

Grievance Redressal Committee has been bifurcated as Employee Grievance Committee (EGC) and Student Grievance Committee (SGC); Sexual Harrasment Cell is coined as Internal Complaints Committee

1. General Grievance Committee:

The primary objective of the Grievance Committee is to develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the institute.

Grievance means and includes, complaint(s) made by an aggrieved Faculty/Staff Members(s)/Student in respect of the following services related matters namely:

1. Withholding of, or refusal to return, any document in the form of certificates of degree, diploma, experience certificate, relieving order or any other award or other documents deposited for the purpose of seeking appointment in such institution.
2. Non-payment of salaries/wages and or benefits or any other allowances or dues etc' during service or retirement/resignation.
3. Discrepancies between their wages and /or benefits and other members of staff in similar roles/experience
4. Termination without giving any reason or notice or memorandum
5. Any other liability which is directly connected with their service and causing financial loss any harm or trauma.

A complaint from an aggrieved faculty/staff member relating to the institution shall be addressed to the chairperson, General Grievance Committee (GGC)

Employee Grievance Committee (EGC):

The Employee Grievance Committee (EGC) desires to provide a secure and contented environment to all the staff. Upholding the dignity of the College by ensuring conflict free atmosphere in the College through promoting cordial relationship among the members of the Institution.

EGC Composition:

S.No.	Name of the Person	Designation and Address	Role in IEC-AITS
1.	Dr. C. Nadhamuni Reddy	Principal, AITS, Tirupati	Chair Person
2.	Dr. N. Pushpalatha	Professor and Head of ECE, AITS	Member
3.	Mr. A. Anil	Asssistant Professor Head of CE, AITS	Member

4.	Dr. R. Murugesan	Professor and Head of EEE, AITS	Member
5.	Mr. B. Ramana Reddy	Associate Professor and Head of CSE, AITS	Member
6.	Dr. K. Navaz	Associate Professor and Head of AI&DS, AI&ML, AITS	Member
7.	Dr. B. Ramachandra	Assistant Professor and Head of HBS, AITS	Member
8.	Dr. K. Haritha	Professor And Head of MBA, AITS	Member
9.	Mr. M. Balaji	Assistant Professor, Dept. of ME, AITS	Member
10.	Mr. A. Ramprasad Raju	Dept. of PET	Member
11.	Mr. T. Niranjan Reddy	Admin office	Member

Functions:

- To encourage the faculty to express their grievances / problems freely and frankly, without any fear of being victimized.
- To enable a Employee to express feelings by initiating and pursuing the grievance procedure in accordance with the rules and regulations of the College.
- To enquire and analyse the nature and pattern of the grievances in a strictly confidential manner.
- To ensure effective solution to the Employee grievances with an impartial and fair approach with genuine inquiry and analysis.
- To make higher officials of the College responsive, accountable and courteous in dealing with the Employee.
- To guide ways and means to the Employee to redress their problems.
- Redressal of Employee Grievances to solve their academic and administrative problems.
- The Grievance Committee is also empowered to look into matters of harassment. Anyone with a genuine grievance may approach the coordinators of the Employee Grievance Committee.
- Suggestion / complaint Box is installed in front of the Administrative Block in which the Employee, who want to remain anonymous, put in writing their grievances.

- Harrasment of the lady Employee within the campus is strictly banned, any gestures or signs or language criticizing, stocking and mocking is subjected to the misconduct of the behavior and is accountable for filing complaint in the women protection committee.
- The committee will give report for every two months to the authority about the cases attended and the number of pending cases, if any, which require direction and guidance from the higher authorities.