



CIRCULAR

REF No: MLRS/ICC-02/2025-2026

Date: 17-02-2026

This is to inform you that a meeting of Internal Complaints Committee will be scheduled as per the details given below:

Meeting: Internal Complaints Committee

Date: 24-02-2026

Time: 3:00 PM

Venue: Yukthi Board Room

All the members are requested to attend the meeting without fail.

Agenda for the Meeting:

1. Confirmation of Previous Minutes
2. Review of Complaints Related to Sexual Harassment (if any)
3. Women Safety and Security Measures on Campus.
4. Awareness and Training Programs under POSH Act.
5. Support Mechanisms for Women.
6. Any Other Matter with the Permission of the Chair

Copy to:

1. Principal Office
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DIRECTOR

DIRECTOR
MARRI LAXMAN REDDY
INSTITUTE OF TECHNOLOGY AND MANAGEMENT
DUNDIGAL, QUTHBULLAPUR, HYD-43, TELANGANA



MINUTES OF MEETING

Chairperson formally welcomed the members of the student grievances redressal committee to the meeting held on 24.02.2026 at 3 pm.

Venue: Yukti Board room

The following members were present:

S. NO	COMMITTEE MEMBERS	DESIGNATION	ROLE
1	Dr. R. Murali Prasad	Principal	Convenor
2	Dr. K. Vijaya Kumar	University Nominee to the Grievance Redressal Committee	University Nominee
3	Dr. R. Sayanna	University nominee-OMBUDS Person (Retired Professor)	University Nominee
4	Dr. P. Sridhar	Director	Member
5	Dr. K. Abdul Basith	Convenor, Faculty Grievance HOD - CSE	Member
6	Dr. B. Ravi Prasad	HOD-CSM, Dean Academics	Member
7	Dr. K. Ashok	Convenor, Student Grievance, HOD-H&S	Member
8	Dr. V. Vara Lakshmi	Professor, Civil	Member
9	Dr. K. Sravanthi	Convenor, Internal Compliance Committee,	Member
10	Dr. G. Kalyani	NGO (Swarna Foundation)	Member

Smt. Smt. Smt. Smt. Smt.

DIRECTOR

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Any Other Matter with the Permission of the Chair

With the permission of the Chair, the committee reiterated its commitment to maintaining a safe, inclusive, and harassment-free environment and resolved to continue strengthening preventive and awareness measures on campus.

Item No.1: Action taken report for previous minutes

Review and Finalization of the Proposed ICC Activity Calendar for the Academic Year 2025–2026

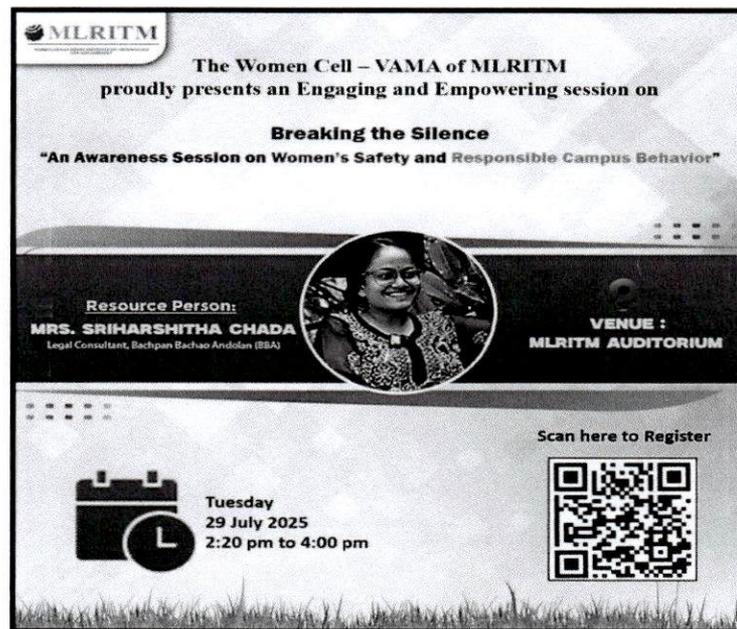
The committee reviewed the proposed ICC Activity Calendar for the Academic Year 2025–2026, covering awareness, sensitization, safety, wellness, and POSH-related initiatives for students and faculty. After deliberation, the committee approved and finalized the calendar, resolving to implement the activities as per schedule and review progress periodically.

