



# AMERICAN INTERNATIONAL INSTITUTE OF MEDICAL SCIENCES

CIN of AIHML : U85110RJ1997PLC013965

A UNIT OF AMERICAN INTERNATIONAL HEALTH MANAGEMENT LTD. UDAIPUR

No. : AIIMSUDR/2022/3193

Date : 03<sup>rd</sup> January, 2022

## OFFICE - ORDER

### (Committee Against Gender/Sexual Harassment)

On 13th August 1997, the Supreme Court of India held that sexual harassment of women is a violation of the fundamental right of women to work in a safe environment. Often such behavior goes unpunished because of hesitation on the part of women to report such behavior out of a sense of shame or fear or both. It is important for women to protest against any behavior that they feel is unwanted and unacceptable. The Gender Harassment Committee has been set up with the aim of providing women appropriate complaint mechanism against unwelcome sexually determined behavior whether directly or by implication.

With regard to the Supreme Court Judgment 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 conducive atmosphere on the campus, where the status of woman is respected and they are treated with. Keeping the above guidelines in view a committee against Gender/Sexual Harassment Committee of American International Institute of Medical Sciences, Bedwas, Udaipur (Rajasthan) for the Year 2022 is hereby constituted to prohibit, prevent & eliminate the scourge of Gender & Sexual Harassment. The committee consists of following members :

S. No.	Name & Designation	Position	Contact No.	e-mail ID
01.	Dr. Deepa Singh, Professor-Biochemistry	Chair Person	9829993266	deeparvinder971@gmail.com
02.	Dr. Satya Prakash Gupta, Professor-General Surgery	Member Secretary	9829005575	drspgupta5@gmail.com
03.	Dr. Preeti Agarwal, Professor-Pathology	Faculty Members	7014007254	preetibagrawal79@gmail.com
04.	Dr. Virendra Goyal, Professor-General Medicine	Faculty Members	9414010669	virendra601@yahoo.co.in
05.	Dr. Anupama B. Patne Professor-Biochemistry	Faculty Members	8819001506/ 9422993974	anupatne@yahoo.com
06.	Dr. Aprajita Raizada Associate Professor-Anatomy	Faculty Members	9413169447	aprajita.johri@gmail.com
07.	Dr. Hemant P. Pandya Associate Professor-Microbiology	Faculty Members	9521295768	hppandya@yahoo.com
08.	Mr. Bhupendra Joshi	Service Staff Rep. Member	9462302680	bhupendra1910@gmail.com
09.	Ms. Krishna Thakur	Service Staff Rep. Member	8510939430	thakurkrishna933@gmail.com
10.	Advocate Khushbu Nainawa	Member-Legal Expert	9887928107	minal.khushi@gmail.com
11.	Mr. Rajendra Nagda	Member-Social Worker	9829233396	nagdaraju39@gmail.com

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## **The Scope :**

The members of this Committee would deal with the complaints of gender harassment by students, academic and non-academic staff in this institution, in accordance with the guidelines laid down by the Supreme Court of India relating to sexual harassment of women workers at work places and students.

## **The Role of the Committee :**

1. Mediation of crisis arising out of incidents of sexual harassment occurring in the campus, overview of campus security services to ensure prompt intimation to the committee of all incidents of alleged sexual harassment and assistance to aggrieved parties in the campus.
2. To act as Inquiry Authority on a complaint of sexual harassment.
3. To ensure that victims and witnesses are not victimized or discriminated because of their complaint.
4. To take proactive measures towards sensitization of the staff, students and faculty members of the institution on gender issues.

## **Objective :**

The objectives of the Committee are :

1. Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees;
2. Make recommendations to the Director for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and 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;
3. 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;
4. Recommend appropriate punitive action against the guilty party to the Principal & Controller/ and or Group Director.

## **Procedure for Approaching Committee :**

The Committee deals with issues relating to sexual harassment at the American International Institute of Medical Sciences, Udaipur. It is applicable to all 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 Group Director, Principal & Controller or any of the Committee members, they may forward it to the Chairman of the Committee Against Gender/Sexual Harassment.

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## **Acts of 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 favours;
- Sexually coloured remarks;
- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature (Vishaka judgment by Supreme Court).

The following further acts/commissions are also comes under the ambits of sexual harassment and is within the purview of the committee :


- 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 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 molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.

The Committee shall meet at least twice in a year, the gap between two meetings not exceeding six months. The quorum of the meetings shall not be less than one third of the total number of members.

  
**Principal & Controller**

Copy to :

1. Group Director/Medical Director
2. Additional Principal/Medical Superintendent/Deputy Medical Superintendent
3. All the committee members
4. Guard File

  
**Principal & Controller**