
Fax (Correspondent)	: 2486084

INTERNAL COMPLAINTS COMMITTEE

OBJECTIVE:

The Internal Complaint Committee ensures a safe and respectful learning environment for all. Andhra Loyola College has an internal complaints committee that includes staff, student representatives from various disciplines. The students can lodge complaints in the complaint boxes or approach the ICC committee members. Prevention of sexual harassment at all levels of the Institution. To promote behaviours that create an atmosphere that ensures gender equality and equal opportunities.

GUIDELINES:

University Grants Commission (Prevention, prohibition and redressal if sexual harassment of women employees and students in higher educational institutions) Regulations, 2015. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013)

DUTIES:

- Receive and Investigate Complaints from the students.
- The committee recommends appropriate actions against the accused, which could range from disciplinary warnings to expulsion.
- The committee provides support and guidance to the complainant throughout the process, which may include emotional support, referrals to counselling services, and legal aid.
- The committee works to foster a culture of respect and inclusivity within the college community.
- The committee obligates to maintain confidentiality throughout the process to protect the identities of both the complainant and the accused.

PUNISHMENTS:

The regulations empower the Internal Complaints Committee (ICC) to recommend various actions against the accused student [Regulation 10(5)].

- Withholding privileges like access to libraries, scholarships, or ID cards.
- Suspension from the college for a specific period.
- Expulsion from the college and being barred from re-admission.
- reformative actions like mandatory counselling or community service to address the underlying causes of the behaviour.
- Mandatory community service
- Warning
- Written apology

INTERNAL COMPLAINTS COMMITTEE (2018-19)

Rev. Fr. G.M.Victor Emmanuel SJ	Chairman, Principal
Rev.Fr.S.Melchior, SJ	Vice-Principal (UG)
Dr.M..Sivaram	Vice-Principal (UG)
Mr.J.V.Nagendra Prasad	Vice-Principal (UG)
Ms.D.Tabitha	Vice-Principal (UG)
Rev Fr.Dr.A. Rex Angelo, SJ	Vice-Principal (PG)
Ms.R.P.L.Durga Bai Poonam	Vice-Principal (PG)
Rev.Fr.P.Anil Kumar, SJ	Vice-Principal (Inter)
Dr.Samuel Dayakar	Dean of Student Activities
Ms.A.Manjula Mary	Women's Cell Coordinator
Dr.G.Syamala,	Dept. of English
Dr.T.Sai Mamata,	Dept of English
Ms.K.Anuradha,	Dept of Mathematics
Ms.B.Padmavathi	Dept of Mathematics
Ms.K.Aparna,	Dept of Computer Science
Dr.P.Anila,	Dept of Chemistry
Ms.S.Geetanjali	Dept of Chemistry
Ms.N.Nirmala Rani	Dept of Commerce
Ms.A.Sree Lakshmi	Dept of Commerce
Ms.D.Uma Kumari	Dept of BBA
Ms.Shababa Begam	Dept of BBA
Ms.N.Bharathi	Dept of MBA

Dr.V.Ashok Babu	Dept of Physics
Dr.G.Murali Krishna	Dept of Physics
Mr.R.Vijaya Kumar	Dept of English
Dr.Y.Hanumantha Rao	Dept of Chemistry
Mr.K.T.S.S.Raju	Dept of Chemistry
Dr.K.Job Sudarshan	Student Counsellor
Mr.P.Chenchu Babu	Dept of Mathematics
Mr.K.Ravi Sankar	Dept of Zoology
Mr.P.Sreenivasa Sastry	Dept of Physics
Dr.D.V.Satish	Dept of Physics
Mr.A.Shou Reddy	Dept of Mathematics
Mr.J.L.V.Prasad	Care &Share, NGO

COUNSELLING COMMITTEE

Rev.Fr.S.Melchior,SJ	Vice-Principal (UG)
Dr.M..Sivaram	Vice-Principal (UG)
Mr.J.V.Nagendra Prasad	Vice-Principal (UG)
Ms.D.Tabitha	Vice-Principal (UG)
Rev Fr.Dr.A. Rex Angelo, SJ	Vice-Principal (PG)
Ms.R.P.L.Durga Bai Poonam	Vice-Principal (PG)
Rev.Fr.P.Anil Kumar, SJ	Vice-Principal (Inter)
Dr. Samuel Dayakar	Dean of Student Activities
Ms.A.Manjula Mary	Women's Cell Coordinator

MEMBERS

N. Venkatesh NEH-02	S. Pavan Kumar, NP-10
K. Harika, NGH-01	K.Keerthi, NB-12


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MINUTES OF INTERNAL COMPLAINTS COMMITTEE MEETING

Meeting-1

A meeting on Recognizing Sexual Harassment was held on 28th July 2018 for the first year students in the Seminar hall. Dr.Samuel Dayakar , Dean of Student Activities guided the students on the nuances of sexual harassment. The session provided comprehensive examples and definitions of sexual harassment, ranging from overt actions to more subtle forms of misconduct. Ms.A.Manjula Mary, Women's Cell Coordinator conducted discussions and the participants learned to identify behaviours and situations that constitute sexual harassment in various contexts, including the workplace, educational settings, and social interactions. The meeting emphasized the importance of creating a supportive environment where survivors feel empowered to speak out and seek assistance.


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MINUTES OF INTERNAL COMPLAINTS COMMITTEE MEETING

Meeting-2

On 4th October 2018 a Peer Support Action Meeting held in room no.1N7 for the section monitors. Rev.Fr.S.Melchior, SJ,Vice-Principal (UG) emphasized the responsibility of the monitors to safely intervene and support victims when witnessing harassment. Dr.M..Sivaram,Vice-Principal (UG) discussed various intervention techniques, such as directly intervening, distracting the perpetrator, or seeking help from authorities. The meeting highlighted the importance of creating a supportive environment where students feel empowered to take action without fear of retaliation. Practical scenarios were explored by Ms.D.Tabitha,Vice-Principal (UG) to illustrate effective intervention strategies and the potential impact of student intervention on preventing further harm. Participants were encouraged to promote a culture of accountability within their respective communities.


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