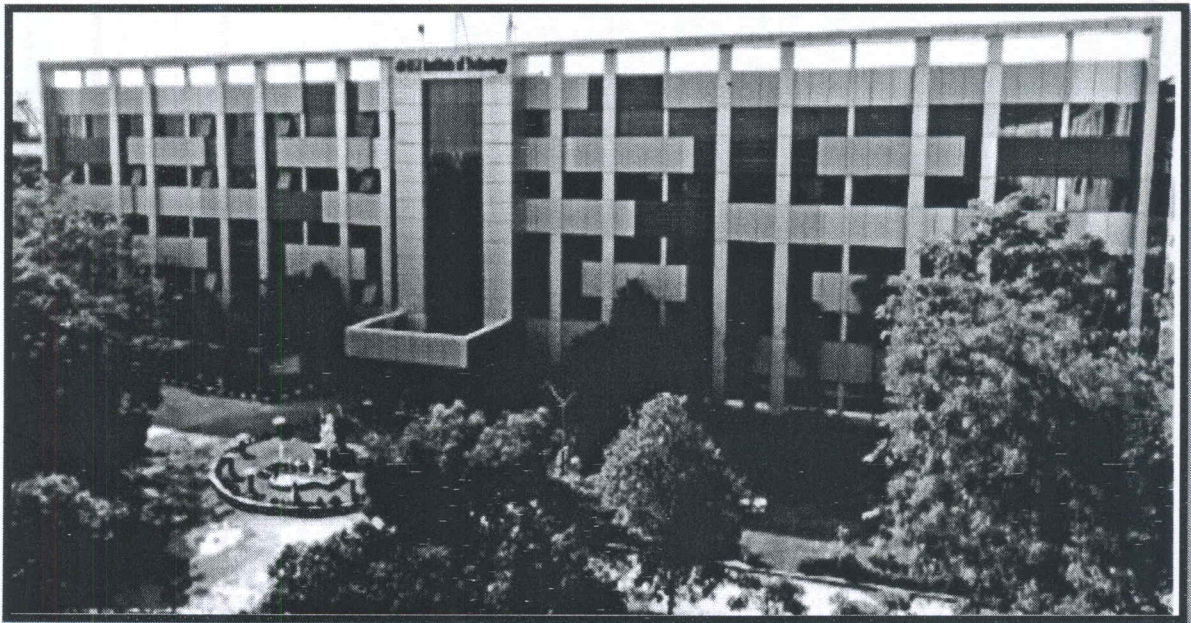


Annual Report

of

Internal Complaints Committee

C.Y.2025



1. Introduction

MLR Institute of Technology is committed to providing a safe, inclusive, and gender-sensitive academic and work environment. In alignment with this commitment, the Women Empowerment Cell (WEC) and the Internal Complaints Committee (ICC) function actively to promote gender equality, prevent sexual harassment, and ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act).

This Annual Report for the year 2025 is prepared as per Section 21 of the POSH Act and highlights the constitution, activities, awareness programs, and functioning of the WEC and ICC during the reporting period.

2. Constitution of Women Empowerment Cell (WEC)

The Women Empowerment Cell was constituted to promote women's welfare, address gender-related issues, and create awareness on women's rights and responsibilities.

Chairperson

- **Dr. K. Srinivas Rao**, Principal, MLRIT

Convener

- **Dr. V. Radhika Devi**, Dean – Dept. of S&H and IQAC

Coordinator

- **Dr. T. Vijetha**, Associate Professor, ECE

Members

- Dr. G. Aruna, Associate Professor, MBA
- Dr. Sumana Das, Associate Professor, EEE
- Mrs. M. Hymavathi, Assistant Professor, H&S
- Mrs. B. Madhavi, Assistant Professor, CSIT
- Mrs. G. Sravanthi, Assistant Professor, AERO
- Mrs. G. Laxmi, Assistant Professor, MECH
- Mrs. A. Nagamani, Assistant Professor, CSE
- Mrs. Y. Anjali, Assistant Professor, CS&DS
- Mrs. Nagalakshmi, Assistant Professor, AIML

3. Constitution of Internal Complaints Committee (ICC)

The Internal Complaints Committee was constituted in accordance with Section 4 of the POSH Act to address complaints related to sexual harassment and to ensure a safe working and learning environment.

