



MVR COLLEGE OF ENGINEERING AND TECHNOLOGY, PARITALA
(Autonomous)

(Approved by AICTE, New Delhi, Affiliated to JNTUK, Kakinada),
(An ISO: 9001-2015, Accredited By NBA (CIVIL, CSE) and NAAC with 'A' Grade)
Paritala, Kanchikacherla-521180, NTR Dist, A.P.

NOTICE

24-11-2025

This is to inform to all the Internal Complaint Committee members to attend the meeting in seminar hall no 111 on 04-12-2024 at 11.00 am.

PRINCIPAL

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PARITALA, VIJAYAWADA-521180



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MINUTES OF ICC MEETING

The meeting was conducted at seminar hall of college on 04-12-2025 at 11.00 am.

The following members were present.

S.No	Name	Designation	Role in ICC
1	Dr.A.Kiran Kumar	Dean-MECH	Convener
2	Mr.M.Ramakrishna	Administrative Officer, Legal	Co-Convener
3	Mr.N.Venkateswara Rao	Assistant Professor, CSE Dept.	Member
4	Mr.M.Musalaiah	Assistant Professor, CIVIL	Member
5	Mr M.Venkateswarlu	Lab Technician	Member
6	Mrs. Ch.Sujatha	Assistant Professor, MBA	Member
7	Golla Harika	Student, 228H1A0568	Member
8	Gunda Gopi Nath	Student, 228H1A0573	Member
9	Mrs. G. Mary	Secretary, Anandajyothi Educational And Rural Development Society Society In Nandigama. Andhra Pradesh	Member

AGENDA:

1. To discuss about the issues in between April, May and June.

RESOLUTIONS:

1. The committee had found that the college work environment was peaceful and comfortable.



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The following points are discussed during the meeting conducted on 04-12-2025 to create awareness among the members.

1. **Purpose of the ICC**
 - Ensuring a safe and harassment-free workplace
 - Promoting dignity, equality, and respect
2. **Legal Framework**
 - ICC under the POSH Act, 2013 (India)
 - Employer's legal responsibility to constitute the ICC
3. **Composition of the ICC**
 - Role of the Presiding Officer
 - Importance of external members
 - Gender balance and impartiality
4. **Types of Complaints Handled**
 - Sexual harassment (verbal, physical, non-verbal)
 - Workplace definition (including online/virtual spaces)
5. **Inquiry Process**
 - Principles of natural justice
 - Confidentiality during inquiry
 - Fair hearing for both parties
6. **Powers and Responsibilities of ICC**
 - Conducting inquiries
 - Recommending disciplinary action
 - Interim relief measures
7. **Confidentiality and Sensitivity**
 - Importance of privacy
 - Consequences of breach of confidentiality

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