

DATE: 13.02.2023

RE-CONSTITUTION OF WOMEN GRIEVANCE COMMITTEE

The cell is formed to resolve the women's grievances regarding gender discrimination and sexual harassment complaints of its students. For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell established under THE NATIONAL COMMISSION FOR WOMEN ACT, 1990 (Act No. 20 of 1990) of Govt. of India. The Cell is responsible for looking into any complaints filed by students & staff about Woman Grievances at the college through personal contact or digital medium. According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually Colored remarks

OBJECTIVES

- To resolve issues pertaining to girls'/women's sexual harassment.
- To Women's Grievance Redressal Cell has been formed to resolve issues
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.

COMPLAINT PROCEDURE:

- The students may feel free to put up a grievance in writing/or Email to the respective committee in charge.
- The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.
- The Grievance Cell will assure that the grievance has been properly solved in a stipulated time limit provided by the cell.

COMMITTEE ROLE & RESPONSIBILITIES

- The Cell will deal with the cases / complaints of sexual annoyance and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
- The Cell will provide assistance to the Faculty/Colleges/Institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.
- To conduct meeting whenever required and discuss relevant issues, in consultation with the Director seeking his approval.

ORDERS: With reference to the subject cited, the Principal, Srinivasa Institute of Management Studies (SIMS) is pleased to constitute the Women grievance Committee with the following members:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|--------------------|------------------------------|------------------|----------------------|
| 1. | DR. M. JAGADISH | Director | Chair Person | <i>M. Jagadish</i> |
| 2. | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>Shanthi Sri</i> |
| 3. | ANURADHAA | Assistant Professor | Member | <i>Anuradha</i> |
| 4. | NAGASREE | Assistant Professor | Member | <i>Nagasree</i> |
| 5. | SRUJANA | Assistant Professor | Member | <i>Srujana</i> |
| 6. | BONI SAIKUMARI | 2 nd Year Student | Member | <i>B. Sai Kumari</i> |
| 7. | POTHINA JHANSI | 2 nd Year Student | Member | <i>P. Jansi</i> |
| 8. | GOWTHAMI. VANAMALI | 2 nd Year Student | Member | <i>Gowthami</i> |



M. Jagadish
Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhavaram,
Visakhapatnam - 530041

DATE: 13.02.2023

CIRCULAR

All the members of Women Grievance cell are hereby informed that the Women Grievance committee meeting will be held on 20-02-2023, at 2:00PM, in the **principal chamber** SIMS. Hence all are requested to attend the meeting without fail.

Agenda:

1. To discuss the Challenges of female students.
2. To discuss the role of girl in society
3. Any Grievance from girl students and women fraternity..

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|--------------------|------------------------------|------------------|--------------|
| 1. | DR. M. JAGADISH | Director | Chair Person | M. Jagadish |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | Shanthi Sri |
| 3 | ANURADHAA | Assistant Professor | Member | Anuradha |
| 4 | NAGASREE | Assistant Professor | Member | Nagasree |
| 5 | SRUJANA | Assistant Professor | Member | Srujana |
| 6 | BONI SAIKUMARI | 2 nd Year Student | Member | B. Saikumari |
| 7 | POTHINA JHANSI | 2 nd Year Student | Member | P. Jhansi |
| 8 | GOWTHAMI. VANAMALI | 2 nd Year Student | Member | Gowthami |

Copy to:

1. Hod's / teaching staff
2. Anti-ragging committee/squad members
3. Circulation to students
4. Accounts office for information
5. Admin office for information
6. Office file
7. IQAC



M. Jagadish
Principal

Principal
Srinivasa Institute of Management Studies
Palem, Madhurawada,
Visakhapatnam - 530041

DATE: 21.02.2023

MINUTES OF THE MEETING

| | |
|---------------------------------|--|
| NATURE OF MEETING | Women grievance redressal committee |
| VENUE | Principal chamber |
| FREQUENCY OF MEET | As and when required |
| DATE | 20-02-2023 |
| LIST OF MEMBERS ATTENDED | Copy enclosed |
| COPIES CIRCULATED TO | IQAC, HOD's, Women empowerment and grievance redressal committee members |

| AGENDA POINTS | DETAILS OF DISCUSSIONS | REMARKS BY MEMBERS |
|--|--|---------------------------|
| To discuss the Challenges of female students. | Discussed about the challenges faced by the female students | Members discussed |
| To discuss the role of girl in society | Discussed about role of girl in the society and the importance of female staff. | Members discussed |
| Any Grievance from girl students and women fraternity. | No problem identified | - |
| Suggestions of committee | All the measures have to be taken to address the grievances of female students and staff | |