Annual Activity Plan – Internal Complaints Committee (2025–2026)				
S NO	NAME OF THE EVENT	DATE AND YEAR	TARGET AUDIENCE	OUTCOME
1	Breast Cancer Awareness Program- UC breast Foundation	June 2025	Faculty and Students	Health awareness, early detection, social responsibility
2	Awareness Session on Women's Safety and Responsible Campus Behaviour	July 2025	Girl Students	Gender sensitization, ethical conduct, safe campus culture
3	Orientation Session on the Internal Complaints Committee (ICC)	August 2025	Girl students	Awareness of rights, grievance redressal, institutional transparency
4	Youth Wellness Campaign	12th & 13th August 2025	Faculty and Students	Stress management, lifestyle awareness, student support
5	Awareness Workshop on the Significance of Self-Defence	September 2025	I semester Girl Students	Personal safety, confidence building, life skills
6	Mind Matters – Comprehensive Mental Health & Emotional Wellbeing Program	October 2025	Women Faculty & Girl Students	Mental health awareness, counselling support, emotional resilience
7	Respect at Work, Dignity in Action Understanding POSH for Safer Campuses and Workplaces	November 2025	Faculty & Students	POSH compliance, respectful workplace culture
8	Serenity Session – Nurturing Emotional and Psychological Wellbeing	December 2026	Women Faculty	Emotional balance, stress reduction, wellbeing
9	Ensuring Dignity – Women's Safety & Self-Protection Awareness	January 2026	Girl Students	Safety awareness, dignity, prevention-focused sensitization
10	Wellness First -Preventive Healthcare and Medical Awareness Camp	February 2026	Women Faculty	Faculty welfare, preventive healthcare, wellbeing
11	Click with Care – Cyber Safety & Responsible Digital Practices	March 2026	Women Faculty and Students	Cyber awareness, digital ethics, responsible online behaviour
12	International Women's Day Celebration- VAMA Celebrations: Leadership, Strength & Solidarity	April 2026	Women Faculty and Students	Leadership inspiration, motivation, women empowerment
13	Conclave on Women in Innovation: Inspiring Change and Leadership	June 2026	Women Faculty and Students	Innovation mindset, leadership development
14	Gram Shakti – Community Outreach Program for Rural Women & Adolescent Girls	July 2026	Rural Women & School Girls	Social responsibility, community engagement (NBA – Extension)
15	Women Faculty Leadership Circle – Career, Research & Balance	August 2026	Women Faculty	Faculty development, mentoring, work-life balance
16	Career Compass for Women – Higher Studies, Research & Global Opportunities	September 2026	Girl Students & Women Faculty	Career planning, research awareness, progression
17	Seeds of Strength, Stories of Hope- Nurturing Responsible and Resilient Young Minds	October 2026	High School Girls (Village School)	Social awareness, confidence building, value education
18	Voices Unbound – Gender Sensitization & Healthy Relationship Dialogue	November 2026	Students (Girls & Boys)	Respectful relationships, inclusive culture
19	Digital Sakhi – Cyber Awareness for Rural Women	December 2026	Rural Women	Digital literacy, cyber safety, social inclusion
20	VAMA Annual Reflection & Best Practices Meet	December 2026	Stakeholders	Continuous improvement.

DIRECTOR

Item No.2: Review of Complaints Related to Sexual Harassment (if any)

- The committee reviewed the status of complaints received during the review period.
- It was recorded that no complaints related to sexual harassment or POSH violations were reported.
- The members noted that the zero-complaint status reflects a positive and disciplined campus culture.
- Proactive awareness programs, orientation sessions, and gender sensitization activities were identified as key preventive measures.
- The faculty mentoring system and continuous student engagement were acknowledged for early identification and resolution of minor concerns.
- Clearly defined and accessible ICC reporting mechanisms were found to be effective in building confidence among students and staff.



