



KMCH INSTITUTE OF HEALTH SCIENCES AND RESEARCH

(A unit of Kovai Medical Center & Hospital Ltd., Coimbatore.)

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COMMITTEE AGAINST GENDER DISCRIMINATION AND SEXUAL HARASSMENT (INTERNAL COMPLAINTS COMMITTEE) - RECONSTITUTION

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 are:

Committee against Gender Discrimination and Sexual Harassment

S No	Position in the Committee	Name of Faculty	Designation	Phone number	Email.id
1	Chairperson	Dr.S.Bhuvaneshwari	Professor of Pharmacology	9865561463	hodpharmacology@kmchihsr.edu.in
2	Convenor	Dr.R.Rashmi	Professor of Physiology	9486127040	hodphysiology@kmchihsr.edu.in
3	Member	Dr.S.Jeevithan	Professor of Community Medicine & Vice-Principal	9965570174	viceprincipal@kmchihsr.edu.in
4	Member	Mr.V. Arulmurugan	Legal Expert	04222624384	arulmurganv@kmchhospitals.com
5	Member	Dr.Sukanya M	Assistant professor of Pharmacology	8122306192	sugi81092@gmail.com
6	External Expert	Dr.S.Madhavi	Principal, College of Nursing	9444150993	madhavimoorthy@gmail.com

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



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victim or third party. A written complaint may be addressed to the Convener or 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.



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KMCH Institute of
Health Sciences and Research
99, Avinashi Road,
Coimbatore 641 014.

Copy to:

1. Chairman, For information
2. Executive Director
3. CEO, KMCHHSR
4. Director-HS, KMCHHSR
5. All the members of the committee
6. All HODs-For Information
7. File