



TAGORE MEDICAL COLLEGE & HOSPITAL

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(Affiliated to the Tamil Nadu Dr.MGR Medical University & Recognized by the Ministry of Health & Family welfare. Govt. of India New Delhi)

GENDER HARASSMENT COMMITTEE	Policy No : 12
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	No of Page : 1- 4
	Date : 23/02/2023
Next revision	2026

Policy	GENDER HARASSMENT COMMITTEE
Objective(s)	<ul style="list-style-type: none">• To prevent discrimination and sexual harassment against women, by promoting gender equity among Students/Staff.• To address cases of discrimination and sexual harassment against women in a time bound manner.• To recommend appropriate punitive action against the guilty.• To organize gender sensitization awareness programmes.
Principle(s)	The committee is constituted to prevent or deter the commission of acts of sexual harassment and provide procedures for resolution, settlement or prosecution of acts by taking all steps required and foster a respectful and safe campus environment through awareness about sexual harassment.
Definition	<p>According to the Supreme Court guidelines Sexual harassment can be defined as “unwelcome” sexually determined behaviour (whether directly or by implication) as:</p> <ul style="list-style-type: none">• Physical contact and advances• Demand or request for sexual favors• Sexually colored remarks• Showing pornography• Any Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. <p>Apart from those mentioned above, the following are also considered as sexual harassment and are to be addressed by the committee:</p> <ul style="list-style-type: none">• Eve-teasing & Unsavory remarks

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	<ul style="list-style-type: none">• Jokes causing or likely to cause awkwardness or embarrassment• Innuendos and taunts, Gender based insults or sexist remarks• Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like• Touching or brushing against any part of the body and the like• Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings• Forcible physical touch or molestation and Physical confinement against one's will and any other act likely to violate one's privacy.
Procedure with SOP	<p>The committee against Gender Harassment was constituted in line with the directions of the Supreme Court Judgement and as per the guidelines issued by Medical Council of India for effective enforcement of the basic human right of gender equality and more particularly against sexual harassment at the College/Hospital.</p> <p>Procedure for Approaching the Committee:</p> <p>The Committee deals with issues relating to sexual harassment. Any complaint on discrimination or sexual harassment may be brought to the notice either in person or over phone or through petition either to the Chairperson/Dean or Convener or to any of the Members of the Committee.</p> <p>Where sexual harassment occurs as a result of an act or omission by any third party or outsider, all steps necessary and reasonable will be taken to assist the affected person in terms of support and preventive action.</p> <p>Instructions to be given for those who feel to be sexually harassed:</p> <p>Dos:</p> <ul style="list-style-type: none">• Know your rights – Should be aware that sexual harassment is illegal and prohibited• Speak up – Should try telling the person to stop and state clearly and firmly that the particular behavior should be ceased.• Get information and support – If unable to speak up, should ask the

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	<p>friends for help and bring it to the notice of the College authorities without further loss of time.</p> <ul style="list-style-type: none">• Keep records that might be useful for pursuing the case. <p>Don'ts:</p> <ul style="list-style-type: none">• Not to blame oneself for being sexually harassed• Never ignore an act of harassment• Do not delay or hesitate to seek help <p>Disciplinary Action:</p> <p>Where such conduct amounts to misconduct appropriate disciplinary action should be initiated with time bound treatment of complaints. The complaints will be kept strictly confidential and will be enquired by the Committee and grievances if any will be timely redressed and proper action will be taken against those found guilty.</p> <p>An employee found guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions:</p> <ul style="list-style-type: none">• Suitable warning / condemnation• Concealment of increments.• Demotion to lower service, grade or post.• Compulsory retirement.• Removal from service, or Dismissal from service. <p>A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions:</p> <ul style="list-style-type: none">• Concealment/withdrawal of scholarship/fellowship and other benefits.• Rustication from College for a period up to a certain period or Expulsion from the College.
Frequency	3 Years
Related documents	As Per the Norms
Custodian	IQAC Coordinator


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Prepared by	Verified by	Approved by
 Gender Harassment Committee Secretary	 IQAC Coordinator	 DEAN TAGORE MEDICAL COLLEGE & HOSPITAL RATHINAMANGALAM, MELAKOTTAIYUR POST, Chennai-600 127.



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