



Internal Complaints Committee (ICC) – Prevention of Sexual Harassment (POSH) Cell

About:

The **Internal Complaints Committee (ICC)**, also known as the **Prevention of Sexual Harassment (POSH) Cell**, at RajaRajeswari College of Engineering is established under the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**. Its purpose is to provide a safe, respectful, and harassment-free environment for students, faculty, and staff. The committee receives and investigates complaints of sexual harassment confidentially and fairly, recommends appropriate action, and conducts awareness programs on gender sensitivity and workplace ethics. The ICC ensures that every member of the college community is treated with dignity and respect.



RajaRajeswari College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka, Affiliated to Visvesvaraya Technological University, Belagavi)

An Autonomous Institution

Sponsored by: MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST



Ref: RRCE-Blr/Admission/2026-27

Date: 30.07.2026

Constitution of Internal complaint committee and Prevention of SHE (Sexual Harassment and Elimination) Committee (2025-26)

The Committee is reconstituted with the following members for the AY 2025-26
as per UGC guidelines Regulations 2016.

Sl.No.	Name and Designation	Position in CICC	Gender	Mobile No.	E-mail. ID	Official Number
1.	Dr. Haritha K S	Chairman	Female	9113011127	harithainhere@gmail.com	080-28437124
2.	Dr. Savitha B Assoc. Prof. Dept. of Mathematics RRCE, Bengaluru	Member	Female	9742009245	savibraj@gmail.com	
3.	Dr. Sunitha R Asso. Prof., Dept. of ECE, RRCE, Bengaluru	Member	Female	9986209654	Sunisathya18@gmail.com	
4.	Mrs. Sincy Elezabeth Kuruvilla Asst. Prof. Dept. of EEE RRCE, Bengaluru	Member	Female	9886246348	sincyekrrce@gmail.com	
5.	Mrs. Chaithra C M Instructor, Dept. of ECE RRCE, Bengaluru	Member	Female	7760080337	Chaithracm35@gmail.com	
6.	Dr. Deepika J Asso.Prof. Dept. of ECE, RRCE, Bengaluru	Member	Female	9008600677	Deepika7193@gmail.com	
7.	Ms. Dhanvika K, II year, Dept. of AIML, RRCE, Bengaluru	Member	Female	9986668099	dhanvigk@gmail.com	
8.	Ms. Punyashree II year, Dept. of CSE RRCE, Bengaluru	Member	Female	701927213	Gpunya192@gmail.com	
9.	Ms. Kruthi L II year, Dept. of ISE RRCE, Bengaluru	Member	Female	7676770865	Kruthilokesh1176@gmail.com	
10	Akshaya P II year, Dept of RA RRCE, Bengaluru	Member	Female	9108070792	Aaksh9276@gmail.com	
11	Mrs. Savithri R	Member	Female	9945081173	savithri@rrce.org	
12.	Mrs. Rajani Thivari	Member (NGO)	Female	9986013797	rajanikthivary@gmail.com	

In case of any complaints kindly contact the below number

Complaint Number-9900028023

Email id-principal@rrce.org



The **Internal Complaints Committee (ICC)** at RajaRajeswari College of Engineering provides a safe and confidential process for reporting incidents of sexual harassment. The following are the steps to file a complaint:

Report the Incident

If a student, faculty member, or staff member experiences sexual harassment, they can approach the ICC directly or contact any ICC member for guidance.

Submit a Written Complaint

The complainant should submit a written complaint describing:

Date and time of the incident

Place of occurrence

Details of what happened

Name(s) of the respondent (if known)

Names of witnesses (if any)

Any supporting evidence such as emails, messages, photographs, or screenshots

Acknowledgement of the Complaint

The ICC acknowledges receipt of the complaint.

The identity of the complainant and all information related to the complaint are kept confidential.

Preliminary Review

The committee examines whether the complaint falls within the scope of the POSH Act, 2013.

If necessary, additional information may be requested from the complainant.

Formal Inquiry

The ICC conducts a fair and impartial inquiry.

Both the complainant and the respondent are given an opportunity to present their statements, evidence, and witnesses.

The inquiry follows the principles of natural justice and confidentiality.

Inquiry Report

After examining all evidence, the ICC prepares an inquiry report with its findings.

The report is submitted to the college management along with recommendations.

Action by the College

Based on the ICC's recommendations, the institution takes appropriate disciplinary or corrective action in accordance with the POSH Act and college regulations.

Closure and Follow-up

The complainant is informed about the outcome.

The ICC maintains records confidentially and may provide support or counseling if required.

Important Points

- Complaints are handled with strict confidentiality.
- Both parties are treated fairly during the inquiry.
- Retaliation against the complainant or witnesses is not permitted.
- The ICC aims to ensure a safe, respectful, and harassment-free environment for all members of the college community.