



# AROMA AYURVEDIC MEDICAL COLLEGE AND HOSPITAL

(UNDER:- SHRI RADHAY LAL MEMORIAL TRUST)

Approved by : NCISM NEW DELHI (MINISTRY OF AYUSH) & AFFILIATED TO : UTTARAKHAND AYURVED UNIVERSITY, DEHRADUN

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Ref. No. **AAMC/2024/87**

Dated **10/10/2024**

## ANTI-SEXUAL HARASSMENT COMMITTEE (ASHC)

आज दिनांक 10 अक्टूबर 2024 को अरोमा आयुर्वेदिक मेडिकल कॉलेज एण्ड हॉस्पिटल के माननीय चेयरमैन डॉ० विजय सैनी की उपस्थिति में **Anti-Sexual Harassment Committee (ASHC)** के सम्बन्ध में चर्चा हुई जिसके उपरान्त **NCISM** के निर्देशानुसार **Anti-Sexual Harassment Committee (ASHC)** का गठन किया गया। जिसमें अध्यक्ष के रूप में संस्थान के प्राचार्या डॉ० अमिता झुनझुनवाला को नियुक्त किया गया एवं अन्य पदाधिकारियों का विवरण निम्न प्रकार से है-

| क्र.स. | पद      | नाम                               | विभाग                               |
|--------|---------|-----------------------------------|-------------------------------------|
| 1      | अध्यक्ष | डॉ. अमिता झुनझुनवाला (प्राचार्या) | प्रोफेसर (अगद तंत्र)                |
| 2      | सदस्य   | डॉ. सुगन्धा                       | एसिस्टेन्ट प्रोफेसर (संहिता अध्ययन) |
| 3      | सदस्य   | डॉ. मीनाक्षा पाण्डे               | एसिस्टेन्ट प्रोफेसर (द्रव्य गुण)    |
| 4      | सदस्य   | आशीष प्रसाद                       | एच0आर0 ऑफिस प्रमुख                  |

उपर्युक्त गठित कमेटी का कार्यकाल निर्गत तिथी से अगले 1 वर्ष तक मान्य होगा। विषय परिस्थितियों में कमेटी में किसी भी प्रकार का संशोधन आवश्यकतानुसार 1 वर्ष पूर्ण होने से पूर्व भी किया जा सकता है।

**Chairman**  
Aroma Ayurvedic Medical  
College & Hospital, Roohkee-Haridwar (U.K.)  
डॉ. विजय सैनी  
(चेयरमैन)

**PRINCIPAL**  
Aroma Ayurvedic Medical  
College & Hospital  
Village Shantashah Post Patanjali, Haridwar  
डॉ. अमिता झुनझुनवाला  
(प्राचार्या)

**Dr.**  
डॉ. सुगन्धा  
(सदस्य)

**Dr.**  
डॉ. मीनाक्षा पाण्डे  
(सदस्य)

**Dr.**  
आशीष प्रसाद  
(सदस्य)

Address :- NH-334, Near Patanjali Yogpeeth Phase-II, Haridwar Uttarakhand - 249405





## ANTI-SEXUAL HARASSMENT COMMITTEE (ASHC)

### POLICY DOCUMENT

Academic Year 2024-25

As per the UGC guidelines, NAAC and the Supreme Court & POSH Act, 2013, an Anti- Sexual Harassment Committee had been formed by **Aroma Ayurvedic Medical College and Hospital** in the year 2024-25. The Committee aims at providing a safe & healthy environment for the students/staff, between the staff & students, the higher authorities & their colleagues to promote women empowerment. The University shall have 'zero tolerance' policy against any act of sexual-harassment.

#### Meaning of Sexual Harassment

“**Sexual harassment**” as under the POSH Act 2013 includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely: —

- (i) Physical contact and advances;
- (ii) A demand or request for sexual favors;
- (iii) Making sexually colored remarks;
- (iv) Showing pornography;
- (v) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

As per the guidelines of the UGC & “POSH Act” 2013 Sexual Harassment includes:

1. Any disorderly conduct whether by words spoken or written or by a physical contact, which has the effect of teasing or ill- treating.
2. Indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm.
3. Asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique.

#### The Anti-Sexual Harassment Committee of AAMCH comprises of:

1. Chairman
2. Members
3. Invitee Members- one a legal advisor.

The formation of Anti-Sexual Harassment Committee of AAMCH for the A.Y.-2024-25 is as follows:

| Sr. No. | Particulars           |                                 | Designation of Committee |
|---------|-----------------------|---------------------------------|--------------------------|
|         | Name                  | Designation in AAMCH            |                          |
| 1.      | Dr. Amita Jhujhunwala | Principal                       | Chairperson              |
| 2.      | Dr. Sugandha          | Asst Prof. (Samhita & Siddhant) | Member                   |
|         | Dr. Meenakshi Pandey  | Asst Prof. (Dravyaguna)         |                          |
|         | Mr. Ashish Prasad     | HR AAMCH                        |                          |
| 3.      | Mr. Navneet Kaushik   | Advocate                        | Invitee Member           |

### Objectives:

- To prevent all forms of sexual harassment.
- To orient, create awareness and sensitize students and employees.
- To encourage the early reporting of any allegations of sexual harassment.
- To ensure that the complaints will be dealt with in a timely and confidential manner.
- To ensure safe environment on the campus.
- To document the complaint process.