M. Jayachandran

PRINCIPAL

Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041



WOMEN'S GRIEVANCE REDRESSAL CELL MEMBERS:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|--------------------|------------------------------|------------------|----------------------|
| 1. | DR. M. JAGADISH | Director | Chair Person | <i>M. Jagadish</i> |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>S. Santhi Sri</i> |
| 3 | ANURADHAA | Assistant Professor | Member | <i>Anuradha</i> |
| 4 | NAGASREE | Assistant Professor | Member | <i>Nagasree</i> |
| 5 | SRUJANA | Assistant Professor | Member | <i>Srujana</i> |
| 6 | BONI SAIKUMARI | 2 nd Year Student | Member | <i>B. Saikumari</i> |
| 7 | POTHINA JHANSI | 2 nd Year Student | Member | <i>P. Jhansi</i> |
| 8 | GOWTHAMI. VANAMALI | 2 nd Year Student | Member | <i>Gowthami</i> |



M. Jagadish

PRINCIPAL

Principal

Srinivasa Institute of Management Studies
 P.M. Palem, Madhurawada,
 Visakhapatnam - 530041

DATE: 16.02.2022**RE-CONSTITUTION OF WOMEN GRIEVANCE COMMITTEE**

The cell is formed to resolve the women's grievances regarding gender discrimination and sexual harassment complaints of its students. For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell established under THE NATIONAL COMMISSION FOR WOMEN ACT, 1990 (Act No. 20 of 1990) of Govt. of India. The Cell is responsible for looking into any complaints filed by students & staff about Woman Grievances at the college through personal contact or digital medium. According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually Colored remarks

OBJECTIVES

- To resolve issues pertaining to girls'/women's sexual harassment.
- To Women's Grievance Redressal Cell has been formed to resolve issues
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.

COMPLAINT PROCEDURE:

- The students may feel free to put up a grievance in writing/or Email to the respective committee in charge.
- The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.
- The Grievance Cell will assure that the grievance has been properly solved in a stipulated time limit provided by the cell.

COMMITTEE ROLE & RESPONSIBILITIES

- The Cell will deal with the cases / complaints of sexual annoyance and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
- The Cell will provide assistance to the Faculty/Colleges/Institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.
- To conduct meeting whenever required and discuss relevant issues, in consultation with the Director seeking his approval.

ORDERS: With reference to the subject cited, the Principal, Srinivasa Institute of Management Studies (SIMS) is pleased to constitute the Women grievance Committee with the following members:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|------------------|------------------------------|------------------|-----------------------|
| 1. | DR. B. UPENDRA | Director | Chair Person | <i>B.U.</i> |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>shanthi sri</i> |
| 3 | G. KUMARA | Assistant Professor | Member | <i>Kumara</i> |
| 4 | NAGASREE | Assistant Professor | Member | <i>nagasree</i> |
| 5 | RAJYALAKSHMI | Assistant Professor | Member | <i>P.R. Rajakshmi</i> |
| 6 | BONI SAIKUMARI | 1 st Year Student | Member | <i>B. Saikumari</i> |
| 7 | POTHINA JHANSI | 1 st Year Student | Member | <i>P. Jhansi</i> |
| 8 | MUSKAN AKBAR ALI | 2 nd Year Student | Member | <i>M. Akbar Ali</i> |



B.U.
Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

DATE: 10.02.2022
CIRCULAR

All the members of Women Grievance cell are hereby informed that the Women Grievance committee meeting will be held on 15-02-2022, at 2:00PM, in the **principal chamber** SIMS. Hence all are requested to attend the meeting without fail.

Agenda:

1. To develop a proper guidelines and norms for a policy against sexual harassment to the girl student of the college.
2. To develop principles and procedures for combating sexual harassment.
3. To include women student representatives in the committee so that the girl students will be able to share with fellow students, the measure that are being taken towards sexually harassed students in the college.
- 4.

