



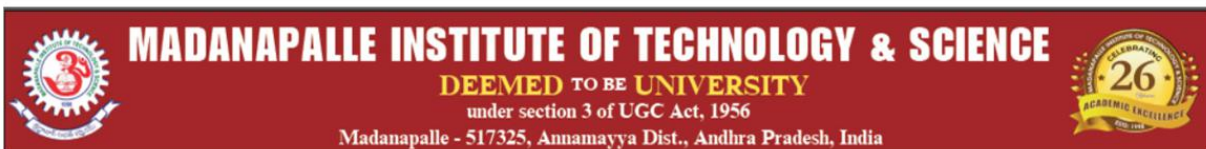
**MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE**

Madanapalle-517325, Annamayya Dist., Andhra Pradesh, India.

**MITS** DEEMED TO BE **UNIVERSITY**  
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**A Report on a Session conducted in**  
**" GURU-DAKSHA Faculty Induction Program 2025-26"**  
**Organized by**  
**Internal Complaints Committee**  
**on 15<sup>th</sup> November 2025**



**GURU- DAKSHA**  
**Faculty Induction Program**  
**2025-26**

**Session**  
**by**  
**Internal Complaints Committee (ICC)**

**Date: 15-11-2025**

**Venue: Seminar Hall-A**

**Report Submitted by: Dr K Hemalatha, Presiding Officer, ICC**

**Venue: Seminar Hall-A**

**Mode of Conduct: Offline**

**Audience: I Year MBA students.**

## Introduction

As part of the GURU-DAKSHA Faculty Induction Program 2025–26, the Internal Complaints Committee (ICC) organized an awareness session to familiarize newly inducted faculty members with the institution's policies, roles, and responsibilities related to workplace ethics and safety. The session aimed to create awareness about the Prevention of Sexual Harassment (PoSH) Act, 2013 and the functioning of the Internal Complaints Committee.



## Objectives of the Programme

- To orient newly appointed faculty members about the role and significance of the Internal Complaints Committee
- To create awareness on the Prevention of Sexual Harassment (PoSH) Act, 2013
- To inform faculty about workplace conduct, rights, and responsibilities
- To encourage a safe, respectful, and inclusive work environment

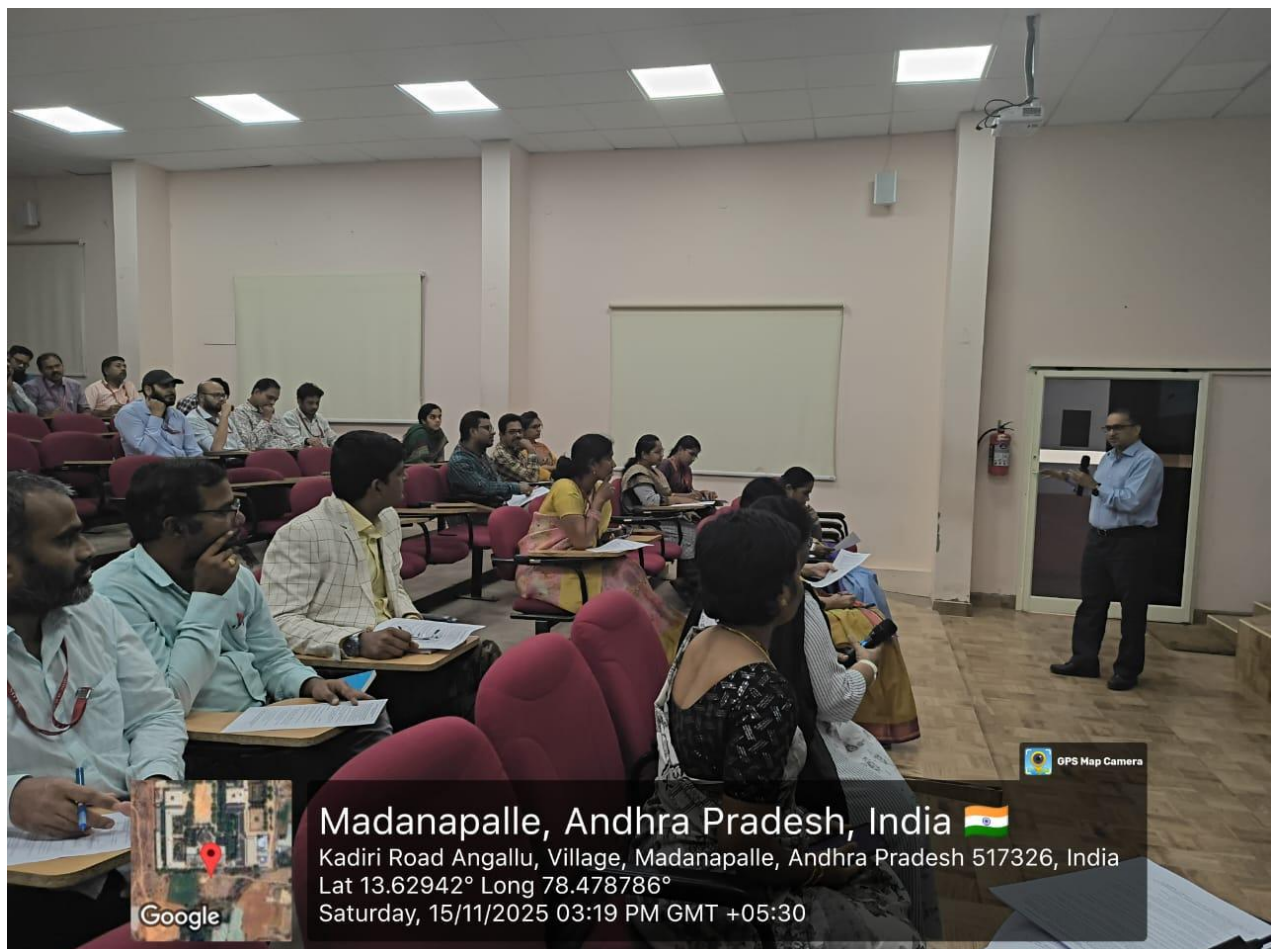
## Programme Highlights

The session began with an overview of the importance of maintaining dignity and professionalism in the workplace. The ICC members Mrs U Vijayalakshmi, Dr K Hemalatha explained the constitution, roles, and responsibilities of the committee, along with the institutional policy framework.

The following key aspects were discussed:

- Definition and types of sexual harassment
- Rights and duties of employees
- Complaint filing procedure and timelines
- Inquiry process and confidentiality measures
- Preventive strategies and institutional support

Practical examples and real-life scenarios were shared to help faculty understand acceptable conduct and legal implications clearly.



To evaluate the understanding of faculty members, a short quiz was conducted at the end of the session. The quiz helped assess participants' awareness of ICC guidelines, complaint procedures, and provisions of the PoSH Act.

Following the quiz, an interactive doubt-clearing session was held. Faculty members actively raised queries related to complaint handling, confidentiality, and safeguards for both complainants and respondents. The ICC members and Dr. Rama S Komaragiri, Professor & Dean-Academics addressed all doubts in detail, ensuring clarity and confidence among the participants.

### **Outcomes of the Programme**

- Outcome of the Session
- Enhanced understanding of ICC roles and PoSH guidelines
- Active engagement through quiz-based evaluation
- Clarification of doubts regarding grievance redressal mechanisms
- Strengthened awareness towards maintaining a harassment-free workplace