



ABR COLLEGE OF ENGINEERING AND TECHNOLOGY

Affiliated to JNTU-Kakinada, Approved by AICTE, New Delhi

ISO 9001-2000 Certified Institution

CHINAIRLAPADU, Kandukur Road, Kanigiri Mandal

Prakasam Dist., (A.P.) Pin code: 523254 Cell: 9866461623

Website: www.abrcet.edu.in, E-mail: principal.hj@abrcet.edu.in, abrcet2008@gmail.com

Women Grievance & Redressal Committee

S.No.	Name of Faculty	Department	Status
1	S. MURALI	MBA	Chairman
2	K. L. NARAYANA	MECH	Member
3	G. CHAITANYA	H&S	Member
4	V. V. KRISHNA	ECE	Member
5	M. V. LAKSHMAIAH	EEE	Member

Function of the Committee:

- The committee's primary responsibility will be to investigate the complaints made by the college's female workers. Regardless matter whether the complaint is directed towards a female or male employee.
- All written complaints must be submitted to the committee with the complainant's correct signature. The complaints could be about anything from using unparliamentarily language to making unwanted remarks, making lewd statements, making jokes about someone's behaviour or character in public, using lewd gestures, trying to befriend a woman or female member with ulterior motives, treating a woman harshly after learning about her flaws or shortcomings and trying to take unfair advantage of the situation, and many other things that could be brought under the heading HARASSMENT (both mental and physical)
- They will review the complaint first.
- Make contact with the complainant and hold an open discussion regarding the complaint, its origin, the time the incidents occurred, the specifics of any nearby witnesses, and any potential future repercussions.



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- They will conduct an unbiased examination of the complaint complainant's personal history, peer group members, and other acquaintances, as well as her academic record and past experiences.
- The individual against whom the complaint has been filed, whether male or female, will be summoned as a further step when it is determined that the complaint has some merit and should be addressed.
- Let her/him know that there is a complaint against them;
- Make an effort to get all the information from them on the case.
- Obtain an explanation or report in writing.
- Put every discussion in writing.
- Make contact with any further witnesses or parties to obtain more information about the occurrence.
- Pay attention to what they have to say regarding the complainant and the target of the complaint.
- Put all of your thought processes onto writing.
- And determine whether there is a prima facie case and the complaint is upheld following a patient hearing and careful analysis of all the available information.
- If the committee determines that counselling both sides may resolve the issue, it would be prudent to adopt that course of action rather than exaggerating the problem.
- It may be ensured that at no point will the details of the individuals involved be made public, which could amount to further humiliation of the parties involved.
- The members shall maintain a calm and quiet composure and behave in an unbiased and impartial manner throughout all of these deliberations and proceedings.

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