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|------------------|------------------------------|------------------|---|
| 1. | DR. B. UPENDRA | Director | Chair Person |  |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary |  |
| 3 | G. KUMARA | Assistant Professor | Member |  |
| 4 | NAGASREE | Assistant Professor | Member |  |
| 5 | RAJYALAKSHMI | Assistant Professor | Member |  |
| 6 | BONI SAIKUMARI | 1 st Year Student | Member |  |
| 7 | POTHINA JHANSI | 1 st Year Student | Member |  |
| 8 | MUSKAN AKBAR ALI | 2 nd Year Student | Member |  |


Principal
Copy to:

1. Hod's / teaching staff
2. Anti-ragging committee/squad members
3. Circulation to students
4. Accounts office for information
5. Admin office for information
6. Office file
7. IQAC



Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

DATE: 16.02.2022
MINUTES OF THE MEETING

| | |
|---------------------------------|--|
| NATURE OF MEETING | Women grievance redressal committee |
| VENUE | Principal chamber |
| FREQUENCY OF MEET | As and when required |
| DATE | 15-02-2022 |
| LIST OF MEMBERS ATTENDED | Copy enclosed |
| COPIES CIRCULATED TO | IQAC, HOD's, Women empowerment and grievance redressal committee members |

| AGENDA POINTS | DETAILS OF DISCUSSIONS | REMARKS BY MEMBERS |
|---|--|---|
| To develop a proper guidelines and norms for a policy against sexual harassment to the girl student of the college. | Discussed about the procedures of the committee | Members discussed |
| To develop principles and procedures for combating sexual harassment. | Discussed about the principles and procedures of combating sexual harassment. | Members discussed |
| To include women student representatives in the committee so that the girl students will be able to share with fellow students, the measure that are being taken towards sexually harassed students in the college. | Discussed about the inclusion of female students. | Included women student representatives in the committee |
| Suggestions of committee | All the measures have to be taken to address the grievances of female students and staff | |


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PRINCIPAL

 Srinivasa Institute of Management Stud
 P.M. Palem, Madhurawada,
 Visakhapatnam - 530041



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SRINIVASA INSTITUTE OF MANAGEMENT STUDIES

(Affiliated to Andhra University & Approved by AICTE, Govt. of INDIA)

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pre mind through education

WOMEN'S GRIEVANCE REDRESSAL CELL MEMBERS:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|------------------|------------------------------|------------------|---------------|
| 1. | DR. B. UPENDRA | Director | Chair Person | Bu |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | S. S. S. S. |
| 3 | G. KUMARA | Assistant Professor | Member | Kumara |
| 4 | NAGASREE | Assistant Professor | Member | Nagasree |
| 5 | RAJYALAKSHMI | Assistant Professor | Member | P. R. Lakshmi |
| 6 | BONI SAIKUMARI | 1 st Year Student | Member | B. Sai Kumari |
| 7 | POTHINA JHANSI | 1 st Year Student | Member | P. Jhansi |
| 8 | MUSKAN AKBAR ALI | 2 nd Year Student | Member | M. Akbar Ali |



Bu

PRINCIPAL
Principal

Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

**DATE: 12.02.2021****RE-CONSTITUTION OF WOMEN GRIEVANCE COMMITTEE**

The cell is formed to resolve the women's grievances regarding gender discrimination and sexual harassment complaints of its students. For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell established under THE NATIONAL COMMISSION FOR WOMEN ACT, 1990 (Act No. 20 of 1990) of Govt. of India. The Cell is responsible for looking into any complaints filed by students & staff about Woman Grievances at the college through personal contact or digital medium. According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually Colored remarks

OBJECTIVES

- To resolve issues pertaining to girls'/women's sexual harassment.
- To Women's Grievance Redressal Cell has been formed to resolve issues
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.

COMPLAINT PROCEDURE:

- The students may feel free to put up a grievance in writing/or Email to the respective committee in charge.
- The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.
- The Grievance Cell will assure that the grievance has been properly solved in a stipulated time limit provided by the cell.

COMMITTEE ROLE & RESPONSIBILITIES

- The Cell will deal with the cases / complaints of sexual annoyance and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
- The Cell will provide assistance to the Faculty/Colleges/Institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.
- To conduct meeting whenever required and discuss relevant issues, in consultation with the Director seeking his approval.

