



KALPANATH RAI INSTITUTE OF MEDICAL SCIENCE

A Unit of R.S.S.S.S.

KASARA, MAU (U.P.)- 275102

Ref. No. KRIMS/POSH/2026-27/001

Date : 01/05/2026

Committee for Prevention of Gender Harassment (PoSH)

As per the National Medical Commission rules, regarding sexual harassment, violence against women and to provide a conducive atmosphere in the campus of the Institute, a 'Committee for Prevention of Gender Harassment' is hereby constituted as under:

Sr. No.	Name	Department & Designation	Committee Position
1	Prof. (Dr.) Vandana Dixit	Professor (Anatomy)	Chairman
2	Prof. (Dr.) Pratiksha Chandrakant Mainkar	Professor (Pharmacology)	Co-Chairman
3	Dr. Fatima Anjum	Associate Professor (Pathology)	Convener
4	Dr. Vishwajeet Bardoloi	Associate Professor (Microbiology)	Member
5	Dr. Chandani Ashok Kumar	Professor (Community Medicine)	Member
6	Dr. Gaurav Agarwal	Assistant Professor (Forensic Medicine)	Member
7	Dr. Om Prakash Singh	Professor (General Medicine)	Member (Rep. Male Faculty)
8	Dr. Anjali Bisht	Associate Professor (Pediatrics)	Member (Rep. Female Faculty)
9	Dr. Nishtha Chaudhari	Associate Professor (OBG)	Member
10	Dr. Ravi Kumar BR	Nursing Superintendent	Member
11	Mr. Prashant Rai	Office Superintendent	Member

Chairman

**PoSH Committee
KRIMS, Mau**

Principal
Kalpanath Rai Institute
of Medical Science
Kasara-Mau

Copy forwarded to the following for information & necessary action:-

11. The Member / President, Under Graduate Medical Education Regulation Board, National Medical Commission, Pocket – 14, Sector – 8, Dwarka Phase – I, New Dehi – 110077.
12. The Secretary to the Government, Medical Education Department, State Government.
13. Registrar, Atal Bihari Vajpayee Medical University
14. All Members as above.
15. All PHOD's of this Institute.
16. All Hostel wardens.
17. All Officer Incharges of this Institute.
18. Officer Incharge – College website to upload on website.
19. Guard file.


Chairman
PoSH Committee
KRIMS, Mau
Principal
Kalpanath Rai Institute
of Medical Science
Kasara-Mau

THE OBJECTIVES OF THE COMMITTEE ARE

1. To prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees;
2. To make recommendations to the Convener / and or Dean for changes / elaborations – – in the Rules for students in the Prospectus and the Bye-Laws, – to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees;
3. To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
4. To recommend appropriate punitive action against the guilty party to the Convener / and or Dean

PROCEDURE FOR APPROACHING COMMITTEE

The Committee shall deals with issues relating to sexual harassment at the this Institute campuses. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the Dean, Medical Superintendent or any of the Committee members, they may forward it to the Convener of the Committee Against Sexual Harassment.

ACTS OF SEXUAL HARASSMENT:

It is defined that according to the Supreme Court guideline Sexual harassment can be defined as “unwelcome” sexually determined behaviour (whether directly or by implication) as:

- Physical contact and advances;
- Demand or request for sexual favors;
- Sexually coloured remarks;
- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

(Vishaka judgment by Supreme Court)

THE FOLLOWING FURTHER ACTS / COMMISSIONS ARE ALSO COMES UNDER THE AMBITS OF SEXUAL HARASSMENT AND IS WITHIN THE PURVIEW OF THE COMMITTEE:

- Eve-teasing,
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation; and
- Physical confinement against one's will and any other act likely to violate one's privacy.