



**ICARE Institute of Medical Sciences and Research and
Dr. Bidhan Chandra Roy Hospital, Haldia**

Banbishnupur : Balughata – 721 645 : Haldia : Purba Medinipur : WB

No. IIMSAR&BCRHH/PO/ASHC.50 / 780/2021

October 29 , 2021

COMMITTEE AGAINST GENDER HARASSMENT

In compliance with Vishakha guidelines (1997) in the aftermath of various incidents of sexual harassment, **ICARE Institute of Medical Sciences and Research & Dr. Bidhan Chandra Roy Hospital, Haldia** has constituted a Committee against Sexual Harassment in 2021 which will be for both employees and students of the Institute.

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 behaviour (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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Composition

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	Designation
01	Prof. Dr. Debjani Bhadra, (G&O)	Chairperson
02	Prof. Dr. Bidhan Roy, MSVP	Co-Chairperson
03	Prof. Dr. Sukanta Sen, Dean- Students Affairs	Member Secretary
04	Prof. Dr. Manuptria Agarwal Sharma, (ENT)	Member
05	Dr. Sukanti Bhattacharyya, Asso. Professor (Physiology)	Member
06	Dr. Apala Lahiri, OSD	Member
07	Mrs. Saraswati Jana, Asst. Registrar	Member
08	Mrs. Sanghamitra Maiti, (LLB), EO	Member
09	Mrs. Suparna Samanta, Group- D	Member

Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment at the **ICARE Institute of Medical Sciences and Research & Dr. Bidhan Chandra Roy Hospital, Haldia**. 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 Chairperson/Member Secretary 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 Member Secretary 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:

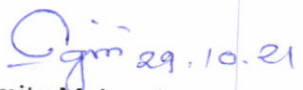
- Physical contact and advances
- Demand or request for sexual favours
- Sexually colored remarks
- Showing pornography

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- 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.


(Prof. Dr. Amita Majumdar Giri)
Principal

To : All Committee Members of CAGH, IIMSAR, Haldia.

cc to :

1. The Medical Director
2. The CMA
3. The MSVP
4. The Dean- Students Affairs