Item no 3: Women Safety and Security Measures on Campus

- The committee (VAMA) reviewed the existing women safety and security measures implemented across the campus.
- CCTV surveillance at strategic locations was reviewed and found to be functioning effectively.
- Deployment of trained security personnel and monitoring of common areas were discussed and appreciated.
- Restricted access to sensitive and isolated zones was noted as an important preventive measure.

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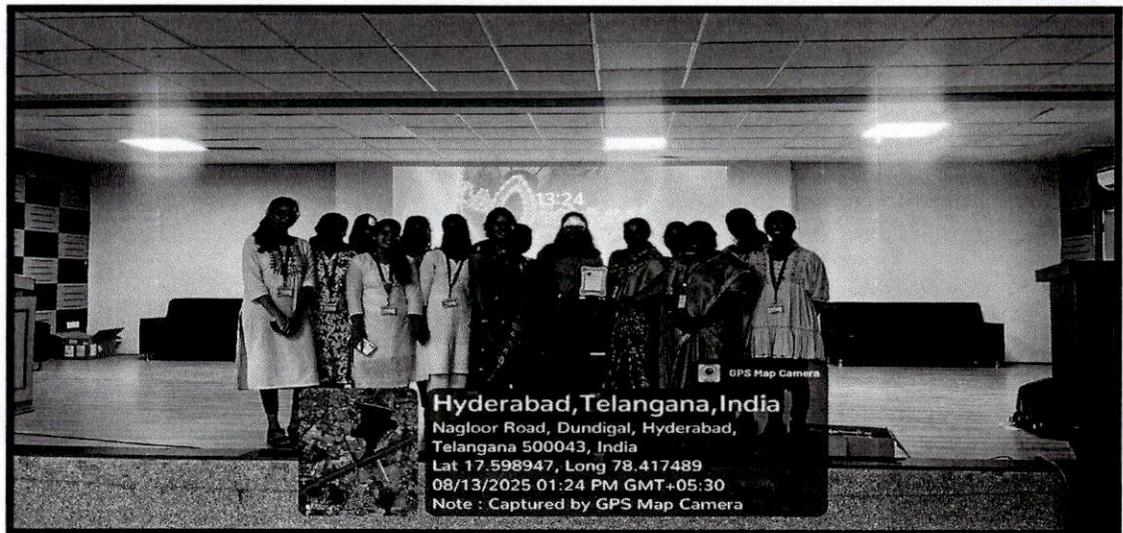
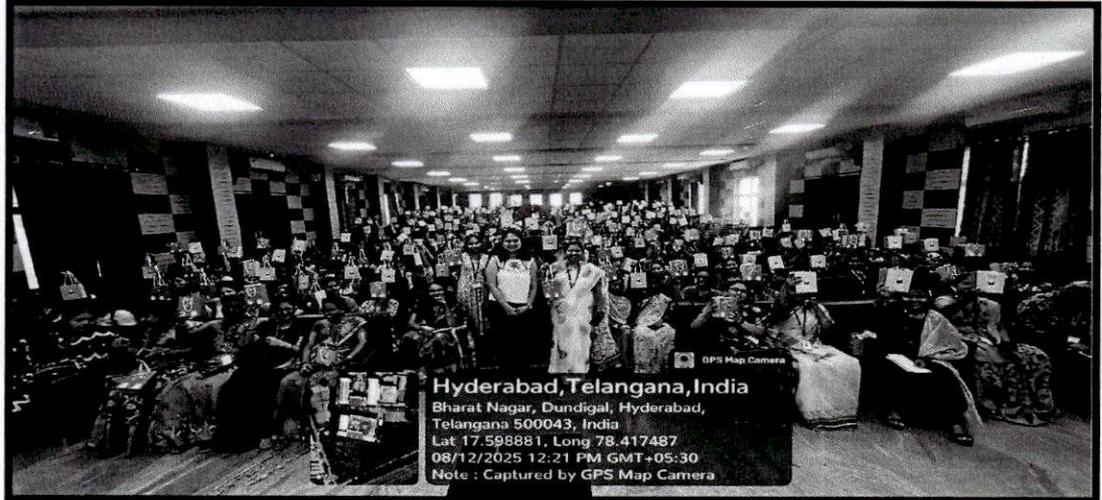
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- Members expressed satisfaction with the adequacy of the current safety arrangements for women students and staff.
- Regular monitoring and prompt response to safety-related concerns were identified as key institutional strengths.