Members of ICC

S. No	Name & Designation	Role
1	Dr. G. Aruna, Associate Professor	Presiding Officer
2	Dr. T. Vijetha, Associate Professor	Internal Member
3	Dr. Sumana Das, Associate Professor	Internal Member
4	Dr. M. Tirupalaiah, Associate Professor	Internal Member
5	Mrs. Ravuri Suez, Director, Maarpu Trust	External Member (NGO)

4. Objectives of WEC and ICC

- To prevent discrimination and sexual harassment against women.
- To promote gender sensitivity and awareness among students and staff.
- To provide a mechanism for redressal of complaints in a time-bound manner.
- To recommend appropriate punitive and corrective actions when required.
- To ensure compliance with the POSH Act, 2013.
- To foster a safe, respectful, and inclusive campus environment.

5. Meetings Conducted During 2025

- The Women Empowerment Cell and ICC reviewed their activities and compliance mechanisms during the year.
- Regular consultations among ICC members were held to ensure preparedness, confidentiality, and adherence to statutory procedures.

6. Awareness and Preventive Activities (2025)

During the year 2025, the WEC and ICC focused on preventive measures and awareness creation, including:

- Sensitization of faculty, staff, and students on the provisions of the POSH Act.
- Dissemination of information regarding the role of ICC and the complaint redressal mechanism.
- Promotion of a respectful and gender-sensitive campus culture.
- Continued emphasis on confidentiality, fairness, and natural justice in all ICC-related processes.

- Complaints Status During 2025
- Number of complaints received: Nil
 - Number of complaints resolved: Nil
 - Number of cases pending: Nil

The absence of complaints during the year reflects the institution's proactive approach towards awareness, prevention, and maintenance of a safe campus environment.

8. Compliance with POSH Act

- ICC is duly constituted as per statutory requirements.
- External NGO member is included to ensure neutrality and transparency.
- Quorum requirements and inquiry procedures are clearly defined.
- Confidentiality of all stakeholders is strictly maintained.
- The committee remains prepared to handle complaints within prescribed timelines.

9. Conclusion

The Women Empowerment Cell and Internal Complaints Committee of MLR Institute of Technology have functioned effectively during the year 2025, ensuring statutory compliance and fostering a safe and inclusive environment for women employees and students. The institution reiterates its zero-tolerance policy towards sexual harassment and its continued commitment to gender equality and dignity at the workplace.

Aruna
12/12/2025
Presiding Officer (ICC):
Dr. G. Aruna
Associate Professor, MBA

Chairperson (WEC):
Dr. K. Srinivas Rao
Principal, MLR Institute
of Technology

S. No.	Name & Details of Women Empowerment Cell Members	Designation
1	Dr. K. Srinivas Rao, Principal, MLRIT	Chairperson
2	Dr. V. Radhika Devi, Dean Dept. of S&H and IQAC, MLRIT	Convener
3	Dr. T. Vijetha, Associate Professor, ECE Dept.	Coordinator
4	Dr. G. Aruna, Associate Professor, MBA Dept.	Member
5	Dr. Sumana Das, Associate Professor, EEE Dept.	Member
6	Mrs. M. Hymavathi, Assistant Professor, H&S Dept.	Member
7	Mrs. B. Madhavi, Assistant Professor, CSIT Dept.	Member
8	Mrs. G. Sravanthi, Assistant Professor, AERO Dept.	Member
9	Mrs. G. Laxmi, Assistant Professor, MECH Dept.	Member
10	Mrs. A. Nagamani, Assistant Professor, CSE Dept.	Member
11	Mrs. Y. Anjali, Assistant Professor, CS&DS, Dept.	Member
12	Mrs. Nagalakshmi, Assistant Professor, AIML, Dept.	Member