



# 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:***

***2019-20***

**A College Dedicated to All-Round Development of its Students**



## **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 (2019-20)**

Rev. Fr. Dr.G.A.P. Krishore, 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.A.Lavanya	Vice-Principal (UG)
Rev Fr.Dr.A. Rex Angelo, SJ	Vice-Principal (PG)
Dr.B.Syam Sundar	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.D.Uma Kumari	Dept of BBA
Ms.N.Bharathi	Dept of MBA
Ms.R.P.L.D. Poonam	Dept of MCA
Dr.V.Ashok Babu	Dept of Physics
Mr. V.Devasahayam	Dept of Physics
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.J.L.V.Prasad	Care &Share, NGO

## **COUNSELLING COMMITTEE**

Dr.K.. Job Sudarshan

Rev.Fr.S.Melchior SJ

Dr.M..Sivaram,

Mr.J.V.Nagendra Prasad

Ms.A.Lavanya

Rev Fr.Dr.A. Rex Angelo, SJ

Dr.B.Syam Sundar

Ms.A.Manjula Mary

Student Counsellor

Vice-Principal (UG)

Vice-Principal (UG)

Vice-Principal (UG)

Vice-Principal (UG)

Vice-Principal (PG)

Dean of Student Activities

Women's Cell Coordinator

## **MEMBERS**

A.Revanth Siva Krishna, NOC-02

V.MadhuriNBA-5

G.Ravi Kumar, NMB-21

K. Harini, NB-12

  
PRINCIPAL  
ANDHRA LOYOLA COLLEGE  
VIJAYAWADA-8



# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A<sup>+</sup> Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

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

## MINUTES OF INTERNAL COMPLAINTS COMMITTEE MEETING

### Meeting-1

A Reporting Mechanisms and Support Services Meeting was held on 18<sup>th</sup> June 2018, in the Seminar hall for the degree students. The meeting was chaired by Rev.Fr.S.Melchior SJ, Vice-Principal (UG), and the students were briefed on the college's reporting mechanisms and support services available for survivors of sexual harassment. Detailed information was provided on how to report incidents confidentially and access support resources such as counselling and legal assistance by Dr.M..Sivaram, Vice-Principal (UG). Ms.A.Lavanya, Vice-Principal (UG) discussed on the importance of reporting incidents promptly and supporting survivors through the reporting process. The meeting emphasized the college's commitment to providing a safe and supportive environment for all students' community.

  
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## MINUTES OF INTERNAL COMPLAINTS COMMITTEE MEETING

### Meeting-2

A meeting on Legal Rights and Responsibilities was held on 25<sup>th</sup> Sept 2018 in the PG seminar hall for the PG students. Dr.K.. Job Sudarshan, Counsellor explored the intricate legal landscape surrounding sexual harassment. Discussions revolved around the rights of individuals who experience harassment and the responsibilities of institutions to address and prevent such behaviour. Students learned about relevant laws, policies, and procedures, gaining insight into the legal avenues available to survivors of harassment. They were encouraged to familiarize themselves with the legal framework and to support efforts to strengthen legal protections against sexual harassment. The meeting fostered a deeper understanding of the legal implications of sexual harassment and empowered participants to take informed action in supporting survivors and promoting a culture of respect and accountability.

  
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