KANTI DEVI MEDICAL COLLEGE

HOSPITAL & RESEARCH CENTER, MATHURA

Better Diagnosis, Better Cure

24 Km Milestone, Mathura Delhi Road, NH-2, Post Akbarpur, Chhata, Mathura

(A Constituent College of K.D. University, Mathura)

Ref. No. KDMCHRC/Dean/2026/360 **Date: 25.05.2026**

Internal Complaint Committee (ICC) / Gender Harassment Committee

In the reference of UGC letter no. **D.O.No.91-1/2024 (GS)** dated **30 अप्रैल, 2024/10 वैशाख, 1946,** NMC letter no. **NMC/PG/Legal/2023/ (22827)/026368 dated: 01.07.2024** & DGME letter no. **एमoई- 3/2025/1371 लखनऊ:दिनांक 26 जून,2025** the Internal Complaints Committee (ICC) / Sexual Harassment of Women at work place and Gender Sensitization against Sexual Harassment , POSH is constituted as follows:-

Sr. No.	Name	GHC Post	Designation	Contact No.
1	Dr. Praneeta J. Singh	Chairperson	Prof. & HOD, Department of Pathology	8800896846
2	Mrs. Anju Rani	Secretary	Asst. Prof., Department of Microbiology	8171106914
3	Dr. Manisha Gupta	Member	Prof. & HOD, Department of Physiology	7982731332
4	Dr. Vikram Sharma	Member	Prof. & HOD, Department of Orthopaedics	9958434172
5	Dr. Nimisha Saxena	Member	Prof. & HOD, Department of Biochemistry	9821929521
6	Dr. Sandhya Lata	Member	Prof. & HOD, Department of Paediatrics	9582768554
7	Dr. Vishy Agarwal	Member	Asso. Prof., Department of Obstetrics & Gynaecology	9837712570
8	Dr. Amanjot Kaur	Member	Professor, Department of Community Medicine	8685004841
9	Mrs. Sheela Alex	Member	Nursing Director	7830725296

All the committee members are requested to go though "Title VII of the Civil Rights Act of 1964 which is the federal Law that outlines harassment based on sex or gender. All companies with 15 or more employees to adhere to this rule.

The committee members are also requested to go though" The sexual Harassment of woman at workplace (Prevention, prohibition and redresses) Act 2013 which is a legislative act in India effective from April 23, 2013. And also to go though Anti-Sexual harassment act of 1995.

Workplace harassment is a form of discrimination that violates Title VII of the civil rights Act of 1964 and Alter federal regulations. Underline verbal or physical conduct based on race, circular, religion, gender, age, disability sexual orientation or retaliations are considered harassment.

i. To display banners and posters at conspicuous places in the buildings to create awareness among employees about sexual harassment and how to prevent it.

ii. To display the names and contact details of the members of the Internal Complaints Committee on notice boards in the institutions.

iii. To place a billboard showing the penal consequences of Sexual Harassment. A toll-free number and committed phone numbers should be provided on the billboard.

iv. To display the Women's Helpline Number 181 and Emergency Response Support Number 112 for ease of access to women in distress.

v. To upload the following on their respective portals:

- "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013," and University Grants Commission (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.
- Details regarding the constitution of the Internal Complaints Committee, along with contact information of its members such as name, phone number, address, etc.

vi. To organize training programmes aimed at raising awareness about sexual harassment for the employees of the institutions.

The chairman of the committee will keep the record of registered complaints received and the status of the action taken by committee Meeting shall be held thrice in a year and committee shall be reconstituted periodically.

Prof. Dr. R.K. Ashoka
Dean/Principal
KDMCHRC, Mathura

Prof Dr Ram Kumar Ashoka
Principal / Dean
K.D. Medical College Hospital &
Research Center, Mathura (U.P.)

Copy for kind information to:-

1. Hon'ble Chairman Sir/ MD Sir, KDMCHRC, Mathura.
2. The Chief Executive Director & General Manager (Mama Ji), KDMCHRC, Mathura.
3. The Medical Superintendent, KDMCHRC, Mathura.
4. The Registrar, K.D. University, Mathura.
5. All the Members of Biomedical Waste Management Committee, KDMCHRC, Mathura.
6. P.S. to Hon'ble Vice Chancellor, K.D. University, Mathura.
7. HR, KDMCHRC, Mathura.