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अण्डमान तथा निकोबार प्रशासन

ANDAMAN AND NICOBAR ADMINISTRATION

चिकित्सा अधीक्षक का कार्यालय

Office of the Medical Superintendent

जी.बी. पंत अस्पताल / G.B.Pant Hospital

Sri Vijaya Puram, dated the 26th April, 2025.

To

The Deputy Secretary (Law)
A&N Administration
Sri Vijaya Puram

Sub:- Implementation of the Prevention of Sexual Harassment Act, 2013 –
Constitution of Internal Complaints Committee (ICC) (Including Govt.
and Private run Hospitals)- Regarding.

Sir,

I am to refer to Admn's letter No. 9-131/NHRC-2025-Legal dated 16.04.2025 received in this Office through the Director of Health Services, A&N Administration on the subject mentioned above and to say that as per Prevention of Sexual Harassment Act, 2013, an Internal Complaint Committee has already been constituted for the employees of A&N Health Department working at GB Pant Hospital, Sri Vijaya Puram vide DHS Office Order No. 1428 dated 19th May, 2021. (Copy enclosed). Accordingly, under the Prevention of Sexual Harassment Act, 2013, Gender Harassment Committee has also been constituted for the students and employees of Andaman and Nicobar Islands Institute of Medical Sciences (ANIIMS) vide Director, ANIIMS Office Order No. 690 dated 20th July, 2023. (copy enclosed). Necessary action has been taken to display the copy of the above orders with its guidelines in the websites of Health Department as well as ANIIMS for an easy access by needy students and employees.

Yours truly,

(Dr M K Saha)

Medical Superintendent

Copy to:-

1. The Director, ANIIMS, Sri Vijaya Puram
2. The Director of Health Services, A&N Administration, Sri Vijaya Puram
3. The Nodal Officer (I.T), DHS Office with the request to take necessary action to upload the copy of order No.1428 dated 19.05.2021 and order No. 364 dated 29.01.2025 in the websites of A&N Health Department.
4. The HOD (Anatomy) & Incharge (IT), ANIIMS, Sri Vijaya Puram with the request to take necessary action to upload the copy of Order No.690 dated 20th July, 2023 in the website of ANIIMS.

Medical Superintendent



निर्देशक (एनिम्स) का कार्यालय
OFFICE OF THE DIRECTOR (ANIIMS)
अण्डमान निकोबार द्वीप समूह चिकित्सा संस्थान
ANDAMAN & NICOBAR ISLANDS INSTITUTE OF MEDICAL SCIENCES
अण्डमान तथा निकोबार प्रशासन
ANDAMAN & NICOBAR ADMINISTRATION

Dated 20th July 2023

OFFICE ORDER NO:- 690

In supersession to the previous Officer Order No. 07 dated 03.01.2023 related to Gender Harassment Committee is re-constituted with the following members:-

1.	Dr. Ruby Thomas	Professor & Head (Microbiology)	Chairperson
2.	Dr. Ajay Raj S	Associate Professor (Community Medicine)	Member
3.	Dr. Aanchal Anand	Assistant Professor (Community Medicine)	Member
4.	Dr. Avinika Jasuja	Assistant Professor (Pathology)	Member
5.	Dr. Prafful Kumar	Assistant Professor (Dentistry)	Member
6.	Mr. Sujit Kumar Mazumdar	Section In-Charge, Legal	Member
7.	Mr. Shivraj	Social Worker, ANIIMS	Member
8.	Ms. Zubiada Begum	Social Worker (Extenal)	Member

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 Director, ANIIMS 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 Director ANIIMS.

PROCEDURE FOR APPROACHING COMMITTEE

The Committee shall deals with issues relating to sexual harassment at ANIIMS & GBPH 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 Chairperson of the Committee. If the complaint is made to the Director, 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 favours;
 - 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,
- Unsavoury 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.


Director ANIIMS

F.No. 1-40/ANIIMS/Establishment/202324

OFFICE ORDER BOOK

Copy to:-

1. Dean Academics for necessary information.
2. Party Concerned for necessary information and action.
3. Concerned file.


20/7/23
Director ANIIMS

Chandray