

FIREBIRD INSTITUTE OF RESEARCH IN MANAGEMENT

INTERNAL COMPLAINTS COMMITTEE (ICC)

Firebird Institute of Research in Management firmly believes in fostering a work environment that is free from discrimination and harassment. To ensure that all employees, faculty members, and students are treated with dignity and respect, the institution has constituted an Internal Complaints Committee (ICC).

Objective: The objective of the committee is to ensure a discrimination-free campus and workplace. The ICC is committed to creating a safe and supportive environment for all members of the community.

Composition

The members of the committee are drawn from the following categories:

- Director, Professors, Assistant Professors
- Librarian
- Accountant
- Student Representatives

Internal Complaints Committee Members (2026-27)

S.No	Name	Present Designation	Role	Mobile Number	E-mail ID
1	Dr. P. Srinivas Rao	Director	Chairman	9900936467	director@firebird.ac.in
2	Dr. N. Nirmala Devi	Associate Professor	Member	9942235426	nirmaladevi.n@firebird.ac.in
3	Dr. K. Sangeetha	Associate Professor	Member	9791849152	sangeetha.k@firebird.ac.in
4	Mr. Balamurugan M.	Assistant Professor	Member	7904070856	m.balamurugan@firebird.ac.in
5	Mr. S. Rengaraju	Librarian	Member	9500850900	Librarian@firebird.ac.in
6	Ms. Suganya Kumari R.	Accountant	Member	7904069426	accounts@firebird.ac.in
7	Ms. Akshaya D.	Representative of Students	Member	7904567383	Akshaya.d@firebird.net.in
8	Ms. Nandini Joshi	Representative of Students	Member	8367282381	nandini@firebird.net.in

S.No	Name	Present Designation	Role	Mobile Number	E-mail ID
9	Mr. Jana R.	Representative of Students	Member	8838193447	janar@firebird.net.in
10	Ms. Lavanya V.	Representative of Students	Member	9344978532	lavanya@firebird.net.in

Key Responsibilities

The key responsibilities of the committee include:

- The ICC accepts complaints from any individual experiencing discrimination, harassment, or unfair treatment.
- It investigates all complaints promptly, impartially, and confidentially.
- The ICC maintains strict confidentiality throughout the complaint handling process.
- It takes appropriate action to address violations in accordance with statutory guidelines.
- Ensures all processes align with legal and institutional requirements.