Signature



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సవతిలంగా

పరిష్కారించబడిన కార్యక్రమం... వారు సానుకూలంగా స్పందించి కలలు పలుకులు అంటున్నారు.

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సవతిలంగా-దుండీగల్

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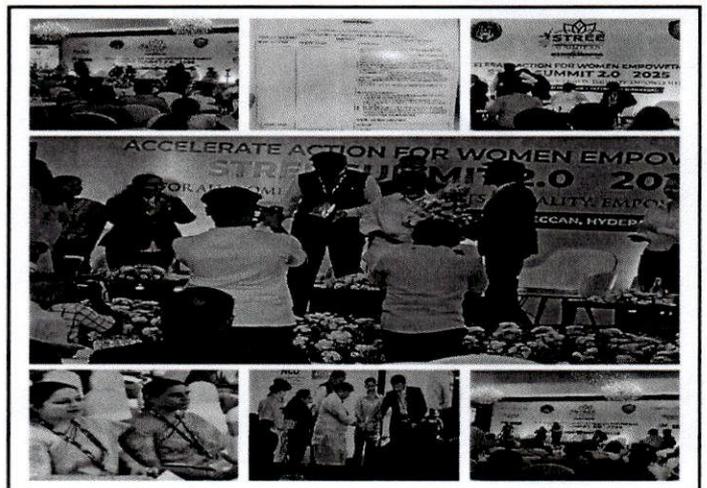
పాల్గొన్నారు. ఈ సందర్భంగా ఎ. లక్ష్మి మాట్లాడుతూ షీ టీమ్ పనివిధానం, మహిళల రక్షణ కోసం తీసుకుంటున్న చర్యలు, ఆన్లైన్ వేదింపులు, సైబర్ నేరాలు, ఈవ్ టీజింగ్, తదితర అంశాలపై వివరించారు. కాలికలు, మహిళల రక్షణకు తెలుంగాలు ప్రభుత్వం ఏర్పాటు చేసిన చట్టాలను తీసుకు వచ్చినదని నీటి వివరించారు. ఎవరైనా వేదింపులకు గురైతే వెంటనే షీ టీమ్ను ఆశ్రయించాలన్నారు. నిర్భయంగా పోలీసులకు ఫిర్యాదు చేయాలని సూచించారు.

కళాశాల చైర్మన్ మర్రి లక్ష్మణ్ రెడ్డి మాట్లాడుతూ ప్రతి సంవత్సరం ఇలాంటి వర్క్ కల్చర్ అవేర్నెస్ ప్రోగ్రాం నిర్వహిస్తామని తెలిపారు. ఈ కార్యక్రమం పట్ల మహిళలు వారి యొక్క హక్కులు తెలుసుకుని, పని పట్ల అవగాహన తో అభివ్రత లేకుండా ముందుకు సాగుతారని తెలిపారు. ఈ కార్యక్రమంలో(అత్యుపని) నిర్వాహకులు చైతన్య హేమలత, దాక్షర్ మి.సీ.టి., దాక్షర్.వరలక్ష్మి పాల్గొన్నారు.

Date: 19/11/2024, Edition: HYDERABAD, Page: 4
Source : <https://epaper.navatelangana.com/>

Item no 4: Awareness and Training Programs under POSH Act

- The committee reviewed the awareness and capacity-building initiatives conducted under the POSH Act.
- Orientation programs were regularly organized for students and staff to familiarize them with institutional policies and reporting mechanisms.
- Sensitization sessions and mentoring interactions were conducted to promote respectful behavior and professional conduct on campus.
- Members noted that continuous awareness initiatives have improved understanding of rights and responsibilities among stakeholders.
- The committee observed that these efforts have contributed significantly to maintaining a safe and harassment-free campus environment.



