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(Affiliated to VTU, Belgaum, Approved by AICTE - New Delhi)

NAAC Accredited 'A' Grade

Final Report of the Internal Complaint and Anti sexual harassment Committee

Final report on the activities of the Internal Complaint Committee (ICC) for the period from its formation in 2018 through 2023. The ICC was established in response to the commitment of our organization to creating a safe and respectful workplace for all employees. It has been responsible for addressing and resolving internal complaints related to various issues, including sexual harassment, inappropriate behaviour, and other violations of workplace conduct.

- 1. Formation of the Committee (2018):** The Internal Complaint Committee was formed in 2018 to ensure that the organization maintains a conducive and respectful work environment for all its members.
- 2. Complaints and Actions Taken:**
 - a. 2019 - Sexual Harassment Complaint:** In 2019, the committee received a complaint regarding sexual harassment. After a thorough investigation, it was found that the complaint was substantiated, and appropriate action was taken. Two individuals involved were suspended for 3 days.
 - b. 2021 - Complaint Against Gardner:** In 2021, the committee received a complaint against a member, Gardner. Upon investigation, it was determined that the complaint was valid. Gardner was suspended for 15 days without pay as a disciplinary measure.
 - c. 2021 - Complaint Against Swetha Maduri:** Another complaint was received in the same year, filed by an associate professor from the Department of ECE against Instructor Swetha Maduri. Following a comprehensive investigation, Swetha Maduri was suspended for 10 days as a consequence of her actions.
 - d. 2023 - Complaint Against Jayaprakash PN:** A complaint was received against Mr. Jayaprakash PN, an office assistant, for inappropriate behaviour with students. The ICC initiated an investigation, and suitable action was taken against him. The specifics of the disciplinary action have been kept confidential, in line with our organization's policies.
- 3. Subsequent Years (2022 and 2023):** It is noteworthy that there have been no complaints received by the Internal Complaint Committee in the years 2022 and 2023, which indicates the effectiveness of the committee and the organization's commitment to maintaining a respectful and safe work environment.
- 4. Committee's Commitment and Future Steps:** The Internal Complaint Committee is dedicated to addressing internal complaints promptly and fairly, in alignment with our organization's policies. We will continue our efforts to maintain a safe and respectful workplace for all employees.
- 5. Conclusion:** In conclusion, the Internal Complaint Committee has been instrumental in addressing and resolving various internal complaints since its formation in 2018. We will remain vigilant in our efforts to ensure a harassment-free workplace and will respond promptly to any future complaints, if they arise.

(Convenor)

B A Vinutha

Chairperson

Dr.Vijay Bharathi

Principal

Dr.Syed Ariff