



ayurveda

MAHAVEER

AYURVEDIC MEDICAL COLLEGE & HOSPITAL

Progress Report

On Sexual Harassment Cell

The Internal Complaints Committee was structured as per rules of Sexual Harassment of Women at Mahaveer Ayurvedic Medical College, Meerut. The committee's major function entailed -

1. forceful implementation of the policies relating to the prevention of sexual harassment.
2. strive to resolve complaints by the aggrieved complainant.
3. Therefore, recommend actions to be taken by the employer.

The Internal Complaints Committee followed the following criteria –

- a) It requires substantial orientation acclimatization for effective functioning.
- b) It cannot operate like a criminal court.
- c) The personal life and career of the complainant is at stake.
- d) The effect sexual harassment has on a woman.
- e) There can be long time interval between the harassment and the actual complaint as it is difficult for woman to talk about anything sexual.
- f) It is necessary that the complaint be handled in a confidential manner.
- g) The committee needs to submit progress report on sexual harassment to the appropriate government authority.

The Committee comprised of Dr. Bhavana Mehra as the Head of the committee, Dr Anupam Singh, Dr Jaswinder Kaur, Dr. Shelly and Dr Sachin as member of the committee.

The Policy and Procedure of the Committee

1. A meeting will soon be proposed once the complaint is filed. The students and staff will be free to register the complaint to any of the committee members.
2. The Complainant will register her complain in writing providing absolute and essential information within the given time limit as decided by the Committee.
3. The committee will provide the written statement of both of the parties.
4. Both the parties will be given equal opportunity to present their case.
5. Both the parties will be permitted to present self-verified relevant documents regarding the case.
6. Meetings and Proceeding will be done as for as possible in the presence of both the parties.
7. The minutes of the meeting will be duly signed by members of the committee.
8. The committee will try to complete the entire proceedings within 15 days from the date of filing the complaint.
9. The committee shall present the report with all the supportive proofs before the Head of the committee.
10. If found guilty, there will be the provision to take necessary steps.

Necessary steps were taken for the successful implementation –

- a) Board with Names, Phone numbers and email of the Committee members is displayed on the appropriate place in the college.
- b) Posters put up in the College Notice Board for the awareness of the students and the staff.
- c) Complaint (She) box placed in the college premises of which the students are well informed in the class.
- d) The information regarding sexual harassment available on the internet was shared with the students.

A meeting of the committee was held on July 3rd 2024 under the chairmanship of Dr Bhavana Mehra. The students and staff were informed of sexual harassment Guidelines. She said that the women should be aware of laws made for their safety and protection. She also stated that there should be a provision for "Reverse Penalty" in the case of misuse of these laws. No grievance was filed during the period.

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