

GUJARAT MEDICAL EDUCATION AND RESEARCH SOCIETY
Medical College Sola, Ahmedabad, Gujarat

Date: January 12, 2016

**Gender Harassment Committee/
Internal Complaint Committee (Women Development Cell)**

Name and Designation	Contact No.	Role
Dr. Nidhi Sood Professor and Head, Department of Microbiology	9429069369	Chairperson
Dr. H R Jadav, Professor and Head, Department of Anatomy	9924857509	Member
Dr. A N Desai, Professor and Head, Department of OBGY	9427225587	Member
Dr. Neena Bhalodia Professor and Head, Department of ENT	9909013897	Member
Dr. Rashmi Sharma Associate Professor, Department of PSM	9825280850	Member
Dr. (Mrs.) Pina Soni Associate Professor, Department of Ophthalmology	9227761807	Member
Mrs. Vishakhaben D Joshi Assistant Nursing Superintendent	9276458493	Member
Mrs. Farhat Qureshi, Counsellor	9712529674	Member
Mr. Hoshiyarsing M. Yadav Security Supervisor - GISF	9426350239	Member

The following will also be included as members of the committee in case the victim or alleged perpetrator is a student:

Dr. Lata Gupta Warden, Girls Hostel	9898329339	Member
Mr. Indubhai Katechiya Hostel Superintendent	7567897504	Member
Ms. Chandradevi Korant Students Representative	7405722203	Member



Dean

GMERS Medical College Sola,
Ahmedabad, Gujarat

Gender Harassment Committee

On 13th August 1997, the Supreme Court of India held that sexual harassment of women is a violation of the fundamental right of women to work in a safe environment. Often such behavior goes unpunished because of hesitation on the part of women to report such behavior out of a sense of shame or fear or both. It is important for women to protest against any behavior that they feel is unwanted and unacceptable. The Gender Harassment Committee has been set up with the aim of providing women appropriate complaint mechanism against unwelcome sexually determined behavior whether directly or by implication.

The Scope:

The members of this Committee would deal with the complaints of gender harassment by students, academic and non-academic staff in this institution, in accordance with the guidelines laid down by the Supreme Court of India relating to sexual harassment of women workers at work places and students.

The Role of the Committee

1. Mediation of crisis arising out of incidents of sexual harassment occurring in the campus, overview of campus security services to ensure prompt intimation to the committee of all incidents of alleged sexual harassment and assistance to aggrieved parties in the campus.
2. To act as Inquiry Authority on a complaint of sexual harassment.
3. To ensure that victims and witnesses are not victimized or discriminated because of their complaint.
4. To take proactive measures towards sensitization of the staff, students and faculty members of the institution on gender issues.

The Committee shall meet at least twice in a year, the gap between two meetings not exceeding six months. The quorum of the meetings shall not be less than one third of the total number of members.

Internal Complaint Committee (Women Development Cell)

The above cell is constituted under Hon. Supreme Court's, MHRD's, UGC's, Human Right's Commission's directions. Guj. Uni. is the first among the Universities of Gujarat to constitute such a cell with properly drafted legal policies (prepared by Law Secretaries and Public Prosecutor and Govt. Pleader of Guj. High Court). The said policy has been approved by the A.C. and E.C. of Guj. Uni.

Objective of the Cell

"To prevent and deter the commission of any act of harassment, including sexual harassment and to provide the procedure for resolution, settlement, or prosecution of acts of sexual harassment by taking all required steps. Women shall have right to gender equality and to work with dignity and to have working environment safe and protected from sexual harassment or abuse and appropriate work conditions in respect to health and hygiene."
