



# SREE GOKULAM MEDICAL COLLEGE & RESEARCH FOUNDATION

(A UNIT OF FOUNDATION OF NON-RESIDENT INDIANS)

SGMCRF/C1/WC/2022

22/01/2024

## PROCEEDINGS OF THE PRINCIPAL

Sub : Womens Committee constituted – reg

The Womens Committee is re-constituted with the following members w.e.f 20/01/2024.

- |   |             |
|---|-------------|
| 1. Dr Lalitha Kailas, Principal                                   | Chairperson |
| 2. Dr Shaila S, Professor & Head,<br>Dept. of OBG                 | Convener    |
| 3. Dr Chinchu Chandran,<br>Asst. Professor, Dept.of Anatomy       | Member      |
| 4. Dr. Bhavani L Nair<br>Asso. Professor, Dept.of OBG             | Member      |
| 5. Dr. Divya R Prasad<br>Professor, Dept. of OBG                  | Member      |
| 6. Dr.Harsha Lais<br>Asst. Professor, Dept. of Community Medicine | Member      |



  
**PRINCIPAL**

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

# Sree Gokulam Medical College & Research Foundation

## Women's Committee

### A. Composition of the Committee:

1. Principal	Chairperson
2. Professor & Head, Dept of OBG	Convener
3. Lady Faculty Members 5-9	Members

### B. Statement of Purpose:

The Women's Committee strives

- To create a better society by empowering women.
- To create awareness of the woman's rights.
- To promote gender and social equality through initiatives that support women's professional development
- To address gender-based challenges and create a platform for dialogue on issues affecting women in various spheres of life, fostering an inclusive environment
- To promote more cultural space for women to foster a distinctive identity of their own.

### C. Objectives / Functions of the Committee:

#### I. Professional Development:

- Facilitate programs and initiatives that promote the professional growth and advancement of women and to provide psychological support.

- The provision of opportunities and programs for women to be financially, psychologically and emotionally empowered so as to promote their growth as individuals in their own right.
- To make them aware of the guidelines of the supreme court and to ensure that sexual harassment is treated as an unacceptable social behaviour within the institution and the society.
- To conduct seminars, workshops to impart knowledge of opportunities and tools available.
- To inculcate entrepreneurial attitude among young girls so that they will be "Job creators" rather than "Job Seekers".
- Try to advocate small scale financial help among faculty or staff inside hospital/college.

## **II. Support Systems:**

- Establish support mechanisms to provide guidance and assistance for those facing gender-based challenges.

## **III. Awareness Campaigns:**

- Organize awareness campaigns and events to educate the community about gender related issues and the importance of equality, fostering a culture of respect and inclusivity.

### **Mentorship Programs:**

- Establish and promote mentorship programs to provide guidance and support for female students in the institution, helping them navigate their medical journey.

## **IV. Research:**

- Promote research to identify gender specific trends and issues faced by women within the organization/community, using findings for targeted interventions and improvements.

## **V. Advocacy for Gender Equality:**

- Work towards creating awareness and advocating for gender and social equality.

## **D. Powers / Duties of the committee:**

- Policy Advocacy: Promoting policies and initiatives that support gender equality, women empowerment, Health and Wellness including stress management, mental health awareness and work -life balance.
- Addressing Grievances: Handling grievances related to gender discrimination or harassment and ensure appropriate measures are taken.
- Promoting Mental and physical health
- Advocating for equal opportunities for both male and female students, faculty and staff within the organization, antenatal and postnatal females, outpatient females, females of all age groups in nearby community and schools etc

## **E. Support services:**

- Implementing support services such as counselling, healthcare (prenatal and postnatal females, teenage mental and psychological support, old age related mental and physical support);
- Childcare facilities (creche inside campus), to address specific needs of women (any kind of abuse in the institution - addressing a helpline number to register for a complaint),
- Breast feeding room nearby outpatient departments, women friendly campus (increasing the number of washrooms and sanitary disposal corners)
- Create a cell for counselling patients , students and female staff.
- Curriculum Review: Review and recommend changes in curriculum to ensure gender sensitivity and inclusivity.
- Representation in Decision making: Ensuring representation of women in key decision-making bodies and committees within the institution.

- **Organizing Awareness Programs:** Conducting awareness programs on gender related issues, health disparities and engaging in community outreach programs that address women health issues.
- **Social, mental and psychological support** to mothers having special kids at home
- **Resource Allocation:** Recommending and overseeing the allocation of resources for facilities and programs that benefit women in the institution.
- **Visibility and Recognition:** Promoting the achievements and contributions of women through awards, recognition ceremonies and highlighting success to inspire others.
- **Schedule monthly meetings** under the leadership of the convener to discuss ongoing initiatives, share updates, address concerns and plan future activities.

#### **F. Procedure to register complaints**

1. The student can contact any member of the committee to register the complaint.
2. The complaint should be submitted in written form and submitted to the concerned committee
3. Recognizing the sensitivity of certain issues, an anonymous reporting option to encourage open communication will be provided.
4. A standardized complaint form is available, outlining the necessary details to be included. This includes information on the nature of the complaint, time, date, location and other supporting evidence.
5. Clearly communicate the submission process, including instructions on where and how to submit complaints. The committee shall acknowledge all submitted complaints.
6. The committee ensures strict confidentiality throughout the complaint resolution process to safeguard the privacy of those involved.
7. Upon receiving a complaint, an initial assessment will be conducted by the members to gauge the seriousness of the issue and determine the appropriate course of action.
8. An impartial investigation will be initiated, involving interviews, evidence collection and consultation with relevant parties.

9. The committee is dedicated to working towards a fair resolution. Once resolved, the outcome will be communicated to the complainant, ensuring transparency.

10. We encourage feedback from complainants to continually enhance our procedures. Regular reviews will be conducted to identify areas of improvement and ensure effectiveness of our complaint resolution process.

**G. Frequency of Meetings:**

Monthly once

**H. Tenure of the Committee:**

Three years