



Narayan Medical College & Hospital

(Unit of Deo Mangal Memorial Trust)
(Affiliated to Veer Kunwar Singh University)

Letter No:-NMCH/PO/16/04(A)

Date: -01/01/2016

NOTIFICATION

Guidelines of the Hon'ble Supreme Court against Sexual Harassment (GSCASH)

The international conventions on Elimination of All Forms of Discrimination against Women (CEDAW) defines sexual harassment in its Article 23 reproduced below:

"Sexual harassment included such unwelcome sexually determined behavior as physical contacts and advances, sexually coloured remarks, showing pornography and sexual demands, whether by words or actions. Such conduct can be humiliating and may constitute a health and safety problem it is discriminatory when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment including recruiting or promotion, or when it creates a hostile working environment. Effective complaints procedures and remedies, including compensation, should be provided".

Unwelcome sexual deviances, request for sexual favors and other verbal other physical conduct constitutes sexual harassment when:

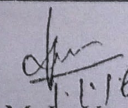
- Submission to that conduct is made either explicitly or implicitly a term or condition of an individual's employment or education.
- Submission rejection of such conduct is used as a component of the bases for employment or academic decisions affecting that individual.
- That conduct as a purpose or effect of substantially interfering with on individual's work or academic performance or effect of substantially interfering with an individual's work educational or living environment.

NARAYAN MEDICAL COLLEGE & HOSPITAL POLICY AGAINST SEXUAL HARASSMENT

1. It is the policy of Narayan Medical College & Hospital that no member of the institution community may sexually harass another. This policy is based on the guidelines laid down by the Hon'ble Supreme Court of India in its 1997 ruling on the Vishaka vs State of Rajsthan Petition.
2. Any employee or student may be subject to disciplinary action for violation to this policy. Punitive action may include the full range of disciplinary action up to and including removal from the institution. Serious view will be taken of any act that seeks to prejudice the enquiry procedures or GSCASH.
3. Complaints can be field to the Committee (contact details given below) or through any other administrative channel. Third party complaints will also be entertained. The identity of the complainant will in all cases remain strictly confidential.
4. Following is the composition of Gender Harassment Committee.

GENDER HARASSMENT COMMITTEE

S. No.	Name	Designation	Department	Mobile No.
1	Dr. M. L. Verma	Principal (Chairman)	-	9771617200
2	Dr. (Mrs) Manjushri	Professor	Microbiology	9431223242
3	Dr. M. M. P. Singh	Professor	Microbiology	9431224137
4	Dr. Ramadhar Tiwary	Professor	Obs & Gynae	9934750349
5	Dr. Nirupama Verma	Professor	Physiology	9431224363
6	Dr. Sohana Mahapatra	Associate Professor	PSM	9572196635
7	Dr. Sadhana Singh	Assistant Professor	Obs & Gynae	9430887322


(Dr. M. L. Verma)
Principal