



SRI RAMACHANDRA

INSTITUTE OF HIGHER EDUCATION AND RESEARCH

(Deemed to be University)

PROCEEDINGS OF THE VICE-CHANCELLOR

Present: Dr.P.V.Vijayaraghavan

Vice-Chancellor

Porur, Chennai - 600 116.

Phone :091-44-2476 8027, 31-33

Fax :091-44-2476 5995

www.sriramachandra.edu.in

Procs.No.SRIHER/SSS/ICC/2022

Dated: 07.04.2022

Sub: SRIHER – Prevention, prohibition and redressal of sexual harassment of women employees in higher educational institutions – Reconstitution of Internal Complaints Committee – Reg.

- Ref: 1. UGC (Prevention,, Prohibition and Redressel of sexual harassment of women employees and students in Higher Educational Institutions) Regulations, 2015
2. AICTE (Gender Sensitisation, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016
3. This office Circular No. 1001/SRIHER/SA/ICC/2019 dated 10-04-2019

The Vice-Chancellor is pleased to reconstitute the Internal Complaints Committee in accordance with the Act and Regulations cited above, for Gender Sensitisation, prevention, prohibition and redressal of sexual harassment of women students and employees working in the Deemed University including its Constituent Colleges and Sri Ramachandra Medical Centres/Hospitals with the following members.

S. No.	Chairman / Member	Name and Address	Phone	Email-id
1.	Presiding Officer (Senior Level – Woman)	Dr.A.J. Hemamalini Professor & Head Dept. of Clinical Nutrition, Faculty of A.H.S. SRIHER (DU)	9841327708	hemamalini.aj@sriramachandra.edu.in
2.	Two Faculty Members	1. Dr.Selvam Jesiah Professor & Vice Principal Faculty of Management Sciences,, SRIHER (DU)	7708965721	selvamjesiah@sriramachandra.edu.in
		2. Dr.M. Anitha Rani Professor, Community Medicine, SRIHER (DU)	9841290404	anitharani.m@sriramachandra.edu.in
	Two non-teaching employees	1. Mrs.M. Viji, Deputy Administrator, Office of the Dean of Faculties, SRIHER	9444612900	viji1971@hotmail.com
		2. Mr.V. Aravindan, Assistant Manager, HR Dept.,SRIHER	9840099976	aravindsrmc@gmail.com

3	Students (3 Nos.) (If the matter involves students)	1. Ms.Ananya Anand Srinivasan, MBBS (2020-21), SRMC&RI, SRIHER	7603858391	M0120059@ sriramachandra.edu .in
		2. Ms.Bhavika Dugar, II B.D.S. (2020-21), Faculty of Dental Sciences, SRIHER (DU)	7598220193	D0120078@ sriramachandra.edu .in
		3. Ms Reshma S II year Pharm D(2020- 2021)	7550096686	P0220022@ sriramachandra.edu .in
4.	One Member from NGOs or Assns.)	Mr.M.Keshav Founder&Chief Executive Officer MANTRA-Management Training Research Associates, Anna Nagar, Chennai-600 040	9840241929	mkeshav@ managemantra.com
SPECIAL INVITEE				
5.	Faculty	1. Dr Anbarasi , Assoc.Professor, Dept. of ORAL MEDICINE & RADIOLOGY ,Faculty of Dental Sciences, SRIHER(DU)	9841290404	anitharani.m@ sriramachandra. edu.in

The term of office of the Chairman/Members will be three years. The Committee will enquire into complaints relating to Sexual Harassment and also suggest steps to be taken to combat/prevent the menace. The Committee will furnish its report to the undersigned for further action as per disciplinary rules.

All Correspondence/papers relating to the subject matter will be treated as "Confidential".



VICE-CHANCELLOR

Dr. P.V. VIJAYARAGHAVAN

Vice-Chancellor

SRI RAMACHANDRA

INSTITUTE OF HIGHER EDUCATION & RESEARCH

(Deemed to be University)

Porur, Chennai-600 116

To
The Members concerned
All Deans, Principals & Course Chairpersons
All HODs
Copy to:
The Chancellor
The Pro-Chancellor
The Dean of Faculties
The Professor of Eminence & Chief Advisor
The Professor of Eminence & Dean (Research)
The Professor of Eminence & Advisor (Academic)
The Associate/Asst.Deans
The Director (Finance & Accounts)
The General Manager (PR&International Students)