ORDERS: With reference to the subject cited, the Principal, Srinivasa Institute of Management Studies (SIMS) is pleased to constitute the Women grievance Committee with the following members:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|----------------------|------------------------------|------------------|---------------------|
| 1. | DR. SHEIK HANIFUDDIN | Director | Chair Person | <i>Hanif</i> |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>Shanthi Sri</i> |
| 3 | G. KUMARA | Assistant Professor | Member | <i>Kumara</i> |
| 4 | NAGASREE | Assistant Professor | Member | <i>Nagasree</i> |
| 5 | RAJYALAKSHMI | Assistant Professor | Member | <i>P.R. Lakshmi</i> |
| 6 | CHEKURI YAMINI | 2 nd Year Student | Member | <i>C. Yamini</i> |
| 7 | FARZANA BEGUM | 2 nd Year Student | Member | <i>F. Begum</i> |
| 8 | GEDDADA JYOTSNA | 2 nd Year Student | Member | <i>G. Jyotsna</i> |



Hanif
Principal

Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

DATE: 12.02.2021

CIRCULAR

All the members of Women Grievance cell are hereby informed that the Women Grievance committee meeting will be held on 17-02-2021, at 2:00PM, in the **principal chamber** SIMS. Hence all are requested to attend the meeting without fail.

Agenda:

1. To discuss about the committee procedures.
2. To create awareness among the students regarding the existence of the Women Redressal Cell Women protection Committee/ Anti sexual Harassment Committee in the college and to inform them about the Committee members along with their contact details..
3. Suggestions of the committee members and any other matters with the permission of the Chair.

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|----------------------|------------------------------|------------------|----------------------|
| 1. | DR. SHEIK HANIFUDDIN | Director | Chair Person | <i>Hanif</i> |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>Shanthi Sri</i> |
| 3 | G. KUMARA | Assistant Professor | Member | <i>Kumara</i> |
| 4 | NAGASREE | Assistant Professor | Member | <i>Nagasree</i> |
| 5 | RAJYALAKSHMI | Assistant Professor | Member | <i>P. R. Lakshmi</i> |
| 6 | CHEKURI YAMINI | 2 nd Year Student | Member | <i>C. Yamini</i> |
| 7 | FARZANA BEGUM | 2 nd Year Student | Member | <i>F. Begum</i> |
| 8 | GEDDADA JYOTSNA | 2 nd Year Student | Member | <i>G. Jyotsna</i> |

Copy to:

1. Hod's / teaching staff
2. Anti-ragging committee/squad members
3. Circulation to students
4. Accounts office for information
5. Admin office for information
6. Office file



Hanif
Principal

Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

DATE: 18.02.2021

MINUTES OF THE MEETING

| | |
|---------------------------------|--|
| NATURE OF MEETING | Women grievance redressal committee |
| VENUE | Principal chamber |
| FREQUENCY OF MEET | As and when required |
| DATE | 17-02-2021 |
| LIST OF MEMBERS ATTENDED | Copy enclosed |
| COPIES CIRCULATED TO | HOD's, Women empowerment and grievance redressal committee members |

| AGENDA POINTS | DETAILS OF DISCUSSIONS | REMARKS BY MEMBERS |
|---|--|---------------------------|
| To discuss about the committee procedures | Discussed about the procedures of the committee | Members discussed |
| To create awareness among the students regarding the existence of the Women Redressal Cell Women protection Committee/ Anti sexual Harassment Committee in the college and to inform them about the Committee members along with their contact details. | Discussed about the awareness programmes and campaigns for the benefit of all members of the College on sexual harassment, gender based discrimination and women protection. | Members discussed |
| Any Grievance from girl students and women fraternity. | No problem identified | - |
| Suggestions of committee | All the measures have to be taken to address the grievances of female students and staff | |



Principal
PRINCIPAL
 Srivivasa Institute of Management Studies
 P.M. Palem, Madhurawada,
 Visakhapatnam - 530041

