

Ref.No. SAES/TRRIMS/GHC/151019/01


Date: 15/10/2019

## GENDER HARASSMENT COMMITTEE

In today's India, there has been an increase in introducing an institutional mechanism to deal with sexual harassment cases at work place as per Vishakha guidelines (1997) in the aftermath of various incidents of sexual harassment. Vishaka Guidelines were stipulated by the Supreme Court of India, in Vishaka and others vs. State of Rajasthan case in 1997, regarding sexual harassment at workplace. The court stated that these guidelines were to be implemented until legislation is passed to deal with the issue.

The guidelines suggest creation of a complaint mechanism for redressing complaints. The complaints committee should be headed by a woman and half of its members should be women. To prevent the possibility of any undue pressure or influence, the committee should involve a third party, either an NGO or anybody who is familiar with sexual harassment issues.

In lieu with the above guidelines TRR Institute of Medical Sciences has constituted a Committee against Sexual Harassment in 2019 which will be for both employees and students of the Institute.



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SANGAREDDY (DIST), T.S - 502 319

## Objectives:

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

For this purpose, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

1. Physical contact and advances.
2. A demand or request for sexual favours.
3. Sexually coloured remarks.
4. Showing pornography.
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

## The objectives of the Committee will be as follows:

- To prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees
- 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



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## Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment at the TRR Institute of Medical Sciences. It is applicable to all the students, staff and faculty. A complaint of 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 Director/ Chairman of the Institution or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.

Here it should be noted 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 favors
- Sexually colored remarks
- Showing pornography
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature (Vishaka judgment by Supreme Court)
- To recommend appropriate punitive action against the guilty

The following are also considered as sexual harassment and is covered by the committee:

- Eve-teasing
- Unsavory 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) 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
- Physical confinement against one's will and any other act likely to violate one's privacy



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Date: 15/10/2019

## GENDER HARASSMENT COMMITTEE -01

### Composition of the Gender Harassment Committee

The Committee consists of members of the faculty, legal expert, service staff and students' representatives.

The members of the committee for the current academic year are:

Sl. No	Name	Committee	Designation
1	Dr. P V Nandakumar Reddy	Member Secretary	Dean / Principal
2	Dr. Meenakumari Pradeep Bhatt	Convenor	Professor & HoD, OBG
3	Dr. B G Patil	Convenor	Professor, Anatomy
4	Dr. Pathan Minhaj	Member	Professor & HoD, Physiology
5	Dr. K .V.V. R Laxmi	Member	Professor, Biochemistry
6	Dr. K Rajeevi.K	Member	Assistant Professor, Psychiatry
7	Dr. Ashok Kumar	Member	Associate Professor, Pathology
8	Mrs. Anjamma	Member	Nursing Superintendent
9	Mr. Praveen	Member	Service Staff.
10	Miss Sruthilaya	Member	Service Staff
11	Mrs. K Madhavi	Member	Legal Expert



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Ref.No. SAES/TRRIMS/GHC/150221/08

Date: 15<sup>th</sup> February 2021

## GENDER HARASSMENT COMMITTEE – 08

A meeting of Grievance Redressal Committee is held on 15<sup>th</sup> February 2021 at College Council Hall, TRR Institute of Medical Sciences.

### Minutes of Meeting:

1. So far the committee has not received any complaints from either students or faculty.
2. Class Representatives Miss Neha & Mr. Sarthak named has been included in the list.
3. The names & contact details of the Gender Harassment Committee members were made available to all the students & faculty to approach for any grievance.

**Chairperson:** Dr. P.V. Nanda Kumar Reddy, Dean & Principal- TRRIMS

**Convenor:** Dr. Ranganath, Medical Superintendent, TRR Hospital

The members of the reconstituted committee for the current academic year are:

Sl. No	Name	Designation
1	Dr. B. Mohapatra, Professor & HOD – Community Medicine	Member Secretary
2	Dr. B. Srinivasa Rao, Principal Academics, TRRIMS	Member
3	Dr. Vijayalaxmi Prof & HOD- Paediatrics	Member
4	Dr. S. Laxmi Narayana Prof & HOD Biochemistry	Member
6	Dr. Y. Madhavi, Professor & HOD - OBGY	Member
7	Dr. Siraz Ausavi, Professor - Anatomy	Member
8	Dr. Haritha, Assistant Professor - DVL	Member
9	Dr. Syamala, Associate Professor, Physiology	Member
10	Dr. Sreevani, Assistant Professor, Biochemistry	Member
11	Mr. Giribabu- Administrative Staff	Member
12	Miss. D. Neha, Student Representative	Member
13	Mr. Sarthak Das Biswas, Student Representative	Member



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Ref.No. SAES/TRRIMS/GHC/190421/09

Date: 19<sup>th</sup> April 2021

## GENDER HARASSMENT COMMITTEE – 09

A meeting of Grievance Redressal Committee is held on 19<sup>th</sup> April 2021 at College Council Hall, TRR Institute of Medical Sciences.

### Minutes of Meeting:

4. Two members of the committee are replaced with the unanimous decision of the existing members.
  - a. Dr. Bijayeeni Mohapatra, Professor &HOD, Community Medicine in place of Dr.Samina Ausavi.
  - b. Dr. Y. Madhavi, Professor & HOD, OBGY in place of Dr. Hemalatha.
5. So far the committee has not received any complaints from either students or faculty.
6. The names &contact details of the Gender Harassment Committee members were made available to all the students &faculty to approach for any grievance.

**Chairperson:** Dr. P.V. Nanda Kumar Reddy, Dean & Principal- TRRIMS

**Convenor:** Dr. Ranganath , Medical Superintendent, TRR Hospital

The members of the reconstituted committee for the current academic year are:

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2	Dr. B. Srinivasa Rao, Principal Academics, TRRIMS	Member
3	Dr.Vijayalaxmi Prof& HOD- Paediatrics	Member
4	Dr.S.Laxmi Narayana Prof& HOD Biochemistry	Member
6	Dr. Y. Madhavi, Professor & HOD - OBGY	Member
7	Dr. B G Patil, Professor & HOD - Anatomy	Member
8	Dr. Haritha, Assistant Professor - DVL	Member
9	Dr. Syamala, Associate Professor, Physiology	Member
10	Dr. Sreevani, Assistant Professor, Biochemistry	Member
11	Mr. Giribabu- Administrative Staff	Member
12	Miss. D.Neha, Student Representative	Member
13	Mr. Sarthak Das Biswas, Student Representative	Member

  
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Ref.No. SAES/TRRIMS/GHC/210621/10

Date: 21<sup>st</sup> June 2021

## GENDER HARASSMENT COMMITTEE – 10

A meeting of Grievance Redressal Committee is held on 21<sup>st</sup> June 2021 at College Council Hall, TRR Institute of Medical Sciences.

### **Minutes of Meeting:**

1. So far the committee has not received any complaints from either students or faculty.
2. The names & contact details of the Gender Harassment Committee members were made available to all the students & faculty to approach for any grievance.

**Chairperson:** Dr. P.V. Nanda Kumar Reddy, Dean & Principal- TRRIMS

**Convenor:** Dr. Ranganath, Medical Superintendent, TRR Hospital

The members of the committee for the current academic year are:

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6	Dr. Y. Madhavi, Professor & HOD - OBGY	Member
7	Dr. B G Patil, Professor & HOD - Anatomy	Member
8	Dr. Haritha, Assistant Professor - DVL	Member
9	Dr. Syamala, Associate Professor, Physiology	Member
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11	Mr. Giribabu- Administrative Staff	Member
12	Miss. D.Neha, Student Representative	Member
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