



SREE GOKULAM MEDICAL COLLEGE & RESEARCH FOUNDATION

(A UNIT OF FOUNDATION OF NON-RESIDENT INDIANS)

SGMCRF/C1/GHGRC/2012

22/01/2024

PROCEEDINGS OF THE PRINCIPAL

Sub: Gender Harassment Grievance Redressal Committee re – Constituted – reg

Gender Harassment Grievance Redressal Committee is re -constituted with the following members w.e.f 20/01/2024

1. Dr. Lalitha Kailas Chairman Principal	Chairman
2. Dr. Gayathri Madhu, Assistant Professor, Dept. of Psychiatry	Convener
3. Deputy Medical Superintendent	Member
4. Dr. Geetha O, Professor & Head, Dept. of Forensic Medicine	Member
5. Dr. Bindhu Thampi, Professor, Dept. of Ophthalmology	Member
6. Dr. Simi S M, Professor, Dept. of Dermatology	Member
7. Mrs. Santha Nair, Nursing Superintendent	Member
8. Mr. Kiran N, UG Student, College Union Chairman	Member




PRINCIPAL

Sree Gokulam Medical College &
Research Foundation, Venjaramoodu
Thiruvananthapuram-695 607

Sree Gokulam Medical College & Research Foundation

Gender Harassment Grievance Redressal Committee

A. Composition of the Committee

As per the Supreme Court Judgment and guidelines issued in 1997 to combat sexual harassment, violence against women and ragging and to provide a conducive atmosphere on the campus of the Sree Gokulam Medical College, Venjaramoodu, a 'Gender Harassment Grievance Redressal Committee is constituted with the following members consisting of teaching and non-teaching staff and residents representatives:

1. Dr. Lalitha Kailas (Principal)	Chairman
2. Dr Rajesh Vijayan (Deputy Medical Superintendent)	Member
3. Dr O. Geetha (HOD, Forensic Medicine)	Member
4. Dr Bindu Thampi (Professor of Ophthalmology)	Member
5. Dr Simi. S M (Professor of Dermatology)	Member
6. Dr Gayathri Madhu (Assistant Professor, Psychiatry)	Convener
7. Mrs. Santha Nair (Nursing Superintendent)	Member
8. Mr. Kiran (College Union Chairman)	Member

B. THE OBJECTIVES OF THE COMMITTEE ARE:

- To prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- To make recommendations to the Convener / and or Dean for changes / elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.
- To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
- To recommend appropriate punitive action against the guilty party to the Convener / and or Dean.

C. PROCEDURE FOR APPROACHING COMMITTEE

The Committee shall deals with issues relating to gender/ sexual harassment at Sree Gokulam Medical College & Hospital campuses. It is applicable to all students, staff and faculty. A complaint of gender discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the Dean, Medical Superintendent or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.

D. ACTS OF SEXUAL HARASSMENT:

It is defined that according to the Supreme Court guideline Sexual harassment can be defined as “unwelcome” sexually determined behaviour (whether directly or by implication) as:

- Physical contact and advances;
- Demand or request for sexual favours;
- Sexually coloured remarks;
- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

THE FOLLOWING FURTHER ACTS / COMMISSIONS also comes under the ambits of sexual harassment and is within the purview of the committee:

- Eve-teasing,
- Unsavoury remarks,
- 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)
- Touching or brushing against any part of the body
- 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.

D. Frequency of Meetings:

As required

E. Tenure of the Committee:

Committee functions for 5 years