WOMEN'S GRIEVANCE REDRESSAL CELL MEMBERS:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|----------------------|------------------------------|------------------|----------------------|
| 1. | DR. SHEIK HANIFUDDIN | Director | Chair Person | <i>Hann</i> |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>Shanthi Sri</i> |
| 3 | G. KUMARA | Assistant Professor | Member | <i>Kumara</i> |
| 4 | NAGASREE | Assistant Professor | Member | <i>Nagasree</i> |
| 5 | RAJYALAKSHMI | Assistant Professor | Member | <i>P. R. Lakshmi</i> |
| 6 | CHEKURI YAMINI | 2 nd Year Student | Member | <i>C. Yamini</i> |
| 7 | FARZANA BEGUM | 2 nd Year Student | Member | <i>F. Begum</i> |
| 8 | GEDDADA JYOTSNA | 2 nd Year Student | Member | <i>G. Jyotsna</i> |



Hann
PRINCIPAL

Principal
Srivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

RE-CONSTITUTION OF WOMEN GRIEVANCE COMMITTEE

The cell is formed to resolve the women's grievances regarding gender discrimination and sexual harassment complaints of its students. For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell established under THE NATIONAL COMMISSION FOR WOMEN ACT, 1990 (Act No. 20 of 1990) of Govt. of India. The Cell is responsible for looking into any complaints filed by students & staff about Woman Grievances at the college through personal contact or digital medium. According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually Colored remarks

OBJECTIVES

- To resolve issues pertaining to girls'/women's sexual harassment.
- To Women's Grievance Redressal Cell has been formed to resolve issues
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.

COMPLAINT PROCEDURE:

- The students may feel free to put up a grievance in writing/or Email to the respective committee in charge.
- The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.
- The Grievance Cell will assure that the grievance has been properly solved in a stipulated time limit provided by the cell.

COMMITTEE ROLE & RESPONSIBILITIES

- The Cell will deal with the cases / complaints of sexual annoyance and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
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- To conduct meeting whenever required and discuss relevant issues, in consultation with the Director seeking his approval.

ORDERS: With reference to the subject cited, the Principal, Srinivasa Institute of Management Studies (SIMS) is pleased to constitute the Women grievance Committee with the following members:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|----------------------|------------------------------|------------------|-----------------------|
| 1. | DR. SHEIK HANIFUDDIN | Director | Chair Person | <i>Hann</i> |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>Shanthi Sri</i> |
| 3 | G. KUMARA | Assistant Professor | Member | <i>Kumara</i> |
| 4 | NAGASREE | Assistant Professor | Member | <i>nagasree</i> |
| 5 | RAJYALAKSHMI | Assistant Professor | Member | <i>P. Rajalakshmi</i> |
| 6 | CHEKURI YAMINI | 2 nd Year Student | Member | <i>C. Yamini</i> |
| 7 | FARZANA BEGUM | 2 nd Year Student | Member | <i>F. Begum</i> |
| 8 | GEDDADA JYOTSNA | 2 nd Year Student | Member | <i>G. Jyotsna</i> |



Hann
PRINCIPAL
 Principal
 Srinivasa Institute of Management Studies
 P.M. Palem, Madhurawada,
 Visakhapatnam - 530041

DATE: 20.01.2020

CIRCULAR

All the members of Women Grievance cell are hereby informed that the Women Grievance committee meeting will be held on 24-01-2020, at 2:00PM, in the **principal chamber** SIMS. Hence all are requested to attend the meeting without fail.

Agenda:

1. To discuss the Challenges of female students.
2. To discuss the role of girl in society
3. Any Grievance from girl students and women fraternity..

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|----------------------|------------------------------|------------------|---------------------|
| 1. | DR. SHEIK HANIFUDDIN | Director | Chair Person | <i>Hann</i> |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>Shanti Sri</i> |
| 3 | G. KUMARA | Assistant Professor | Member | <i>Kumara</i> |
| 4 | NAGASREE | Assistant Professor | Member | <i>Nagasree</i> |
| 5 | RAJYALAKSHMI | Assistant Professor | Member | <i>P. Rajakshmi</i> |
| 6 | CHEKURI YAMINI | 2 nd Year Student | Member | <i>C. Yemini</i> |
| 7 | FARZANA BEGUM | 2 nd Year Student | Member | <i>F. Begum</i> |
| 8 | GEDDADA JYOTSNA | 2 nd Year Student | Member | <i>G. Jyotsna</i> |

Copy to:

