



OMEGA COLLEGE OF PHARMACY

(Approved by PCI, New Delhi, Affiliated to Osmania University, Hyderabad)

Edulabad (V), Ghatkesar (M), Medchal-Malkajgiri (Dist). Telangana - 501301

Email : omega.pharmacy.edulabad@gmail.com | Web : www.omegacollegeofpharmacy.ac.in

Date: 19.07.2024

INTERNAL COMPLAINTS COMMITTEE

S. No.	Name of the Faculty	Designation
1	Dr. A. V. Jithan	Chairman
2	Dr. L. Satyanarayana	Co-Ordinator
3	Mrs. N. Maheshwari	Member
4	Mrs. A. Ashish Reddy	Member
5	Mayuka	Student Member
6	Shivathmika	Student Member
7	Shivaraj	Student Member
8	K. Shiva Kumar Goud	Student Member
9	U. Bhavana	Student Member
10	Botla Snigdha	Student Member

FUNCTIONS:

- Ensuring a Safe and Supportive Environment: The primary ambition of the ICC is to create an environment where women staff feel safe and supported to raise concerns without fear of reprisal. This entails fostering a culture where harassment and discrimination are not tolerated and where individuals are empowered to speak up.
- Promoting Gender Equality: The ICC aims to promote gender equality by addressing systemic issues that disproportionately affect women in academia. This includes tackling gender bias, ensuring equitable access to opportunities, and supporting the advancement of women in their careers.



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- Facilitating Fair and Transparent Processes: The ICC strives to uphold fairness and transparency in its processes for investigating complaints. This involves providing clear guidelines, conducting impartial investigations, and ensuring that all parties involved are treated with respect and dignity.

RESPONSIBILITIES:

- Provide assistance if an employee or a student chooses to file a complaint with the police;
- Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining the complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment;
- Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

PRINCIPAL

Principal
Omega College of Pharmacy
Edulabad (V), Ghatkesar (M), Medchal Dist