

## आंतरिक शिकायत समिति

### Internal Complaints Committee - Prevention of Sexual Harassment

At SNMC, Agra, our Internal Complaints Committee is dedicated to upholding the Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act, 2013. Our committee is focused on the following goals:

1. **Eliminate Gender-Based Discrimination:** Ensure that no female employee—whether permanent, temporary, ad-hoc, or contractual—or female student experiences gender-based discrimination or sexual harassment.
2. **Complaint Mechanism:** Provide a secure and confidential avenue for individuals to file complaints about any instances of sexual harassment occurring in the workplace.
3. **Investigation and Action:** Carry out detailed investigations into complaints and propose appropriate actions against those found guilty of harassment.
4. **Foster a Supportive Environment:** Create a gender-sensitive and welcoming environment at SNMC, Agra, where female staff and students can work and study free from gender-based discrimination and harassment.

### Sexual harassment

Sexual harassment encompasses a range of behaviors as defined by Supreme Court guidelines and includes:

- **Physical Contact and Advances:** Unwanted touching, grabbing, or brushing against someone.
- **Requests for Sexual Favors:** Demands or suggestions for sexual favors, either directly or indirectly, often tied to conditions such as employment benefits.
- **Sexually Suggestive Remarks:** Comments or jokes with sexual undertones or connotations.
- **Display of Pornography:** Showing explicit visual material, including images, cartoons, or emails of a sexual nature.
- **Other Sexual Conduct:** Any unwelcome sexual behavior, whether physical, verbal, or non-verbal, such as leering, making offensive gestures, or unwelcome kissing sounds.

Sexual harassment occurs if someone:

1. **Engages in Unwelcome Physical Intimacy:** Examples include inappropriate touching, pinching, or brushing against someone.
2. **Makes Unwanted Requests for Sexual Favors:** This involves demanding sexual favors as a condition for employment benefits such as wages, promotions, or increments.
3. **Makes Sexual Remarks:** Includes making inappropriate or sexually suggestive comments or jokes.
4. **Displays Sexual Material:** Shows sexually explicit material in any form, whether visual or written.
5. **Performs Other Sexual Conduct:** Engages in any other unwelcome sexual behavior that makes the person uncomfortable.

If you experience harassment, here's what you can do:

1. **Speak Up:** Don't feel ashamed. Clearly communicate to the harasser that their behavior is offensive.
2. **Report the Harassment:** Do not ignore the situation hoping it will resolve itself. Come forward and file a complaint.
3. **Seek Support:** Discuss the harassment with someone you trust. This can provide emotional support and encourage others in similar situations to speak out.
4. **Document Incidents:** Keep a detailed record of all harassment incidents in a notebook. This documentation can be crucial if you decide to make a formal complaint later.

The Institute strongly condemns such behavior and advises all staff and students to refrain from engaging in any form of harassment. The Internal Complaints Committee is committed to taking proactive measures to protect victims and witnesses from retaliation or discrimination.

### Resources

- **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act and Rules, 2013:** [Access the Act and Rules](#)
- **Handbook on Sexual Harassment of Women at Workplace**

### How to Lodge a Complaint

You can contact any member of the Internal Complaints Committee by:

- **Talking to Them** in person
- **Writing to Them**
- **Emailing:** [icc.snmcagra@gmail.com](mailto:icc.snmcagra@gmail.com)
- **Calling:** [Insert phone number if available]

**Remember, the right to work without harassment is fundamental.**

For any inquiries or to file a complaint, please reach out to us at [icc.snmcagra@gmail.com](mailto:icc.snmcagra@gmail.com)

