

Indira Gandhi Medical College & Research Institute

(A Government of Puducherry Institution functioning under Perunthalaivar Kamaraj Medical College Society)

I Floor, College Block, Vazhudavour Road, Kadirkamam, Puducherry – 605 009

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No. IGMC&RI/ESTT/2015-16/769

22.04.2015

ORDER

Sub: IGMC&RI, Puducherry – “Committee Against Gender Harassment” – Constituted – Order Issued – Reg.
Ref: Medical Council of India, Establishment of Medical College Regulations 1999 (Amended upto Sep 2011)

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 suitable atmosphere on the campus, where the status of woman is respected.

Keeping the above guidelines in view IGMC&RI has constituted a “Committee against Gender Harassment”, consisting of members of the faculty, administration, service staff and students’ representatives. The members of the committee till notified otherwise are:

Committee against Gender Harassment

No.	Position	Name of the Faculty	Designation
1.	Convener	Dr. V. Govindaraj	Director
2.	Faculty Member	Dr. G. Sivagnanam	Dean
3.	Faculty Member	Dr. S. Aruna	Professor of Anatomy
4.	Faculty Member	Dr. P. Sabita	Associate Professor of Obstetrics & Gynecology
5.	Faculty Member	Dr. Fremingston K Marak	Associate Professor of Forensic Medicine
6.	Admin. Member	Thiru. R. Anbajagane	Administrative Officer
7.	Nursing Member	Tmt. K. Muthulakshmi	Nursing Superintendent
8.	Admin. Member	Tmt. G. Santhi	Office Superintendent
9.	Student Member	Mr. L. Vignesh	Students’ President
10.	Student Member	Ms. R. Janani	Student
11.	External Member	Mr. S.S. Thanasekaran	High Court Lawyer

Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment, applicable to all students, staff and faculty. A complaint of gender harassment may be lodged by the victim or third party. A written complaint may be addressed to the Convener. According to the Supreme Court guideline, Sexual harassment can be defined as “unwelcome” sexually determined behavior (Whether directly or by implication) such as:-

- ❖ Physical contact and advances
- ❖ Demand or request for sexual favors
- ❖ Sexually colored remarks
- ❖ Showing pornography
- ❖ 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- 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.


DIRECTOR

To

All Committee members

Copy to:-

1. The Dean, IGMC&RI, Puducherry.
2. The Medical Superintendent, IGMC&RI, Puducherry.
3. All HODs – for information