

**Ref. No: 028//KMCHIHSR/GDC/2018**

O/o The Dean  
KMCH Institute of Health  
Sciences and Research  
Coimbatore-14  
Ph : 0422-4324939  
Dated: 16.05.2018

**ORDER**

**Sub:** ME-KMCH Institute of Health Sciences and Research, Coimbatore-14, “Committee Against Gender Discrimination and Sexual Harassment” – Constituted – Order Issued-reg

**Ref:** Medical Council of India, Establishment of Medical College Reregulation, 1999 (Amended upto September, 2011).

With regard to the Supreme court Judgement and Guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual Harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges, it has further advised the universities to be proactive by developing a suitable atmosphere on the campus, where the status of women is respected.

Keeping the above guidelines in view KMCH Institute of Health Sciences and Research has constituted a “Committee Against Gender Discrimination and Sexual Harassment”, consisting of members of the faculty, administration, service staff and students” representatives. The members of the committee for the current academic year are:

**Committee Against Gender Discrimination and Sexual Harassment**

S N o	Position in the Committee	Name of Faculty	Designation	Phone number	Email.id
1	Chairperson	Dr V. Meerabai	Professor of Obstetrics & Gynaecology	9894070150	<a href="mailto:vmeerabai@gmail.com">vmeerabai@gmail.com</a>
2	Convenor	Dr M.S. Umamageswari	Associate professor of Pharmacology	8220677816	<a href="mailto:Umarthikm@gmail.com">Umarthikm@gmail.com</a>
3	Admin Rep Member	Dr. K.K.Prakasam	Professor of Surgery	9487729520	<a href="mailto:catgutsam@gmail.com">catgutsam@gmail.com</a>
4	External expert	Dr. S. Madhavi	Principal, College of Nursing	9444150993	<a href="mailto:madhavimoorthy@gmail.com">madhavimoorthy@gmail.com</a>
5	Member	Mr V. Arulmurugan	Legal Expert	0422262438 4	<a href="mailto:arulmurgamv@kmchhospitals.com">arulmurgamv@kmchhospitals.com</a>
6	Member	Dr M. Jeyabanu	Assistant professor of Physiology	9842882086	<a href="mailto:jeyabanustalin2007@gmail.com">jeyabanustalin2007@gmail.com</a>

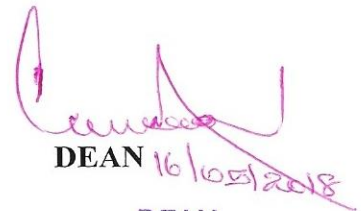
**Procedure for Approaching Committee:**

The committee deals with issues relating to sexual harassment, applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the Victim or third party. A written complaint may be addressed to the Convener of the members; they may forward it to the Chairman of the Committee against Gender Discrimination and Sexual Harassment.

Here it should be noted that according to the Supreme Court guidelines sexual harassment can be defined as “Unwelcome” sexually determined behaviour (whether directly or by implication) such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- 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 –obnoxious telephone calls
- Touching or brushing against any part of the body and the like
- Displaying pornographic /offensive/derogatory pictures, cartoons, pamphlets or sayings
- Physical confinement against one’s will and other act likely to violate one’s privacy.

This order comes into effect immediately.



DEAN 16/05/2018

DEAN  
KMCH Institute of  
Health Sciences and Research  
99, Avanashi Road,  
Coimbatore - 641 014.

**Copy to:**

1. Dean, KMCHIHSR
2. Director, KMCHIHSR
3. CEO, KMCHIHSR
4. All the members of the committee
5. All-HODs-For Information
6. File