

Date: 19- Jan-2026

INTERNAL COMPLAINT COMMITTEE (ICC) FORMATION

1. Preamble

In accordance with the [AICTE Approval Process Handbook](#) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, **Miracle Educational Society Group of Institutions** constituted an **Internal Complaint Committee (ICC)** to prevent sexual harassment and ensure a safe campus for all women employees and students.

2. Internal Complaint Committee Composition (Current Term)

The Internal Complaint Committee is constituted with the following members to ensure a fair and transparent grievance redressal mechanism:

Role	Name	Designation	Contact Number	Email ID
Presiding Officer	Dr.P.Sujatha	Senior Female Professor	9703700077	spilli@miracleeducationalociety.com
Faculty Member 1	Dr.S.Sridhar	Professor	9440337793	ssaragadam@miracleeducationalociety.com
Faculty Member 2	Dr.L.Chinnari	Associate Professor	7382004271	clekkala@miracleeducationalociety.com
Non-Teaching Staff 1	Mrs.M.Manimala	Admin Officer	9247744753	msanapala@miracleeducationalociety.com
Non-Teaching Staff 2	Mr.M.V.Sravan Kumar	Sr.Accounts Officer	9346424322	vmammula@miracleeducationalociety.com
Student Rep (UG)	Mr.S.Vishnu Vardhan Babu	Student (Final Year)	8919413362	vishnuvardhansiram@gmail.com
Student Rep (PG)	Ms.K.Komala	Student (First Year)	9100652293	kuppilikomala@gmail.com
Student Rep (Research)	Ms.P.Pranathi	M.Tech. Student	7095081566	vijayajansi2005@gmail.com
External Member	Mr.V.Sudhakar	Legal Expert	8465882299	vsudhakar2299@gmail.com

3. Penalties for Sexual Harassment

Any person found guilty of sexual harassment shall be liable for the following punishments as per [AICTE Regulations](#):

For Students:

- **Minor Offense:** Mandatory reformatory counseling, written apology, or formal warning. Parents undertaking for better behavior in future.

- **Moderate Offense:** Suspension from classes, withholding of scholarships, or debarment from participating in college events/campus placements. Parents undertaking for better behavior in future.
- **Major Offense:** Suspension for a full semester or debarment from examinations for up to 3 years and Parents will be informed and Police Case will be filed
- **Severe Offense: Rustication or Expulsion** from the college including issue of TC. Parents will be informed and Police Case will be filed

For Employees (Teaching & Non-Teaching):

- **Censure/Reprimand:** Formal record of misconduct in the service book and warning for better behavior.
- **Financial Penalty:** Withholding of increments or promotion.
- **Administrative Action:** Reversion to a lower post or grade.
- **Termination: Compulsory retirement or Dismissal** from service and Police Case will be filed.

4. How to File a Complaint

Aggrieved persons can submit a written complaint detailing the incident, date, and witnesses to any committee member or email miracleic925@gmail.com or submit online via college website link : [Student Grievances - Miracle Educational Society Group of Institutions](#)

- The committee ensures **strictest confidentiality** for the complainant.
- False or malicious complaints will also attract disciplinary action as per college rules.



By Order of the Director & Principal

Dr.A. Arjuna Rao

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