

Women's Grievance Redressal Committee / Internal Complaints Committee

Introduction

Committee against sexual harassment of women at workplace

Sexual harassment is an act of human rights violation. WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business with includes a right to a safe environment free from sexual harassment

**THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 ACT
NO. 14 OF 2013**

It is an Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

The Women's Grievance Redressal Committee / Internal Complaints Committee in K. J. Somaiya Medical College & Hospital was established in 2014, to deal with the complaints of sexual harassment at workplace in accordance with the guidelines laid down by the Supreme Court of India in 1997, relating to sexual harassment of women workers at work places and female students of the college.

We also have a counselling cell in our hospital for all it's staff and employees to provide counselling in matters related to complaints of sexual harassment at workplace

Aims : Prevention, Prohibition and Protection against sexual harassment of women at work place.

Composition :

Name, Designation, Address & Tele./ Mobile No. & E-mail address of the Chairperson	Dr. Preeti More Professor, Department of Anaesthesia Sai Sakshi CHS, Flat No.001, B-Wing Plot No.17, Near CIDCO, Water Tank Sector-3, Navi Mumbai, Ghansoli, Thane - 400701 9820309306	Female
Name of the NGO member with his/her Telephone / Mobile No. & e-mail address	Ms. Manju Pednekar Mobile No. 7021723588 9819034939 manju@somaiya.edu	Female
Names of remaining members with their Telephone/Mobile Nos. & e-mail address	Dr. Shalaka M. Indap 9820580399 shalaka@somaiya.edu	Female
	Dr. Shaguphta T. Shaikh 9867887788 shagufta@somaiya.edu	Female
	Dr. Dipak Patil 9821889915 dipak@somaiya.edu	Male
	Mrs.Geetha Balvalli 9892727971 geeta.balvalli@somaiya.edu	Female
	Mr. Jitendra Ghalot 8898901115 jitendra.ghalot@somaiya.edu	Male
	Mrs. Dipali Vishwasrao 9869847572 dipali.v@somaiya.edu	Female

Role of the Committee :

1. To ensure that no women staff and female students shall be subjected to sexual harassment at workplace and college campus
2. To spread awareness towards sensitization of the female students, staff and faculty members against sexual harassment at work place.

3. To follow the guidelines of the POSH Act 2013, for prevention, prohibition and redressal of sexual harassment at workplace.
4. To maintain strict confidentiality of any complaint and redressal procedure.

Procedure for lodging a complaint:

- The complaint can be send via an e-mail or hand written letter addressed to the dean and chairperson of WGRC/ICC.
- All relevant evidences, documents and names of the witnesses if available should be mentioned in the complaint.
- The complaint should be made within a period of three months from the occurrence of the incident.
- The complaint will be dealt within a stipulated time limit as per the provisions made in the POSH Act, 2013 maintaining strict confidentiality.

Contact details:

Dean: dean.medical@somaiya.edu

Dr. Preeti More: Chairperson (WGRC/ICC)

Email : preeti.gm@somaiya.edu