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Item no 5: Support Mechanisms for Women

- The committee (VAMA) reviewed the support mechanisms available for women students and staff at the institute.
- Faculty mentoring and counseling support systems were discussed as key components of early intervention.
- Confidential grievance reporting channels and easy accessibility to ICC members were noted.
- Women students and staff were encouraged to approach mentors or ICC members without hesitation in case of concerns (24/7 women help line is available).
- Members observed that timely counseling and guidance have been effective in resolving issues promptly.
- The committee acknowledged that these support systems contribute positively to emotional well-being and a supportive campus environment.



Signature

Signature



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Infosys (27) | ITC Infotech (13) | 5

24*7 WOMEN HELPLINE

Information

- Mandatory Disclosure
- Audited Statements
- Women Empowerment
- Institute Timings
- Right to information (RTI)
- MLRITM in Media
- Medium of Instruction
- Food Safety and Standards
- FAQ About Autonomy
- List of Holidays
- 24*7 Women helpline
- Differs and Appointment

24*7 Women helpline

We established of 24*7 women helpline number and a security system in the campus for providing safety to students and female faculty and non-teaching faculty.

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Incharge - ICC
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✉ kundurusravanthi@mlritm.ac.in

Dr. Chaithanya K
Associate Professor, Department of Mechanical Engineering
Dean - IQAC
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✉ dean@mlritm.ac.in

Any Other Matter with the Permission of the Chair

With the permission of the Chair, the committee reiterated its commitment to maintaining a safe, inclusive, and harassment-free environment and resolved to continue strengthening preventive and awareness measures on campus.

Suggestions Proposed:

1. Members suggested conducting regular interactions with students through mentors to reinforce respectful behavior and campus discipline.
2. It was suggested to continue periodic awareness sessions on women safety and POSH guidelines for students and staff.
3. Members suggested strengthening monitoring in common areas to prevent minor issues from escalating.
4. It was suggested to encourage women students and staff to approach ICC members or mentors without hesitation in case of concerns. (Women help Line No 24*7)
5. Members suggested documenting all preventive and corrective actions for effective follow-up and compliance.