The Registrar
The Controller of Exams.
The Dean (Students)
The Special Officer (Admn)
The Asst.Deans of Students
The General Manager (HR)
The Medical Director
The Deputy Medical Supdt.
The Chief Operating Officer

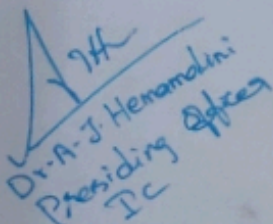
**Sensitization program on "Sexual harassment of women at workplace
(Prevention, Prohibition and Redressal) Act"**

Date: 8.12.2022 (Thursday) , Timing : 11.30am – 1pm

Internal complaints Committee of Sri Ramachandra Institute of Higher Education and Research and Sri Ramachandra Centre for Women's Advancement (SRCWA) organized a Sensitization program on "Sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act" to orient staffs and faculty of SRIHER on 8.12.2022 in University Side Auditorium between 11.30 am to 1 pm.


Welcome address was delivered by Dr.Ramesh C, Associate Professor, Faculty of Nursing, SRIHER. Inaugural address was delivered by Prof.P.V.Vijayaraghavan, Vice chancellor, SRIHER. He oriented the faculties about the importance of this topic and also about roles and responsibilities of Internal Complaints Committee. Dr.A.J.Hemamalini, Presiding Officer, ICC and Prof & Head, Dept of clinical Nutrition, SRIHER briefed about the functioning of ICC in SRIHER.

Then guest lecture on "Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act was delivered by Mr.Anandan, Expert in POSH @workplace, Executive committee member ASSCOD(NGO). He elaborately presented on harassment, Sexual harassment, grievance and victimization and discussed about various case scenarios. He discussed different types of behaviors which are considered as sexual harassment.


Dr. A. J. Hemamalini
Presiding Officer
ICC

The guest lecture was followed by a session on "SRIHER Policy on prevention of Sexual harassment at workplace" by Mr.R.Dhamodharan Kannan, Senior Manager for Learning and Development, HR, SRIHER(DU). He elaborated on different ICC Committees in SRIHER and the various sexual harassment behaviours for which the University has Zero tolerance.

The session ended with Vote of Thanks by Dr.M.Anitah Rani, Faculty Member ICC, Professor, Dept of Community Medicine, SRIHER



SRI RAMACHANDRA
INSTITUTE OF HIGHER EDUCATION AND RESEARCH
Creating a Difference in Education, Research, Service

SRCWA

Internal Complaints Committee
and
Sri Ramachandra Centre for Women's Advancement (SRCWA)

Invite you all for the

**Sensitization Program on
"Sexual Harassment of
WOMEN at Workplace
(Prevention, Prohibition and
Redressal) Act"**

Date: 08-12-2022 (Thursday), TIME: 11:30 am - 01:00 pm | VENUE: UNIVERSITY SIDE AUDITORIUM





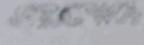




**Interactive Panel Discussion on
Prevention of Sexual Harassment of Women at Workplace”
On 09.12.2022 , Time : 2 – 4pm.**

- On the 9th December 2022, a Panel Discussion was organized comprising a Clinician, Journalist, lawyers and NGO POSH Training as the moderator, by the Internal Complaints Committee in coordination with SRCWA,.
- The Panel Discussion highlighted the need to focus lot more prior to harassment happening, than reaching after it had taken place. It was reiterated never to give an opportunity to the offender by discussing personal family issues at work place.
- The role and responsibilities of social media was discussed and was mentioned ~~at~~ media needs to be more responsibly and sensitively covering the issues and refrain from making it sensation highlighting unwanted happenings.
- They emphasized that not to be silent as it gives strength to the perpetrators and learn to be assertive right from the first time it happens.
- The Panelist discussed interesting cases and success stories on POSH.
- Finally recommended that an Awareness on Internal Complaints Committee to be created and emphasis that Internal Complaints Committee keeps victim's name confidential.




SRI RAMACHANDRA
INSTITUTE OF HIGHER EDUCATION AND RESEARCH


Internal Complaints Committee
 and
 Sri Ramachandra Centre for Women's Advancement (SRCWA)

Invite you all for the
Interactive Panel Discussion on
"Prevention of Sexual Harassment of
Women at Workplace"

Moderator
M. Keshav
 ICC Ext Member

Date: 09-12-2022 (Friday), TIME: 02:00 pm - 04:00 pm | VENUE: CENTRAL LIBRARY AUDITORIUM