1. Hod's / teaching staff
2. Anti-ragging committee/squad members
3. Circulation to students
4. Accounts office for information
5. Admin office for information
6. Office file



Hann
Principal

Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

DATE: 25.02.2020
MINUTES OF THE MEETING

| | |
|---------------------------------|--|
| NATURE OF MEETING | Women grievance redressal committee |
| VENUE | Principal chamber |
| FREQUENCY OF MEET | As and when required |
| DATE | 15-02-2019 |
| LIST OF MEMBERS ATTENDED | Copy enclosed |
| COPIES CIRCULATED TO | HOD's, Women empowerment and grievance redressal committee members |

| AGENDA POINTS | DETAILS OF DISCUSSIONS | REMARKS BY MEMBERS |
|--|--|---------------------------|
| To discuss the Challenges of female students. | Discussed about the challenges faced by the female students | Members discussed |
| To discuss the role of girl in society | Discussed about role of girl in the society and the importance of female staff. | Members discussed |
| Any Grievance from girl students and women fraternity. | No problem identified | - |
| Suggestions of committee | All the measures have to be taken to address the grievances of female students and staff | |



PRINCIPAL

 Principal
 Srivivasa Institute of Management Studies
 P.M. Palem, Madhurawada,
 Visakhapatnam - 530041

WOMEN'S GRIEVANCE REDRESSAL CELL MEMBERS:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|----------------------|------------------------------|------------------|----------------------|
| 1. | DR. SHEIK HANIFUDDIN | Director | Chair Person | <i>Hann</i> |
| 2 | R.SANTHI SRI | Assistant Professor | Member Secretary | <i>shanthi sri</i> |
| 3 | G. KUMARA | Assistant Professor | Member | <i>Kumara</i> |
| 4 | NAGASREE | Assistant Professor | Member | <i>Nagasree</i> |
| 5 | RAJYALAKSHMI | Assistant Professor | Member | <i>P. R. Lakshmi</i> |
| 6 | CHEKURI YAMINI | 2 nd Year Student | Member | <i>C. Yamini</i> |
| 7 | FARZANA BEGUM | 2 nd Year Student | Member | <i>F. Begum</i> |
| 8 | GEDDADA JYOTSNA | 2 nd Year Student | Member | <i>G. Jyotsna</i> |

Hann
PRINCIPAL



Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

CONSTITUTION OF WOMEN GRIEVANCE COMMITTEE

The cell is formed to resolve the women's grievances regarding gender discrimination and sexual harassment complaints of its students. For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell established under THE NATIONAL COMMISSION FOR WOMEN ACT, 1990 (Act No. 20 of 1990) of Govt. of India. The Cell is responsible for looking into any complaints filed by students & staff about Woman Grievances at the college through personal contact or digital medium. According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually Colored remarks

OBJECTIVES

- To resolve issues pertaining to girls'/women's sexual harassment.
- To Women's Grievance Redressal Cell has been formed to resolve issues
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.

COMPLAINT PROCEDURE:

- The students may feel free to put up a grievance in writing/or Email to the respective committee in charge.
- The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.
- The Grievance Cell will assure that the grievance has been properly solved in a stipulated time limit provided by the cell.

COMMITTEE ROLE & RESPONSIBILITIES

- The Cell will deal with the cases / complaints of sexual annoyance and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the college norms.
- The Cell will provide assistance to the Faculty/Colleges/Institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.
- To conduct meeting whenever required and discuss relevant issues, in consultation with the Director seeking his approval.

ORDERS: With reference to the subject cited, the Principal, Srinivasa Institute of Management Studies (SIMS) is pleased to constitute the Women grievance Committee with the following members:

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|------------------------|------------------------------|------------------|--------------------|
| 1. | DR. S. MADHAVI LATHA | Director | Chair Person | <i>[Signature]</i> |
| 2 | MRS.NELSON MERCY PANGA | Assistant Professor | Member Secretary | <i>[Signature]</i> |
| 3 | MRS.R.SANTHI SRI | Assistant Professor | Member | <i>[Signature]</i> |
| 4 | MRS. UMA YANDRA | Assistant Professor | Member | <i>[Signature]</i> |
| 5 | MR. RAJASEKHAR BODANI | Assistant Professor | Member | <i>[Signature]</i> |
| 6 | VANGALA ASHWINI | 2 nd Year Student | Member | <i>[Signature]</i> |
| 7 | ANUPAM BANDYOPADHYAY | 2 nd Year Student | Member | <i>[Signature]</i> |
| 8 | VADLA MOUNIKA | 2 nd Year Student | Member | <i>[Signature]</i> |



[Signature]
Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

DATE: 18.01.2019

CIRCULAR

All the members of Women Grievance cell are hereby informed that the Women Grievance committee meeting will be held on 22-01-2019, at 2:00PM, in the **principal chamber** SIMS. Hence all are requested to attend the meeting without fail.

