LOYOLA ACADEMY DEGREE AND PG COLLEGE

(An Autonomous College affiliated to Osmania University)

Alwal, Secunderabad – 500010, Telangana

SEXUAL HARASSMENT PREVENTION CELL
INTERNAL COMPLAINTS COMMITTEE (SHPC-ICC)
ANNUAL REPORT — ACADEMIC YEAR 2025–26

Ref. No.: LA/SHPC-ICC/AR/2025-26/01
Date: 15.07.2026
Submitted by: Mrs. T. Swarna, Coordinator, SHPC-ICC

1. Preamble

This report presents a consolidated account of the composition, meetings, complaints handled, and preventive initiatives of the Sexual Harassment Prevention Cell – Internal Complaints Committee (SHPC-ICC) of Loyola Academy Degree and PG College, Secunderabad, for the Academic Year 2025–26. The Committee functions in accordance with the Supreme Court's Vishaka Guidelines (1997), the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

In the interest of confidentiality mandated under Section 16 of the POSH Act, 2013, the identities of complainants, respondents and witnesses have been withheld from this report and are referred to only by case number. Unredacted case files remain on record with the Coordinator and are available to the Management and statutory authorities as required.

2. Objectives of the Committee

- To prevent and prohibit sexual harassment of women students and employees on campus.
- To provide a safe, confidential and time-bound mechanism for redressal of complaints.
- To conduct prima facie assessment and detailed inquiry into complaints received, in keeping with principles of natural justice.
- To create awareness among students and staff regarding their rights and the redressal process.
- To recommend preventive and gender-sensitisation measures to the College Management.

3. Composition of the Committee

The Committee, as constituted for the College in line with the mandatory requirement that at least 50% of its members be women, continued to function during Academic Year 2025–26 under the coordination of Mrs. T. Swarna. Its composition is as follows:

S.No.	Name	Designation
1	Fr. Dr. A. B. Babu SJ	Principal (Chairperson)
2	Fr. Dr. M. Joseph Kumar SJ	Vice-Principal
3	Fr. M. Arul Jothi SJ	Vice-Principal
4	Fr. M. Prabhu SJ	Vice-Principal
5	**Mrs. T. Swarna**	Coordinator, SHPC-ICC; HOD, B.Com Analytics
6	Dr. G. Anitha Mary	Vice-Principal
7	Mr. V. Jagadish	Vice-Principal
8	Dr. T. Sai Mamatha	Asst. Professor in English
9	Dr. Kavitha Joshi	Dean, Management
10	Dr. T. Suchitra Naidu	Dean, Academics
11	Dr. K. Rama	IQAC Coordinator
12	Mr. C.V.R. Rudra Prasad	Legal Advisor
13	Head Boy & Head Girl	Student Representatives

4. Meetings Held

The Committee convened during the year to review complaints received and to determine the course of further action, as summarised below:

S.No.	Date	Venue	Agenda
1	17.07.2025	Conference Room, Loyola Academy Degree & PG College, Alwal, Secunderabad	Review of prima facie complaints received (Case Ref. Nos. 04, 05 and 06 of 2025) and determination of further course of action

5. Complaints Received and Prima Facie Case Reports

Three (3) complaints were received and processed by the Committee during the reporting period. For each, the Coordinator prepared a Prima Facie Case Report summarising the allegations, supporting a decision on whether the matter should proceed to a detailed inquiry. A summary is provided below, followed by case-wise observations.

Case No.	Ref. No.	Complaint Date	Complainant(s)	Nature of Complaint	Status
1	LA/SHPC-ICC/Rpt/2025/04	10.07.2025	Two students (joint complaint)	Teasing, verbal harassment, unwelcome physical contact and sexually suggestive remarks	Prima facie report submitted; referred for formal inquiry

Case No.	Ref. No.	Complaint Date	Complainant(s)	Nature of Complaint	Status
2	LA/SHPC-ICC/Rpt/2025/05	14.07.2025	One student	Stalking, repeated unwelcome contact, third-party harassment	Prima facie report submitted; referred for formal inquiry
3	LA/SHPC-ICC/Rpt/2025/06	N/A (report dated 16.07.2025)	One student	Verbal sexual harassment, intimidation, body-shaming, alleged institutional neglect	Prima facie report submitted; referred for formal inquiry

Case 1 (Ref. LA/SHPC-ICC/Rpt/2025/04)

A joint complaint was received from two students alleging a pattern of teasing, unwelcome physical contact and sexually suggestive remarks by a fellow student across multiple settings, including inside the classroom and on the college campus. The Committee noted that the allegations were repetitive, involved more than one complainant reporting a similar pattern of behaviour, and included language amounting to verbal sexual innuendo, which strengthened the prima facie case.

Case 2 (Ref. LA/SHPC-ICC/Rpt/2025/05)

A complaint was received alleging repeated unwelcome contact, stalking on campus, and third-party harassment (the accused enlisting a friend of the complainant to arrange contact). The Committee's prima facie assessment found the continuous and escalating nature of the conduct, along with the complainant's reported distress, sufficient to constitute a pattern of harassment warranting further inquiry.

Case 3 (Ref. LA/SHPC-ICC/Rpt/2025/06)

A detailed complaint was received alleging sustained verbal sexual harassment, intimidation, threats of character assassination and body-shaming by a fellow student, corroborated by multiple named witnesses. The complaint also raised concerns of institutional neglect, stating that an initial report made to a class teacher and a Head of Department was not acted upon and that the complainant felt blamed rather than supported. The Committee found the complaint specific, consistent, and prima facie made out, and separately flagged the need to review how initial disclosures made to faculty and HoDs are handled.

6. Committee Observations

- All three cases involved allegations of a repetitive nature rather than isolated incidents, occurring across classrooms, campus common areas and, in one case, near student hostels.
- Verbal sexual innuendo and unwanted physical contact featured as recurring elements across the complaints.
- Case 3 highlights a gap in first-response handling by teaching staff and HoDs, indicating a need for mandatory sensitisation of faculty on the correct redressal protocol under the ICC framework.
- In all three cases, the Committee found sufficient prima facie grounds to proceed to a detailed inquiry under the principles of natural justice, affording both parties the opportunity to be heard.

7. Preventive and Awareness Measures Recommended

Arising from the year's case load and observations, the Committee recommends the following measures for implementation during the remainder of Academic Year 2025–26:

- An orientation session for all first-year students on the role of the SHPC-ICC, the definition of sexual harassment, and the complaint procedure.
- A mandatory sensitisation workshop for teaching and non-teaching staff on their obligation to report and appropriately handle disclosures of harassment, in response to the gap identified in Case 3.
- Visible display of the Committee's composition and contact details (including the Coordinator's contact) on notice boards and the College website.
- Periodic (at least once a semester) awareness sessions for students on safe and respectful campus conduct.

8. Conclusion

During Academic Year 2025–26, the SHPC-ICC received and processed three complaints, preparing prima facie case reports for each and referring all three for detailed inquiry. The Committee remains committed to ensuring a safe, gender-sensitive and harassment-free environment at Loyola Academy Degree and PG College, and will continue to strengthen preventive and awareness measures alongside its redressal function.

Prepared and Submitted by:
Mrs. T. Swarna
Coordinator, SHPC-ICC
Loyola Academy Degree and PG College, Secunderabad – 500010

Annexure: Photographs of Committee Meeting held on 17.07.2025



Members of the SHPC-ICC in session, Conference Room, Loyola Academy, Alwal, Secunderabad



Committee members reviewing case documentation