

Date: 24.07.2025

INTERNAL COMPLAINT COMMITTEE

Aurora'S legal sciences academy, Bandlaguda, Telangana has Zero Tolerance Policy towards sexual harassment in the college. With this purpose, Internal Complaints Committee (ICC) is constituted in the College, as per S.4 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Sub regulation (1) of Regulation 4 of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

Objectives of the committee:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- To comply with the provisions of the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and UGC (Prevention, Prohibition and Redressal of Sexual Harrasment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.
- To develop a policy against sexual harassment of women in the college.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender- based violence at the Institute.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To conduct enquiries into complaints of sexual harassment and to provide redress for the same.

AURORA'S LEGAL SCIENCES ACADEMY

(Approved by BCI, Recognised by Govt of T.S and Affiliated to Osmania University, Hyderabad)

BANDLAGUDA, Hyderabad - 500005 ,Ph : 040-64573435



- To create an environment conducive for the protection of women from sexual harassment at workplace.
- To undertake and promote various initiatives intended toward gender sensitization, gender equality and upholding dignity of women.
- To provide assistance if an employee or a student chooses to file a complaint with the police.
- To provide mechanism of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence.

CONSTITUTION OF THE COMMITTEE

Chairperson: Dr. Hanchate Rammohan Rao

Presiding Officer: Prof. Dr. Dolly Gautam

Phone: 8218569728

Email: dollygautam395@gmail.com

Faculty Members:

Mrs. Chaya Devi and Mrs. Shirisha Reddy

Non-Teaching Employees:

Mrs. Antara Maity, Mrs. G.Uma.

Three Students: Mr. Laxmikanth Chary, Mr. Sandeep, Saneha.

NGO member:

Mrs. Shalini committed to the cause of women, familiar with the issues relating to sexual harassment.

Online Complaints:

Complaints regarding sexual harassment against women can be made either in paper form or by online: principal@alsa.edu.in




PRINCIPAL
Aurora's Legal Sciences Academy
Bandlaguda, Hyderabad-500 005