



NARAYAN MEDICAL COLLEGE & HOSPITAL

(Faculty of Medicine)

GOPAL NARAYAN SINGH UNIVERSITY

(Recognized by MCI, New Delhi)



Letter No.: -NMCH/PO/23/1059

Date – 13/12/2023

NOTIFICATION

Guidelines of the Hon'ble Supreme Court against Sexual Harassment (GSCASH)

The international conventions on Elimination of All Forms of Discrimination against Women (CEDAW) defines sexual harassment in its Article 23 reproduced below:

"Sexual harassment included such unwelcome sexually determined behavior as physical contacts and advances, sexually coloured remarks, showing pornography and sexual demands, whether by words or actions. Such conduct can be humiliating and may constitute a health and safety problem it is discriminatory when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment including recruiting or promotion, or when it creates a hostile working environment. Effective complaints procedures and remedies, including compensation, should be provided".

Unwelcome sexual deviances, request for sexual favours and other verbal and physical conduct constitutes sexual harassment when:

- Submission to that conduct is made either explicitly or implicitly a term or condition of an individual's employment or education.
- Submission rejection of such conduct is used as a component of the bases for employment or academic decisions affecting that individual.
- That conduct as a purpose or effect of substantially interfering with on individual's work or academic performance or effect of substantially interfering with an individual's work educational or living environment.

NARAYAN MEDICAL COLLEGE & HOSPITAL POLICY AGAINST SEXUAL HARASSMENT

1. It is the policy of Narayan Medical College & Hospital that no member of the institution community would sexually harass another. This policy is based on the guidelines laid down by the Hon'ble Supreme Court of India in its 1997 ruling in the case of Vishaka vs State of Rajasthan.
2. Any employee or student may face disciplinary action on violation to this policy. Punitive action may include the full range of disciplinary action up to and including removal from the institution. Serious view will be taken of any act that seeks to prejudice the enquiry procedures or GSCASH.
3. Complaints can be made to the Sexual Harassment Committee (contact details given below) or through any other administrative channel. Third party complaints will also be entertained. The identity of the complainant will in all cases remain strictly confidential.
4. Following is the composition of Revised Sexual Harassment Committee:

REVISED SEXUAL HARASSMENT COMPLAINT COMMITTEE

S. No.	Name & Designation	Post Held	Mobile No.	Email ID
1	Dr. Renuka Keshri, Professor of Obs& Gynae	Chairman	9973910907	dr.renukakeshri1@gmail.com
2	Dr. C. P. Sinha, Professor of General Surgery	Member	8789340932	cpsinha.nims@gmail.com
3	Dr. K. K. Kaul, Professor of Obs& Gynae	Member	8837741779	kuldeepkk396@gmail.com
4	Dr. Anil Chandra Phukan, Professor of Microbiology	Member	9334361392	dranilphukan@gmail.com
5	Dr. Abhilasha Singh, Associate Professor of Physiology	Member	9431472694	abhilasha3@gmail.com
6	Dr. Aditi Raj, Assistant Professor of Pathology	Member	8789922540	draditiraj121@gmail.com
7	Dr. Madhu Rani Pandey, Principal, Law College Sasaram	Member	8677013042	madhupandey2728@gmail.com

Principal

PRINCIPAL

NARAYAN MEDICAL COLLEGE & HOSPITAL
JAMUHAR, SASARAM, ROHTAS (BIHAR)

Copy to :-

1. Chairman, Secretary, MD, Vice-Chancellor, GNSU
2. Medical Superintendent, Prof. I/c, Students Section, HODs of all department
3. Concerned Persons