Agenda:

1. To discuss the various aspects related to women empowerment.
2. To discuss Grievances if any reported.

| S.No. | NAME | DESIGNATION | POSITION | SIGNATURE |
|-------|------------------------|------------------------------|------------------|-----------------------------|
| 1. | DR. S. MADHAVILATHA | Director | Chair Person | <i>Suf</i> |
| 2 | MRS.NELSON MERCY PANGA | Assistant Professor | Member Secretary | <i>P. Nelson Mercy</i> |
| 3 | MRS.R.SANTHI SRI | Assistant Professor | Member | <i>Shanthi Sri</i> |
| 4 | MRS. UMA YANDRA | Assistant Professor | Member | <i>Y. Uma</i> |
| 5 | MR. RAJASEKHAR BODANI | Assistant Professor | Member | <i>Rajasekar</i> |
| 6 | VANGALA ASHWINI | 2 nd Year Student | Member | <i>V. Ashwini</i> |
| 7 | ANUPAM BANDYOPADHYAY | 2 nd Year Student | Member | <i>Anupam Bandyopadhyay</i> |
| 8 | VADLA MOUNIKA | 2 nd Year Student | Member | <i>V. Mounika</i> |

Copy to:

1. Hod's / teaching staff
2. Anti-ragging committee/squad members
3. Circulation to students
4. Accounts office for information
5. Admin office for information
6. Office file



Suf
Principal

Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

DATE: 23.01.2019

MINUTES OF THE MEETING

| | |
|--------------------------|--|
| NATURE OF MEETING | Women grievance redressal committee |
| VENUE | Principal chamber |
| FREQUENCY OF MEET | As and when required |
| DATE | 22-01-2019 |
| LIST OF MEMBERS ATTENDED | Copy enclosed |
| COPIES CIRCULATED TO | HOD's, Women empowerment and grievance redressal committee members |

| AGENDA POINTS | DETAILS OF DISCUSSIONS | REMARKS BY MEMBERS |
|--|--|--------------------|
| To discuss the various aspects related to women empowerment. | Discussed about the aspects which is related to women empowerment | Members discussed |
| To discuss Grievances if any reported. | No problems reported | - |
| Suggestions of committee | All the measures have to be taken to address the grievances of female students and staff | |


PRINCIPAL

Principal
Srinivasa Institute of Management Studies
P.M. Palem, Madhurawada,
Visakhapatnam - 530041

WOMEN'S GRIEVANCE REDRESSAL CELL MEMBERS:

| S.NO | NAME | DESIGNATION IN COLLEGE | DESIGNATION COMMITTEE | IN | SIGNATURE |
|------|------------------------|------------------------|-----------------------|----|-----------------------------|
| 1 | DR. S. MADHAVILATHA | Director | Chairman | | <i>Suf.</i> |
| 2 | MRS.NELSON MERCY PANGA | Assistant Professor | Secretary | | <i>P. Nelsonmercy</i> |
| 3 | MRS.R.SANTHI SRI | Librarian | Member | | <i>Shanti Sri</i> |
| 4 | MRS. UMA YANDRA | Assistant Professor | Member | | <i>Y. Uma</i> |
| 5 | MR. RAJASEKHAR BODANI | Assistant Professor | Member | | <i>Rajasekar</i> |
| 6 | VANGALA ASHWINI | 2 nd MBA | Student Member | | <i>V. Ashwini</i> |
| 7 | ANUPAM BANDYOPADHYAY | 1 st MBA | Student Member | | <i>Anupam Bandyopadhyay</i> |
| 8 | VADLA MOUNIKA | 1 st MCA | Student Member | | <i>V. Mounika</i> |




PRINCIPAL

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