



Aadarsha Bahuuddheshiya Shikshan Prasarak Mandal

# MAULI MEDICAL COLLEGE, HOSPITAL & RESEARCH CENTER [M.M.C.]

Anjani Khurd Tq. Lonar Dist. Buldhana 443302

Email : maulimedicalcollege@gmail.com

Ref. No.....

Date : 28/02/2026

## Gender Harassment Committee (Internal Complaints Committee)

(As per NMC & Prevention of Sexual Harassment (PoSH) Act, 2013)

The Gender Harassment Committee in a medical college is constituted as per the National Medical Commission (NMC) guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (PoSH Act). It aims to provide a safe, gender-sensitive, and harassment-free environment for students, faculty, and staff.

### 1. Composition of the Gender Harassment Committee (Internal Complaints Committee - ICC)

The committee must have a diverse representation, including senior faculty, external members, and student representatives.

Sr.No	Name OF Staff	Designation	Contact No	Email	Role
1	Dr.Pramod D Jadhao	Dean / Principal	9657208777	maulimedicalcollege@gmail.com	Patron (Overseeing Authority)
2	Dr.Pallavi Rupam Divthane	Senior Female Faculty (Professor)	9420628488	drmayerikulkarni@gmail.com	Chairperson (Presiding Officer)
3	Dr.Prashil Prakashrao Jumade	Faculty Member	9890997635	pjumde@gmail.com	Member
4	Dr. Anil Shriram Rathod	Faculty from Different Departments	9552785828	Anilrathod577@gmail.com	Members
5	Miss.Bhavana A.Jadhao	Non-Teaching Staff Representative	9011347844	bhavanajadhao@gmail.com	Member
6	Dr.Bhoyar Pallavi Gajanan	Faculty Member	9420628488	pradivthane@gmail.com	Members



Sr.No	Name OF Staff	Designation	Contact No	Email	Role
7	Adv.Rupali Lohiya	External Expert (NGO/Lawyer/Social Worker experienced in gender issues)	9881365769	rupalilohiya@gmail.com	Member

☛ **Note:** As per PoSH Act, 2013, at least 50% of members should be women.

## 2. Responsibilities of the Gender Harassment Committee (ICC)

### Prevention & Awareness

- Conduct sensitization programs, workshops, and training on gender equity and harassment prevention.
- Display **Anti-Sexual Harassment Policies** on campus, website, and notice boards.
- Promote **gender-neutral policies** for students and staff.

### Complaint Handling & Redressal

- Receive and **investigate complaints** of sexual harassment or gender discrimination.
- Ensure a **confidential, impartial, and timely** grievance redressal process.
- Provide support and counseling to affected individuals.
- Take necessary actions, including **disciplinary measures**, as per institutional & legal guidelines.

### Legal Compliance & Reporting

- Function as per **PoSH Act, 2013** and report to relevant authorities when required.
- Submit **annual reports** on cases handled, actions taken, and preventive measures to NMC.
- Maintain **confidentiality** and safeguard the interests of complainants and witnesses.

## 3. Complaint Procedure

- ✦ **Step 1: Complaint Submission (Written/email complaint to ICC within 3 months of the incident).**
- ✦ **Step 2: Preliminary Inquiry (ICC reviews case details, confidentiality maintained).**
- ✦ **Step 3: Hearing Process (Statements from complainant, accused, and witnesses recorded).**
- ✦ **Step 4: Resolution & Action (Counseling, warning, suspension, or legal action if required).**
- ✦ **Step 5: Appeal Process (If either party is unsatisfied, an appeal can be made as per rules).**

## 4. Meeting Schedule & Documentation


- ✦ **Frequency:** At least **once every three months** or as needed in case of complaints.
- ✦ **Agenda:** Awareness initiatives, case reviews, policy updates.
- ✦ **Minutes of Meetings (MoM):** Proper documentation maintained **confidentially**.

## 5. Reporting & Coordination

- The committee reports to the **Dean/Principal** and submits an **annual compliance report** to NMC.
- Works in collaboration with **legal authorities, NGOs, and women's welfare organizations** if needed.
- Ensures compliance with **UGC, NMC, and Government Women's Safety Guidelines**.



Signature & Approval:

  
**Dr. Pramed D Jadhao**  
Principal  
Mauli Medical College, Hospital  
& Research Center, Anjani Khurd  
Ta. Lonar Dist. Buidhana