

# AMALA COLLEGE OF NURSING

(An undertaking of Amala Cancer Hospital Society)

Amala Nagar P.O., Thrissur-680 555, Kerala, India.

Website : [www.amalanursingcollege.org](http://www.amalanursingcollege.org)

**FIRST CYCLE NAAC ACCREDITATION 2022**

## CRITERION 5

### STUDENT SUPPORT AND PROGRESSION

#### 5.1 Student Support

*5.1.5 List of Members of the Internal Complaint  
Committee and Mechanism of Internal Complaint Cell*

*Submitted to*



**THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**LIST OF MEMBERS**  
**ANTI - SEXUAL HARASSMENT COMMITTEE**  
**2016-2021**



# AMALA COLLEGE OF NURSING

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Amala Nagar P.O., Thrissur-680 555, Kerala, India.

Date: 08.04.2020

## Members of Internal Complaints committee – 2020

Chairman: Prof. Dr. Rajee Reghunath, Principal

Members: Dr. Prof. Sr. Merly john, convener

Sr. Jyothish, Committee member

Mrs. Bincy AP, Committee member

Mrs. AswathyGopi

Mrs. RosariyoAnto



  
Principal

Prof. Dr. RAJEE REGHUNATH  
PRINCIPAL  
AMALA COLLEGE OF NURSING  
AMALA NAGAR P.O., THRISSUR-680 555



# AMALA COLLEGE OF NURSING

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Amala Nagar P.O., Thrissur-680 555, Kerala, India.

**Date: 08.04.2019**

## **Members of Anti Sexual harassment committee – 2019**

Chairman: Prof. Dr. Rajee Reghunath, Principal

Members: Sr. Nirmala, Vice principal

Sr. Litha Lizbeth, Asso. Professor

Sr. Merly John, Asso. Professor

Sr. Jyothish, Asst. Professor

Ms. Ancy Anto, IV year B.Sc. Nursing



  
**Principal**

**Prof. Dr. RAJEE REGHUNATH**  
PRINCIPAL  
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# AMALA COLLEGE OF NURSING

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Amala Nagar P.O., Thrissur-680 555, Kerala, India.

Date: 08.10.2018

## Members of Anti Sexual committee – 2018

Chairman: Prof. Dr. Rajee Reghunath, Principal


Members: Dr. Prof. Sr. Merly John, convener

Sr. Jyothish, Committee member

Mrs. Fancy Paul, Asst. Professor

Mrs. Mary Tresa, Asst. Professor



  
**Principal**  
Prof. Dr. RAJEE REGHUNATH  
PRINCIPAL  
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# AMALA COLLEGE OF NURSING

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Amala Nagar P.O., Thrissur-680 555, Kerala, India.

Date: 08.10.2017

## Members of Anti Sexual harassment committee - 2017

**Chairman:** Prof. Dr. Rajee Reghunath, Principal

**Members:** Dr. Prof. Sr. Merly john, convener

Sr. Jyothish, Committee member

Fancy Paul, Asst. Professor



  
**Principal**

Prof. Dr. RAJEE REGHUNATH  
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# AMALA COLLEGE OF NURSING

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Amala Nagar P.O., Thrissur-680 555, Kerala, India.

**Date: 19.04.2016**

## **Members of Anti Sexual harassment committee -2016**

Chairman: Prof. Dr. Rajee Reghunath, Principal

Members: Dr. Prof. Sr. Merly John, convener

Sr. Jyothish, Committee member

Mrs. Fancy Paul, Secretary

Mrs. Mary Tresa, Committee member



**Principal**

**Prof. Dr. RAJEE REGHUNATH**  
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## **MECHANISM OF ANTI - SEXUAL HARASSMENT**





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## PREVENTION OF SEXUAL HARASSMENT COMMITTEE

*Prevention of Sexual Harassment Committee (PoSHC)* assures all the students, teaching and non-teaching staffs are treated with dignity, respect and the complaints should be maintained confidentiality.

### Definition

Sexual harassment is the unwelcome **touching or other physical contact, asking or demanding sex or any other sexual activity, making remarks which are of a sexual nature, showing pornographic material** which may include videos, magazines, books etc.

(Section 354A IPC)

### Objectives

- To create a campus free of discrimination, harassment, retaliation, or sexual assault at all levels.
- To develop a mechanism for the prevention and redressal of sexual harassment cases at the Institution.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To develop a comprehensive policy against sexual harassment at the institution

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Prof. Dr. RAJEE REGHUNATH  
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AMALA NAGAR P.O., THRISSUR-680 555



## **Prevention of sexual harassment committee (PoSHC) members**

1. Dr. Prof. Rajee Raghunath, Chairperson
2. Dr. Prof. Sr. Merly John, Convener
3. Prof. Lakshmi G, IQAC Coordinator
4. Sr. Jyothish, Committee member
5. Mrs. Bincy A P, Committee member

## **Procedure to be followed by the committee (SOP)**

1. PoSHC addresses complaints of the student/employee of Amala college of nursing and the incident should happen inside the college campus
2. The Committee shall meet once in a year and when any complaint is received by it.
3. A complaint may be received by the chairperson.
4. The Committee may direct the aggrieved person to prepare and submit a detailed statement of incident, if the written complaint lacks exactness and required particulars, within a period of two days from such direction or such other time period that the Committee may decide.
5. The Committee shall allow both parties to produce relevant documents and witnesses to support their case. Documents produced by either party shall be affixed with that party's signature to certify the document as an original/true copy.
6. The Committee shall direct the accused student/employee to prepare and submit a written response to the complaint/allegations within a period of four days from such direction or such other time period as the Committee may decide.
7. The complaint should be taken over by the chair person, further procedure of conciliation and enquiry should begin within a time period of 4 days.
8. Committee shall allow both parties reasonable opportunity of presenting their case.

*R. Rajee*  
Prof. Dr. RAJEE REGHUNATH  
PRINCIPAL  
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9. Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.

10. The Committee shall make all endeavour to complete its proceedings within a period of fifteen days from the date of receipt of the complaint.

11. If further police investigation required, the matter will be referred accordingly.

12. If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is made out against the accused employee(s)/student and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, disciplinary action could be initiated in the form of

a. Warning

b. Written apology

c. Bond of good behaviour

d. Adverse remarks in the confidential report

e. Debarring from supervisory duties

f. Denial of membership of statutory bodies g. Denial of re-employment/readmission

h. Stopping of increments/promotion/denying admission ticket

i Reverting, demotion.

J. Suspension / Dismissal

k. Any other relevant mechanism

13. The committee shall make arrangements for appropriate psychological, emotional and physical support (in the form of counselling, security, and other assistance) to the victim if so desires.

14. The committee shall seek medical, police and legal intervention with the consent of the complainant.

*Lyg.*

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