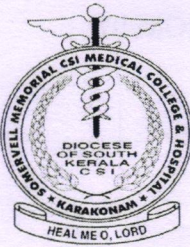


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|  | DR SM C.S.I MEDICAL COLLEGE & HOSPITAL | Doc. No. | SMCSIMCH/ROM/07 |
| | SCOPE OF INTERNAL COMPLAINTS COMMITTEE | Issue No. | 01 |
| | | Rev. No | 00 |
| | | Date | 01.07.2023 |

Scope

Under the Sexual Harassment of Women at Workplace (SHWW) (Prevention, Prohibition and Redressal) Act, 2013 the following Internal Complaints Committee have been constituted as per the Act.

Members:

| | |
|---------------------------|--------------------------|
| Dr. Apuca Susan Mathew | Presiding officer |
| Dr. Delinda Linu Swornila | Member |
| Dr. Suja Baby Y V | Member |
| Mrs. Rani M Rose | Member |
| Adv. Mrs. Leni Kovoor | Community representative |
| Mrs. Sunija | Member |
| Dr J Bennet Abraham | Ex-Officio member |

Functions

1. Any unwelcome act or behaviour of sexual nature shall be notified to the Chairperson of the Sexual Harassment Committee who will investigate the case. The following are considered as sexually determined behavior
 - Physical contact and advances
 - A demand or request for sexual favors
 - Sexually coloured remarks
 - Showing pornography
 - Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
2. To ensure that appropriate work conditions are provided in respect to work, leisure, health and hygiene and to further ensure that there is no hostile environment towards women at work place and no woman employee should have reasonable grounds to believe that she is disadvantaged in connection with her employment.
3. To ensure if any complaint received would be investigated by the committee and the report be submitted to Director for appropriate action.