**Committee Members:** List attached



# कार्यालय प्रधानाचार्य सरोजिनी नायडू मेडिकल कालेज, आगरा

संख्या : पी.ए./24-2024/2771-77

दिनांक : 10 जुलाई, 2024

## कार्यालय आदेश

एस0एन0 मेडिकल कालेज एवं सम्बद्ध चिकित्सालय, आगरा में एन.एम.सी. के पत्र संख्या NMC/PG/Legal/2023/(22827)/026368 दिनांक 01.07.2024 में दिये गये दिशा-निर्देशों एवं महानिदेशक, चिकित्सा शिक्षा एवं प्रशिक्षण, उ0प्र0, लखनऊ के Regarding Specific protection of women from sexual harassment in work place विषयक पत्र संख्या एम0ई0-1/क/2013/2203-14 दिनांक 22.05.2013 के क्रम में Vishaka Guidelines against sexual harassment at workplace में दिये गये निर्देशानुसार कार्यवाही हेतु इस संस्थान में निम्नवत् Internal Complaint Committee / Gender Harassment Committee का पुनर्गठन किया जाता है, जो विधिवत रूप से सम्बन्धित प्रकरणों का निस्तारण करेगी।

1.	डा0 निधि गुप्ता	आचार्य, प्रसूति एवं स्त्री रोग विभाग	अध्यक्ष	9837030609	drnidhi gupta @rediffmail.com
2.	डा0 जी0वी0 सिंह	आचार्य एवं विभागाध्यक्ष, टीबीसी/ मुख्य चिकित्सा अधीक्षक (चि.शि.)	सदस्य	9634660312	drsinghgv @gmail.com
3.	डा0 गरिमा डुण्डी	आचार्य एवं विभागाध्यक्ष, पैथोलोजी विभाग	सदस्य	9760891213	garima.dundy @gmail.com
4.	डा0 रिचा श्रीवास्तव	आचार्य एवं विभागाध्यक्ष, फिजियोलॉजी विभाग	सदस्य	8126591422	rsrivastav13 @gmail.com
5.	डा0 आशीष गौतम	आचार्य, मेडिसिन विभाग	सदस्य	9927089665	dr_ashishgautam @yahoo.co.in
6.	डा0 रिचा गुप्ता	सह आचार्य एवं विभागाध्यक्ष, फोरेन्सिक मेडिसिन	सदस्य	9557207450	dr richag79 @gmail.com
7.	डा0 कामना सिंह,	सह आचार्य एवं विभागाध्यक्ष, बायोकेमिस्ट्री विभाग	सदस्य	8439433152	drkamna.singh @gmail.com
8.	डा0 तबस्सुम समानी	सह आचार्य, रेडियोथेरेपी विभाग	सदस्य	9917000857	tabassumsamani @yahoo.co.in
9.	डा0 विपिन कुमार	सह आचार्य, फार्माकालोजी विभाग	सदस्य	9258870378	dr.vipin2001 @gmail.com
10.	सुश्री सुजाता तौमर	उप नर्सिंग अधीक्षिका, एस0एन0 चिकित्सालय	सदस्य	9412170664	luckbychance5 @gmail.com
11.	डा0 अनुराधा भाटिया	फाउण्डर, सेवा प्रकल्प संस्थान (एन0जी0ओ)	सदस्य	9457251862	sevakalyan @gmail.com

( डा0 प्रसन्न गुप्ता )  
प्रधानाचार्य,

एस0एन0 मेडिकल कालेज, आगरा।

संख्या व दिनांक-तद

प्रतिलिपि निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित -

1. समस्त-विभागाध्यक्ष, प्रभारी अधिकारी एवं वार्डन्स, एस0एन0 मेडिकल कालेज, आगरा।
2. प्रमुख अधीक्षक, एस0एन0 मेडिकल कालेज चिकित्सालय, आगरा।
3. सम्बन्धित संकाय सदस्य/अधिकारी, एस0एन0 मेडिकल कालेज एवं चिकित्सालय, आगरा।
4. प्रभारी अधिकारी, आकस्मिक विभाग एवं ट्रॉमा सेंटर, एस0एन0 मेडिकल कालेज, आगरा।
5. वरिष्ठ मात्रिका, एस0एन0 चिकित्सालय, आगरा।
6. समस्त पटल, प्राचार्य कार्यालय, एस0एन0 मेडिकल कालेज, आगरा।
7. डा0 अनुराधा भाटिया, फाउण्डर, सेवा प्रकल्प संस्थान (एन.जी.ओ.) बी-645, कमला नगर, आगरा-282004.
8. गार्ड फाइल।

( डा0 प्रसन्न गुप्ता )  
प्रधानाचार्य,

एस0एन0 मेडिकल कालेज, आगरा।