



# 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:***

***2022-23***

**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

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|---------------------|-----------|
| 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 (2022-23)**

|                            |                                |
|----------------------------|--------------------------------|
| Rev. Fr.Principal          | Chairman, Principal            |
| Rev. Fr.Dr.I.Lourduraj, SJ | Vice-Principal (III UG & PG)   |
| Rev.Fr.K.Anil Kumar, SJ    | Vice-Principal (II UG)         |
| Rev. Fr.Dr.Y.T.Prabhu,SJ   | Vice-Principal (I UG)          |
| Dr.N.Srinivasa Rao         | Vice-Principal (IUG)           |
| Dr.P.V.S.Sairam            | Vice-Principal (II UG)         |
| Dr.Ch.Bhargavi             | Vice Principal (III UG and PG) |
| Rev. Fr.S.Raju,SJ          | Vice Principal (Inter)         |
| Dr.T.Sai Mamata            | Dean of Student Activities     |
| Dr.L.Subha                 | Women's Cell Coordinator       |
| Ms.A.Mary Manjula          | Dept. of MCA                   |
| 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.M.Nirmala Rani          | Dept. of Commerce              |
| Ms.A.Sree Lakshmi          | Dept. of Commerce              |
| Ms.P.Uma Kumari            | Dept. of BBA                   |
| Ms.N.Bharathi              | Dept. of Statistics            |
| Dr.R.P.L.D.Poonam          | Dept. of M.C.A.                |

Mr.K.T.S.S.Raju  
Mr.P.Chenchu Babu  
Mr.K.Ravi Sankar  
Mr.P.Srinivasa Sastry  
Dr.D.V.Satish  
Mr.A.Shou Reddy  
Mr.J.L.V.Prasad

Dept. of Chemistry  
Dept. of Mathematics  
Dept. of Zoology  
Dept. of Physics  
Dept. of Physics  
Dept. of Mathematics  
Care & Share, N.GO

### **COUNSELLING COMMITTEE**

Dr.Ch.Bhargavi  
Ms.B.Pramila Rani  
Dr.,T,Sai Mamata  
Dr.L.Subha  
Ms.Manjula Mary  
Dr.Tabitha  
Ms.Aparna  
Dr.Sree Lakshmi

Vice Principal (III UG)  
Head Department of Psychology  
Dean of Student Activities  
Women's Cell Coordinator  
Department of MCA  
Department of Mathematics  
Department of Computer Science  
Department of Commerce

### **MEMBERS**

M Anil Sadhu, NEH-22  
Sharon Shaju, NOC-3

Brother Hiren, NGH-1  
V Durga, NB-24

  
**PRINCIPAL  
ANDHRA LOYOLA COLLEGE  
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## MINUTES OF INTERNAL COMPLAINTS COMMITTEE MEETING

### Meeting-1

An orientation meeting addressing the sexual harassment prevention was conducted on 10<sup>th</sup> August 2022 in the Auditorium for the first year students. Rev. Fr.Dr.I.Lourduraj, SJ, Vice-Principal (III UG & PG), Rev. Fr.K.Anil Kumar, SJ Vice-Principal (IIUG) and Rev. Fr.Dr.Y.T.Prabhu, SJ, Vice-Principal (I UG) gave presentations on defining sexual harassment, college policies, legal aspects, and preventive measures. Dr.N.Srinivasa Rao, Vice-Principal (I UG) Dr.P.V.S.Sairam, Vice-Principal (II UG) emphasized the importance of fostering a culture of respect and support. The meeting concluded with a commitment to ongoing efforts in prevention and response, led by Dr.Ch.Bhargavi, Vice Principal (III UG and PG) and the rest of the committee members.

  
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## MINUTES OF INTERNAL COMPLAINTS COMMITTEE MEETING

### Meeting-2

An interactive session was conducted with the girl students of Degree and PG sections on 29<sup>th</sup> Sept 2022 in the Multipurpose Hall. The meeting focused on the nuanced concept of consent, stressing its necessity in all interactions. Dr.Ch.Bhargavi, Vice Principal (III UG), discussed the components of enthusiastic, ongoing, and freely given consent, emphasizing the importance of clear communication. Ms.B.Pramila Rani, Head Department of Psychology provided examples to illustrate different scenarios where consent is required. Students were engaged in interactive activities to deepen their understanding of consent and its role in healthy relationships.

  
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## MINUTES OF INTERNAL COMPLAINTS COMMITTEE MEETING

### Meeting-3

Preventing Online Sexual Harassment Meeting was led by Dr.Tabitha, a trained Counsellor on 29th November 2022 in room no. 1N7 for the girl students. Students delved into the complexities of online harassment, discussing various forms such as cyberstalking, cyberbullying, and online harassment through social media platforms. Dr.,T,Sai Mamata,Dean of Student Activities exchanged few practical tips for staying safe online, including setting privacy settings, avoiding sharing personal information publicly, and being cautious about interacting with strangers online. The meeting emphasized the importance of educating oneself about online safety measures and being vigilant against potential threats. The session concluded with a commitment to promoting a safer online environment for all students of the college community.

  
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## MINUTES OF INTERNAL COMPLAINTS COMMITTEE MEETING

### Meeting-4

In the intersectionality and Sexual Harassment Meeting held on 3<sup>rd</sup> December 2022 in the Seminar hall for Degree students. In the meeting Dr.K.Job Sudarshan, Counsellor delved into the complex interplay between sexual harassment and intersecting identities such as race, gender, sexuality, and disability. They discussed how individuals from marginalized communities may experience unique forms of harassment and barriers to seeking support. Students explored strategies for addressing systemic inequalities that contribute to heightened vulnerability to harassment. Practical actions, such as creating tailored support resources and advocating for inclusive policies, were discussed to ensure that all students of the college community feel safe and supported. Dr.,T,Sai Mamata, Dean of Student Activities and Dr.L.Subha, Women Cell Coordinator were present.

  
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