



Cell : 7981702122

email : principalbitsrayachoty@gmail.com

BHASKAR INSTITUTE OF TECHNOLOGY AND SCIENCE

Rayachoty to Kadapa Highway, Bandapalli, Masapet Post,
RAYACHOTY - 516 270, Annamayya Dist.,

Date : 6.3.2026

Ref: BITS/INTERNAL COMPLAINTS COMMITTEE(ICC)/2025-26/01

Internal Complaints Committee (ICC)

As per the guidelines of the All India Council for Technical Education (AICTE), every technical institution must establish an **Internal Complaints Committee (ICC)** to address complaints related to **sexual harassment of women at the workplace** in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The AICTE Norms for Internal Complaints Committee (ICC):

1. Purpose of ICC

The Internal Complaints Committee (ICC) is constituted to:

- Prevent sexual harassment in the institution.
- Provide a safe working and learning environment for women employees and students.
- Address and resolve complaints in a confidential and time-bound manner.

2. Functions of ICC

The ICC should:

- Receive complaints of sexual harassment.
- Conduct inquiry proceedings as per rules.
- Recommend disciplinary action to the management.
- Ensure confidentiality of the complainant.
- Conduct awareness programs / gender sensitization programs.

3. Complaint Filing

- Complaint should be submitted within 3 months from the date of incident.
- It must be in writing to the Presiding Officer or ICC.

Cont...



BHASKAR INSTITUTE OF TECHNOLOGY AND SCIENCE

Rayachoty to Kadapa Highway, Bandapalli, Masapet Post,
RAYACHOTY - 516 270, Annamayya Dist.,

Internal Complaint Committee (Women Protection Cell)

S No.	Name	Designation in Institution	Role in ICC	Signature
1	Dr ACS Reddy	Professor	Presiding Officer	<i>ACS Reddy</i>
2	Ms. Shaik Sumiya sultana	Associate Professor	Member	<i>Shaik Sumiya</i>
3	Ms. M Mamatha	Assistant Professor	Member	<i>M. Mamatha</i>
4	Ms. R Uzma Roohi	Assistant Professor	Member	<i>R. Uzma Roohi</i>
5	Mr. Rathnam	NGO Representative	External Member	<i>Rathnam</i>
6	K Naga Harini	III-CSE Student	Member	<i>K. Naga Harini</i>
7	N Sana	II-CSE Student	Member	<i>N. Sana</i>
8	E Dharshini	II-AI Student	Member	<i>E. Dharshini</i>
9	P Momin Taj	I-CSE Student	Member	<i>P. Momin Taj</i>

ACS Reddy
PRINCIPAL
BHASKAR INSTITUTE
TECHNOLOGY AND SCIENCE
BANDAPALLI
ANNAMAYYA (DT) - 516 270



BHASKAR INSTITUTE OF TECHNOLOGY AND SCIENCE

Rayachoty to Kadapa Highway, Bandapalli, Masapet Post,
RAYACHOTY - 516 270, Annamayya Dist.,

Internal Complaint Committee (Women Protection Cell)

Circular

A Committee for Women Protection Cell has been constituted to safeguard the well-being of all the women employees for Bhaskar Institute of Technology and Science are as follows and minutes of meeting will commence on 06-03-2026, Venue: Board Room @Time: 12:00 Pm to 01:00 Pm

S No.	Name	Designation in Institution	Role in ICC	Signature
1	Dr ACS Reddy	Professor	Presiding Officer	<i>ACS Reddy</i>
2	Ms. Shaik Sumiya sultana	Associate Professor	Member	<i>Shaik Sumiya</i>
3	Ms. M Mamatha	Assistant Professor	Member	<i>M. Mamatha</i>
4	Ms. R Uzma Roohi	Assistant Professor	Member	<i>R. Uzma Roohi</i>
5	Mr. Rathnam	NGO Representative	External Member	<i>Rathnam</i>
6	K Naga Harini	III-CSE Student	Member	K. Nagaharini
7	N Sana	II-CSE Student	Member	N. Sana
8	E Dharshini	II-AI Student	Member	<i>E. Dharshini</i>
9	P Momin Taj	I-CSE Student	Member	P. Momin Taj

Principal
PRINCIPAL
BHASKAR INSTITUTE OF
TECHNOLOGY AND SCIENCE
BANDAPALLI
ANNAMAYYA (DT) - 516270