

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

WOMENS GRIEVANCE COMMITTEE

SL NO.	NAME OF THE STAFF MEMBERS	DESIGNATION	TELEPHONE	EMAIL ID
1	Dr. Nivedita Mankani	Head	9481212040	drniveditam@yahoo.co.in
2	Dr. Arati Koregol	Member	9448157194	aratikperio@yahoo.co.in
3	Dr. Jyoti Pattanashetti	Member	9448645903	jyoti.pattanshetti@yahoo.com
4	Ms. Shreya C. Nagathan	Post Graduate Student	9036184426	shreyacnagathan@gmail.com
5	Ms. Vrunda R. Chandak	Intern	9880183649	chandakvrunda@gmail.com
6	Ms. Nikhita Shivapooji	Students Representative	7483115100	snikhita281@gmail.com
7	Mrs. Laxmi Kenchagar	Staff Nurse	9448318155	
8	Mrs. Lalita Kalmadi	Staff Nurse	7829458075	



PRINCIPAL,

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

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Purpose and Jurisdiction

The Cell acts as a safe, confidential mechanism to resolve grievances arising from gender discrimination, operational stressors, and bias within the academic, clinical, or residential spheres of the college. If any complaint received by this Cell is found to contain elements of sexual harassment, it must be forwarded to the college's statutory Internal Complaints Committee (ICC) within 24 hours.

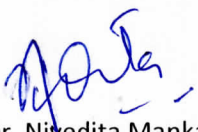
Scope of Covered Grievances

The cell will entertain individual or systemic grievances from female stakeholders regarding:

- * Clinical Academics Bias: Disparity or deliberate unfairness in patient allotments, logbook sign-offs, or clinical quota completions by supervisors/departments.
- * Workplace & Campus Environment: Inadequate infrastructure (separate common rooms, operational changing areas, or clean washrooms), or security issues during overnight clinical on-call duties.
- * Patient-Related Misconduct: Instances where a female dental student or clinician experiences verbal abuse or inappropriate non-sexual conduct from patients or their attendants during clinical postings.
- * Administrative & Financial Discrepancies: Unfair handling of leaves, maternal/medical exit permissions, hostel amenity distributions, or arbitrary penalties.

Standard Operating Procedure (SOP)

- a. Submission: The aggrieved individual submits a filled copy of the registration form via the secure physical drop-box outside the Administrative Block or the dedicated institutional email.
- b. Assessment: The Committee evaluates the complaint. If it falls outside the jurisdiction of this Cell (e.g., Ragging or POSH), it is immediately routed to the respective statutory cells.
- c. Fact-Finding & Mediation: For valid grievances, a designated subcommittee conducts an inquiry or a mediation session with both parties.
- d. Reporting: The final recommendations are forwarded to the Dean / Principal of the Dental College. The maximum resolution window is 30 days from date of registration.


Dr. Nivedita Mankani,
Head,

Womens Grievance Committee,
PMNM Dental College & Hospital,
Navanagar, Bagalkote.


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