



KAUTILYA SCHOOL OF PUBLIC POLICY

GITAM (Deemed to be University)

Rudraram, Patancheru Mandal

Hyderabad, Telangana 502329

Annual Report of the Internal Committee, KSPP, for the Academic Year 2025-26

Introduction

A decision to constitute a Committee Against Sexual Harassment of the Kautilya School of Public Policy, GITAM (deemed to be university) was taken in the Academic Meeting on 22 September 2022. The Committee Against Sexual Harassment (CASH) of the Kautilya School of Public Policy, GITAM (deemed to be university) came into being on 18 October 2022. On 22 February 2023, the CASH was renamed to the Internal Complaints Committee (ICC) as per the notification from the Ministry of Human Resource Development 2016, followed by its transition to Internal Committee (IC) under the Repealing and Amending Act, 2016.

The responsibilities of the IC is to receive and process complaints of sexual harassment. This annual report is presented to the Dean as per the KSPP Policy on Sexual Harassment.

Composition

The composition of the IC at the end of the academic year 2025-26 is as follows:

1. Dr. Kanica Rakhra (Presiding Officer and KSPP faculty)
2. Dr. Vishnu S Pillai (KSPP faculty)
3. Dr. Ajay Kumar (GITAM faculty)
4. Dr. A. Suneetha (External Member)
5. Ms. Gayatri Kezhepat (Program Manager- Minor)
6. Ms. Gracy Singh (Academic Associate)
7. Ms. Anagha T V (PhD student)
8. Mr. Kabra Md Moin Md Harun (2nd year student)
9. Ms. Varade Tejaswini Dattu (1st year student)

Additionally, the following have been members of the IC in the first semester of the academic year 2025-26:

1. Dr. Vasudha Katju
2. Dr. Amrendra Pandey
3. Ms. Ranjeeta Sinha
4. Ms. Pinaki Gakhar
5. Ms. Jisna Sabu

Activities / Updates of the IC in the academic year 2025-26

- A revised policy on sexual harassment was submitted to Dean on 16 June 2025 and to all external faculties (of Term 1 and 4) on 25 July 2025.¹
- In line with other revisions, the IC email address was changed to ic@kspp.edu.in on 23 July 2025. The change was reflected in the policy document uploaded on the website as well as on the KSPP notice board.
- The election of student representatives to IC was conducted on 12th and 14th August 2025. Ms. Anagha T V (PhD candidate), Ms. Varade Tejaswini Dattu (2027 batch) and Kabra Md Moin Md Harun (2026 batch) were elected unopposed following the receipt of their nominations via email on 11 August 2025.
- The policy was shared to all external faculties (of Term 2 and 5) on 04 November 2025.
- Ms. Ranjeeta Sinha (admissions manager) resigned from the committee on 28 July 2025. Following her resignation, Ms. Pinaki Gakhar (program assistant) joined the committee. Subsequently, in the first week of January 2026, Ms. Pinaki Gakhar resigned from the office and Ms. Gracy Singh (academic associate) joined the committee.

¹ A Training session and Policy revision workshop was conducted on 22 and 23 January 2025. It was recommended that KSPP's CASH be updated as per the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013. In the revised policy, complaints of sexual harassment may **only** be made by women. If any men or persons of other genders wish to make a complaint of sexual harassment, they may approach the Disciplinary Committee. Additionally, the KSPP committee on Sexual Harassment was **renamed** from Internal Complaints Committee (ICC) to Internal Committee (IC).

- In line with the requirements of IC to meet once every trimester, a meeting was held on 24 April 2026. The discussion focussed on how sensitization processes need to be incorporated since ICC and CASH, earlier versions of the IC, were undertaking sensitization sessions². All members agreed that sensitisation should not be compromised and it was suggested that the student members of the team take up this responsibility for the coming academic year.

Sensitisation Programmes:

1. MPP Orientation on 17 July 2025

As a part of the orientation programme, students were briefed about Annexure K in the student handbook. All committee members were present and introduced themselves, followed by a few exchanges with the students. It was also stated that only women can file complaints with the IC. Men and transgender individuals are to approach the Disciplinary Committee.

2. Minor Orientation on 23 Dec 2025

Orientation session for the first batch was conducted on 7 January 2025 and the second batch on 23 Dec 2025. Students were informed that if IC is to receive a complaint of sexual harassment from someone under 18, the IC is not legally authorized to investigate or resolve it. Instead, the institution is legally required to immediately report the matter to the Special Juvenile Police Unit (SJPU) or the local Police Station.

3. MBA students for MPP elective on 11 March 2026

MBA students enrolled in the Term 3 course, Emerging Security Challenges. A sensitization session was held for their benefit to understand the policy and its implementation process.

² Following the January 2025 meeting, it was learnt that the committee receiving complaints cannot conduct sensitization as it may have some overlap that could be problematic in the long run. Thus, the revised policy of IC states this committee is only to receive and process the complaints.

IC meetings took place on the following dates:

1. 18th September 2025

Members Present : Dr. Vasudha Katju , Dr. Amrendra Pandey, Dr. Ajay, Ms. Suneetha, Ms. Pinaki Gakhar , Ms. Jisna Sabu, Ms. Gayatri Kezhepat.

Dr. Kanica Rakhra and Dr. Vishnu S. Pillai were present to understand the transition process.

2. 8th January 2026

Members Present : Dr. Kanica Rakhra, Dr. Vishnu S Pillai, Dr. A. Suneetha, Ms. Gayatri Kezhepat, Mr. Kabra Moin and Ms. Tejaswini

3. 20th January 2026

Members Present : Dr. Kanica Rakhra, Dr. Vishnu S Pillai (online), Dr. A. Suneetha (online), Ms. Gayatri Kezhepat, Mr. Kabra Moin, Ms. Tejaswini, Ms. Anagha T.V., Dr. Ajay Kumar and Ms. Gracy Singh

4. 24th April 2026

Members Present : Dr. Kanica Rakhra, Dr. Vishnu S Pillai, Dr. A. Suneetha (online), Ms. Gayatri Kezhepat, Ms. Tejaswini, Ms. Anagha T.V. and Dr. Ajay Kumar

Complaints

1. Number of complaints received: One
2. Number of complaints resolved: One
3. Number of complaints pending: Nil