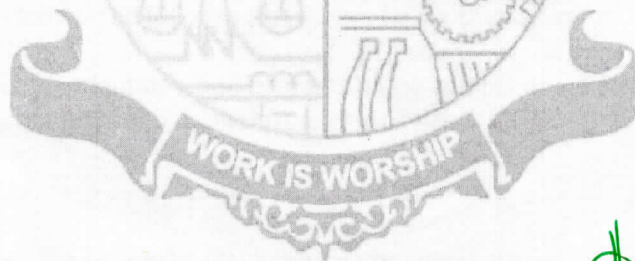


**P.M. NADAGOUDA MEMORIAL DENTAL COLLEGE & HOSPITAL,
NAVANAGAR, BAGALKOT – 587 103. (KARNATAKA)**

ANTI SEXUAL HARASSMENT / INTERNAL COMPLAINT COMMITTEE

SL NO.	NAME OF THE STAFF MEMBERS	DESIGNATION	TELEPHONE	EMAIL ID
1	Dr. Arati Koregol	Head	9448157194	aratikperio@yahoo.co.in
2	Dr. Nivedita Mankani	Member	9481212040	drniveditam@yahoo.co.in
3	Dr. Hiranmayi Brid	Member	9739449334	hiranmayi.89@gmail.com
4	Dr. Srushti V. Patil	Member	6364347371	patilsrushti1799@gmail.com
5	Dr. Shrutika. H. Egannavar	Member	9535539236	egannavarshrukas@gmail.com
6	Ms. Rohini Biradar	Member	6362666979	
7	Mrs. Laxmi Kenchagar	Member	9448318155	
8	Mrs. Ambika Vanasale (Shahapur)	Member	9731429445	



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PRINCIPAL,
P.M.N.M. Dental College & Hospital
NAVANAGAR, BAGALKOT-587103.

ANTI SEXUAL HARASSMENT / INTERNAL COMPLAINT COMMITTEE

Institutional Policy for

Core Objectives and Responsibilities

- * **Prevention & Prohibition:** To create a safe, inclusive campus free from gender-based discrimination, retaliation, or harassment.
- * **Awareness:** To conduct regular gender-sensitization workshops, training programs, and display the consequences of sexual harassment on prominent campus notice boards.
- * **Redressal:** To provide a confidential, impartial platform for students, patients, teaching staff, and non-teaching staff to lodge grievances.

Complaint Procedure and Time Limits

- * **Filing a Complaint:**
 - The aggrieved (employee, student, or visitor) must submit a written complaint to the ICC.
 - If the person is unable to file due to physical or mental incapacity, a legal heir, relative, friend, co-worker, or NGO officer can file on their behalf.
- * **Timeframe:** The complaint must be filed within 3 months of the incident (or 3 months from the last incident in a series of incidents). The ICC may extend this by another 3 months under exceptional circumstances.
- * **Confidentiality:** Proceedings, identities, and contents of the complaint are strictly protected under Section 16 of the PoSH Act; publication or disclosure carries penalties.

Inquiry and Action

- * **Interim Measures:** During the pendency of an inquiry, the committee may recommend transferring the student/employee or granting leave.
- * **Disciplinary Actions:** Depending on the findings, recommendations to the management can include written apologies, warning, reprimand, counseling, withholding promotion/increments, or termination of employment / suspension from the academic program.
- * **Annual Reports:** The ICC is required to prepare an annual report of received and redressed complaints and submit it to the designated government authority/employer.


Dr. Arati C. Koregol,
Head,

Anti Sexual Harassment / Internal
Complaint Committee,
PMNM Dental College & Hospital,
Navanagar, Bagalkote.


PRINCIPAL,
P.M.N.M. Dental College & Hospital
NAVANAGAR, BAGALKOT-587103.