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
Ph: 0413-2277545 Email: puducherrymedicalcollege@gmail.com

ORDER

Ref: Medical Council of India, Establishment of Medical College Regulations 1999 (Amended upto Sep 2011)

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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 1996, 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:

<table>
<thead>
<tr>
<th>No.</th>
<th>Position</th>
<th>Name of the Faculty</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Convener</td>
<td>Dr. V. Govindaraj</td>
<td>Director</td>
</tr>
<tr>
<td>2.</td>
<td>Faculty Member</td>
<td>Dr. G. Sivagnanam</td>
<td>Dean</td>
</tr>
<tr>
<td>3.</td>
<td>Faculty Member</td>
<td>Dr. S. Aruna</td>
<td>Professor of Anatomy</td>
</tr>
<tr>
<td>4.</td>
<td>Faculty Member</td>
<td>Dr. P. Sabita</td>
<td>Associate Professor of Obstetrics &amp; Gynecology</td>
</tr>
<tr>
<td>5.</td>
<td>Faculty Member</td>
<td>Dr. Fremington K Marak</td>
<td>Associate Professor of Forensic Medicine</td>
</tr>
<tr>
<td>6.</td>
<td>Admin. Member</td>
<td>Thiru. R. Anbagane</td>
<td>Administrative Officer</td>
</tr>
<tr>
<td>7.</td>
<td>Nursing Member</td>
<td>Tmt. K. Muthulakshmi</td>
<td>Nursing Superintendent</td>
</tr>
<tr>
<td>8.</td>
<td>Admin. Member</td>
<td>Tmt. G. Santhi</td>
<td>Office Superintendent</td>
</tr>
<tr>
<td>9.</td>
<td>Student Member</td>
<td>Mr. L. Vignesh</td>
<td>Students’ President</td>
</tr>
<tr>
<td>10.</td>
<td>Student Member</td>
<td>Me. R. Janani</td>
<td>Student</td>
</tr>
<tr>
<td>11.</td>
<td>External Member</td>
<td>Mr. S.S. Thanasekaran</td>
<td>High Court Lawyer</td>
</tr>
</tbody>
</table>

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.

To
All Committee members
Copy to:-
1. The Dean, IGMC&RI, Puducherry.
2. The Medical Superintendent, IGMC&RI, Puducherry.
3. All HODs – for information

DIRECTOR