

Ref No: MIMSH/COMMITTEE/10/2024

Date: 19.04.2024

CONSTITUTION OF PREVENTION OF SEXUAL HARASSMENT (POSH)/ GENDER HARASSMENT COMMITTEE

Prevention of Sexual Harassment (POSH) Committee of M.R Institute of Medical Sciences & Hospital, Bira, Balisha, North 24 Pgs. WB, is reconstituted as under: -

Sl. No.	Name	Designation in Organization	Designation in Committee
1	Prof (Dr.) T.K. Maiti	Principal	Chairperson
2	Mr. Jahidul Sarkar	Director	Member Secretary
3	Dr. Ms.Suhrita Pal	MSVP	Member
4	Dr.Manju Dubey	Professor & HOD, General Surgery	Member
5	Dr.Shantanu De	Associate Professor- Psychiatry	Member
6	Dr. Sphurti Srivastava	Associate Professor-Pathology	Member
7	Dr. Supreeti Biswas	Assistant Professor - PHARMACOLOGY	Member
8	Tanmoy Bhattacharya	Advocate, Barasat Court, Kolkata	Member
9	Ms. Senjam Sangita Devi	Nursing Staff	Member
10	MBBS (1st Year) Male	Consider later	Student Representative
11	MBBS (1st Year) Female	Consider later	Student Representative

This Internal Complaint Committee (ICC) shall be conversant as per Vishaka Guideline stipulated by the Supreme Court of India, in Vishaka and others vs. State of Rajasthan case in 1997, regarding sexual harassment at workplace and directive issued by the Ministry of Human Resource Development, Govt. of India (University Grants Commission) Notification, New Delhi, dated 2nd May 2016, and as amended from time to time (Available at the Principal's Secretariat & HR - Dept. for ready reference). To follow and execute, "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act 2013" (hereinafter referred as "The Act"), Committee of this Institute will be functioning with following objectives:

- 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 sets 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.
- The Committee shall be conversant with the process of conducting enquiry, interim redressal, and other provisions as laid down in the Gazette of India, notification dated 2nd May 2016.
- This circular supersedes the previous Circulars related to composition of Gender Harassment Committee/POSH/ICC.

**M. R. INSTITUTE OF MEDICAL
SCIENCES AND HOSPITAL**

Jahidul Sarkar
Director

Dr. Jahidul Sarkar
Director

M.R Institute of Medical Sciences & Hospital
Bira, Blisha, North 24 Pgs. WB