

Sri Aurobindo Institute of Medical Sciences, Indore

GENDER HARASSMENT COMMITTEE

(INTERNAL COMPLAINT COMMITTEE – ICC)

As per the guidelines of Hon'ble Supreme Court of India, the following 'Gender Harassment committee' (Internal Complaint Committee) has been constituted in this institution to sensitize the employees and the students regarding the menace of gender harassment. A wide publicity will be given to the objectives of this committee, the protocol for lodging the complaint and redressal of the grievance of the complainant. Provision would be there to give punishment to the erring person, to the extent of lodging an FIR.

The names of the member of the committee are:

| Name | Department | Designation | Email ID / Contact No. |
|----------------------|---|--------------------|---|
| Dr. Rupa Chhapparwal | Professor, Anatomy | Presiding Officer | nidhiparth@yahoo.com 9200143299 |
| Mrs. Mahima Jain | Asst. Manager (HR) | Convener | mahima.jain@saimsonline.com 9826037075 |
| Dr. Dolly Behl | CEO (Admin) | Member | dolly.behl@saimsonline.com 9826052844 |
| Mr. Nikhil Pandey | Advocate | Member | nikhilpandey83@yahoo.co.in 9826267474 |
| Mrs. Meena Chaphekar | Advocate | Member | meenaschaphekar@gmail.com 9926077927 |
| Dr. Srikanth M Reddy | Professor & Head, Psychiatry & HR Chairperson | Member | skanthreddy@gmail.com 9752114020 |
| Dr. Sanjay Datey | Professor, General Surgery | Member | datesanjai@rediffmail.com 9755468631 |
| Mrs. Aruna Lele | Nursing Superintendent | Member | arunalele1964@gmail.com 9302347007 |
| Mrs. Rakhi Patwa | Aaya Bai | Member | 9977145252 |

As per the rulings and guidelines of Hon'ble Supreme Court of India, 1997 the following is excerpted for the convenience of the member of the above committee:

SUPREME COURT RULING :

SEXUAL HARASSMENT AT THE WORKPLACE:

In 1997, the Supreme Court acknowledged and addressed the matter of sexual harassment at the workplace. The judgment formed mandatory sexual harassment prevention guiding principles for the workplace, applicable all over India. The understanding and information about it can lead to a workplace free of sexual harassment for all persons.

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Sexual harassment injects the most humiliating sexual stereotypes into the common work settings and always represents a deliberate assault on a person's personal privacy.

WHAT CONSTITUTES SEXUAL HARASSMENT AND VIOLENCE AT THE WORK PLACE?

The Supreme Court's order states that sexual harassment is any unwelcome:

- Physical contact and advances.
- Demand or request for sexual favors
- Sexually colored remarks
- Display of pornography
- Any other unwelcome physical, verbal or nonverbal conduct of a sexual nature
- Violent conduct or treatment or unlawful use of force.

Harassment can take the appearance of banter i.e. teasing, mockery, joking, repartee, wit, chitchat, etc. or even take on the shape of unwelcome physical contact. At times, a boss may bring into play sexually tinged language with a colleague; order for a meeting after office hours for a relaxed and peaceful dinner for two, or threaten career options by means of sexual harassment. Basically it is any unwelcome word or actions of sexual temperament. For example:

- Rebuff of payment or official endorsement in the absence of sexual favors.
- Pornographic pictures/ messages displayed on desks, boards or sent by email.
- Comment made about personal appearance and dress.
- Colored jokes shared in the office that make others feel uncomfortable.

Realize that sexual attention becomes harassment when it is "unwelcome". Whether the performer deliberately sexually harasses another is not the concern. How the critical because of the subjective characteristic of sexual harassment? It is vital to comprehend what distinguishes sexual harassment from "friendly" behavior. Friendly behavior is welcome and reciprocated.

Precautionary measures are sure to assist in building of a more industrious and focused work environment where employees are comfortable and secure. Knowing and understanding that sexual harassment is about exercising power and control by embarrassing and by embarrassing and by pressuring will help in understanding and dealing with complexities of this concern.

WHETHER THE SUPREME COURT GUIDELINES APPLY TO OUR CAMPUS?

All government and private sector organizations, hospitals, universities and unorganized sector come under the purview of these guidelines. Women, who either draw a regular salary, receive an honorarium or work in a voluntary capacity will in particular benefit from these guidelines. The lady student, whether a student of any school or a research fellow, are covered under this.

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PROCEDURE FOR SUBMITTING ONLINE COMPLAINT TO INTERNAL COMPLAINT COMMITTEE, SAMC & PGI, INDORE

STEP-1

The complaint is to be emailed to; help@saimsonline.com or whatsapp to Presiding Officer (Mob.No. 9200143299).

STEP-2

Upon receiving the complain, the Internal Committee Members will immediately call for a meeting.

STEP-3

The complaint will be reviewed and after thorough discussion, the accused will be call upon to present his part of defense.

STEP-4

Upon discussion, the ICC will decide upon the action to be taken against the accused which will vary from case to case.