



# BHASKAR INSTITUTE OF TECHNOLOGY AND SCIENCE

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

Cell : 7981702122

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Date : 6.3.26

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...

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## Composition of Internal Complaints Committee (ICC)

S.No	Name	Designation in Institution	Role in ICC	Signature
1	Dr ACS REDDY	Professor	Presiding Officer	<i>Ac Reddy</i>
2	Ms Shaik Sumia Sultana	Associate Professor	Member	<i>Sumia</i>
3	Ms M Mamatha	Assistant Professor	Member	<i>M. Mamatha</i>
4	Ms R Uzma Roohi	Assistant Professor	Member	<i>Uzma</i>
5	Mr Ratnam	NGO Representative	External Member	<i>Ratnam</i>

*Ac Reddy*  
Principal  
6/3/26

**PRINCIPAL**  
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**BANDAPALLI**  
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