



Aroor Laxminarayana Rao Memorial AYURVEDIC MEDICAL COLLEGE

(Affiliated to Rajiv Gandhi University of Health Sciences &

Recognised by Govt. of Karnataka &

National Commission for Indian System of Medicine, Ministry of AYUSH, Govt. of India

MANAGED BY AROOR EDUCATIONAL TRUST (R.) KOPPA

Koppa - 577 126, Chikmagalur Dist

OFFICE OF THE PRINCIPAL

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Website: wwwalnrmamc.com

STD Code : 08265

College : 221205

Hospital : 221884

Mob : 82178 58036

Ref. No. ALNAC 89 / COMMITTEE / 2025-26/030

Date: 10/09/2025.

The INTERNAL COMPLAINTS COMMITTEE has been constituted with immediate effect in accordance with provision 30 of the latest **MINIMUM ESSENTIAL STANDARDS, ASSESSMENT AND RATING FOR THE AYURVEDA MEDICAL INSTITUTE 2024** as published in the Gazette of India CG-DL-E-06052024-254049 dated 2nd May 2024 and in compliance with **Chapter II (Provision 4) of THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013** and **HANDBOOK ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE** (Prevention, Prohibition and Redressal) Act,2013 published by the **Ministry of Women and Child Development, Government of India** in November 2015 with the following members:

Sl. No.	Name of the Members	Designation
1	Dr. Shobha BK, Professor & Head, Dept of Panchakarma	Chairperson
2	Dr. Harsha NM, Principal	Member
3	Dr. Manjunath R Hegde, Associate Professor, Dept of Samhita & Siddhanta	Member
4	Dr. Shetty Supritha Sundar, Assistant Professor, Dept of Kriya Sharira	Member
5	Ms. Chandrakala, Social Activist	External Member
6	Mr. Santosh Kumar S.S, Advocate	External Member
7	Dr. Prashanti K, Associate Professor, Dept of RSBK	Member Secretary

Roles and Responsibilities of the Committee:

1. Prevention:

- Awareness & Orientation: Conduct awareness programs, workshops, and lectures for students, staff, and faculty on what constitutes sexual harassment, rights of complainants, and redressal mechanisms.
- Policy Dissemination: Ensure that anti-sexual harassment policies are visibly displayed on campus, hostels, and hospital units of the ALN Rao Memorial Ayurvedic College, Koppa.
- Safe Environment: Recommend measures for creating a gender-sensitive, safe, and respectful environment in classrooms, hostels, clinical postings, and research spaces.

2. Redressal:

- i. Receive Complaints: Accept complaints of sexual harassment from students, faculty, non-teaching staff, hospital staff, and patients (in the teaching hospital context).
- ii. Maintain Confidentiality: Ensure strict confidentiality of complainants and all parties involved during proceedings.
- iii. Inquiry Process: Conduct fair, impartial, and time-bound inquiry into complaints following natural justice principles.
- iv. Recommendations: Submit findings and recommend appropriate disciplinary/administrative action to the college management or governing body.

3. Protection

- i. Interim Relief: Suggest protective measures during inquiry (transfer of complainant/respondent, leave, or change in duty/class schedules).
- ii. Safeguard against Victimization: Ensure no retaliation or adverse academic/administrative consequences for complainants or witnesses.

4. Monitoring & Reporting

- i. Documentation: Keep proper records of complaints, inquiry proceedings, and outcomes.
- ii. Annual Report: Submit an annual report to the management and affiliating university, mentioning number of cases filed and resolved.
- iii. Review Mechanism: Periodically review the effectiveness of preventive measures, policies, and code of conduct in the institution.

5. College-Specific Context

- i. Clinical Setting: Since an ALN Rao Memorial Ayurvedic Medical College has a teaching hospital, ICC must also be vigilant about harassment issues arising between students, interns, faculty, patients, and hospital staff.
- ii. Residential Facilities: Pay attention to hostel environments where both staff and students reside.
- iii. Field Visits & Internships: Extend protection during study tours, community postings, and internships at other institutions or hospitals.

Frequency of Meetings:

1. The Committee shall meet once in six months or as and when needed.
2. Minimum five members shall be present at a meeting.

Copy To:

1. Notice Board
2. Concerned Members
3. IQAC
4. President Sir File
5. Office File




Principal
12/9/25


PRINCIPAL
A.L.N. RAO MEMORIAL AYURVEDIC
MEDICAL COLLEGE
KOPPA-577 126