



Ref. SNMIH/2024/12

Date 12-01-2024

COMMITTEE AGAINST GENDER HARASSMENT

In compliance with **Vishakha guidelines** (1997) in the aftermath of various incidents of sexual harassment, Shree Narayan medical Institute and Hospital, Saharsa (Bihar), has constituted against Sexual Harassment in 2024-2025 which will be for both employees and students of the Institute.

Objectives :

It shall be the duty employer or other responsible person in work places or other institute 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 behavior** (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 women 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.

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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 act 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.

Composition

The Committee consists of member of the faculty, legal expert, service staff and students representatives.

The members of the committee for the current academic year are :

S.No.	Name	Designation
1.	Mrs. Kameshwari Kumari	Chairperson
2.	Prof. Dr. Dilip Kumar Jha, Principal	Co- Chairperson
3.	Dr. Manoj Kr. Yadav, Assoc. Prof & HOD Dept. of Community medicine	Member Secretary
4.	Dr.Hafizur Rahaman, Medical Superintendent	Member
5.	Dr. Archana Senha, Asst. Prof., Dept. of OBS & Gyne	Member
6.	Dr. Md. Said Murtaza, Asst. Prof., Dept of Gen. Surgery	Member
7.	Mr. Mukund Madhav, Legal Officer	Member
8.	Student Representative	Nominated Member : Sumaiya Siddiqui

Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment at the Shree Narayan Medical Institute and hospital, Saharsa. 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 Institute 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 guidelines Sexual harassment can be defined as “unwelcome” sexually determined behavior (whether directly or by indirectly)

- Physical contact and advances
- Demand or request for sexual favours
- Sexually colored remarks
- Showing pornography
- Other unwelcome physical, verbal or non-verbal conduct of sexual nature.
(Vishaka Judgment by Supreme Court)

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


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