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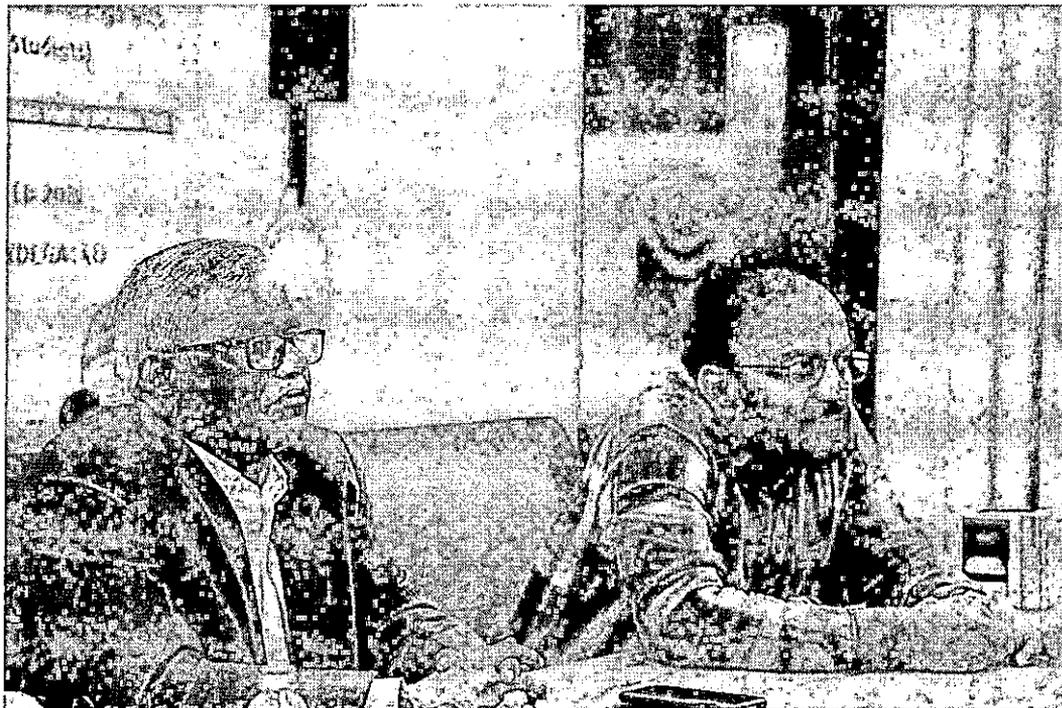
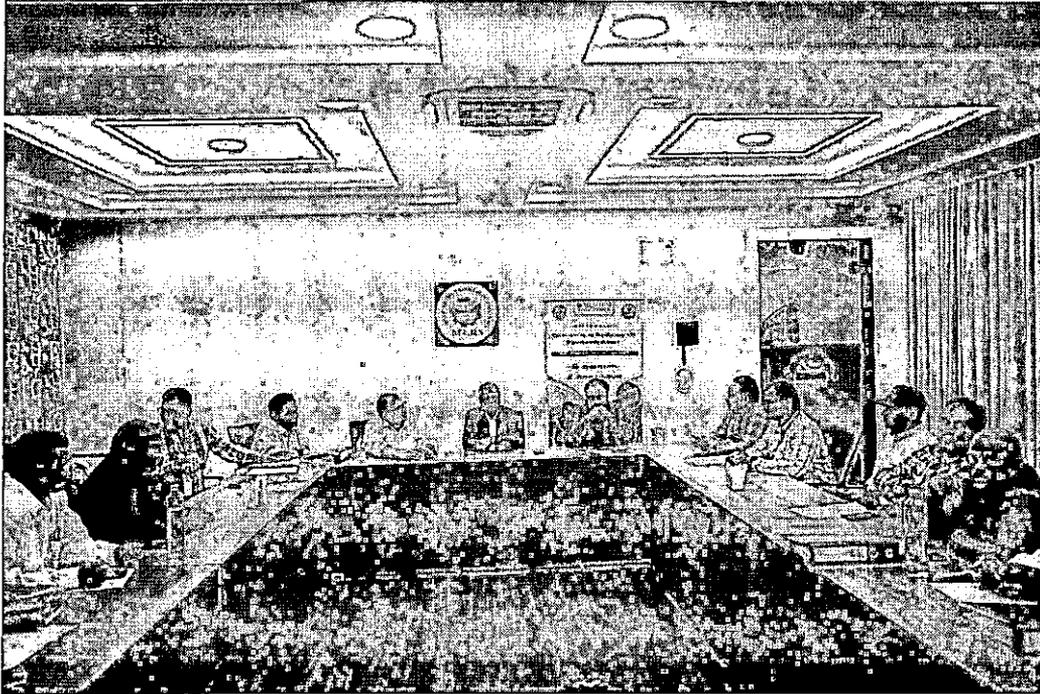
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The meeting concluded with thanks to the members

S. No	Committee members	Designation	Role	Signature of the faculty
1	Dr. R. Murali Prasad	Principal		
2	Dr. K. Vijaya Kumar	University Grievance Redressal Person		
3	Dr. R. Sayanna	OMBUDS Person (Retired Professor)		
4	Dr. P. Sridhar	Director		
5	Dr. K. Abdul Basith	Convenor, Faculty Grievance HOD - CSE		
6	Dr. B. Ravi Prasad	HOD-CSM, Dean Academics		
7	Dr. K. Ashok	Convenor, Student Grievance, HOD-H&S		
8	Dr. V. Vara Lakshmi	Professor, Civil		
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Dr. R. Sayanna, University nominee-OMBUDS Person (Retired Professor) (on the left)

Dr. K. Vijaya kumar, University Nominee to the Grievance Redressal Committee (on the right)



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