### Functions:

The committee shall take the following preventive steps:

- facilitate a safe environment that is free of sexual harassment.
- promote behaviors that create an atmosphere that ensures gender equality.
- ensure the implementation of the policy in letter through proper reporting of the complaints and their follow-up procedures.
- create a secure physical and social environment which will deter acts of sexual harassment.
- promote a social and psychological environment which will raise awareness about sexual harassment in its various forms.
- generate public awareness against sexual harassment and all forms of gender-based violence.
- publicize the policy especially through prospectus, notice boards, websites along with the names and phone numbers of members of the committees.

The committee shall also take the following remedial steps:

- ensure that the mechanism for registering complaints is safe & accessible.
- take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
- advise the competent authority to issue warnings or take the help of the law to stop the harasser, if the complainant consents.
- seek medical, police and legal intervention with the consent of the complainant.
- make arrangements for appropriate psychological, emotional and physical support (in form of counselling, security and other assistance) to the victim if so desires.

### **Powers:**

- The committee may summon the accused as well as witnesses.
- They may ask for any relevant information from any students or employees.
- The committee may make copies, record or retain the information that are deemed to be important.
- The committee shall have the power to recommend appropriate action against any person found guilty to the Provost and the Hearing Committee.

### **Punishments against Sexual-Harassment:**

Depending on the nature of the offence the ASHC may suggest any one or combination of the following punishments:

#### **For Students:**

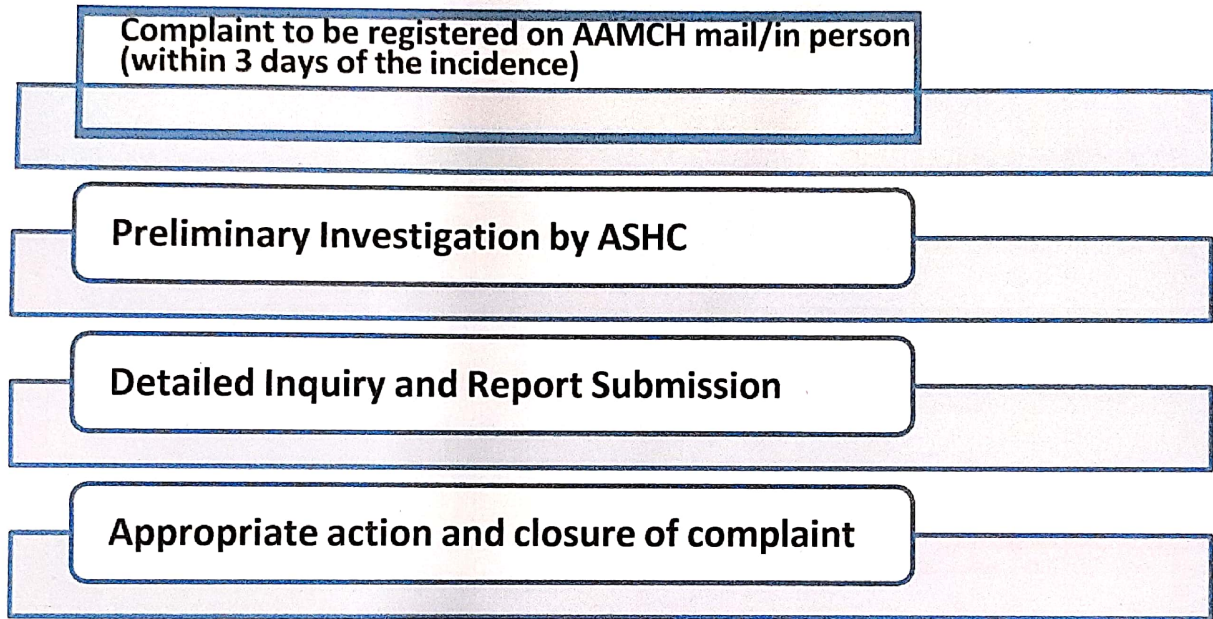
- Suspension from attending classes for a determined period of time
- Withholding or withdrawing scholarships and other benefits
- Debarring from appearing in examination
- Withholding of results/mark-sheet/certificate
- Banning from participating and representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- Cancellation of admission
- Rustication from the institution for determined period
- Fine to be paid

#### **Other than Students:**

- Warning
- Written apology
- Bond of good behavior
- Adverse remarks in the confidential report
- Debarring from supervisory duties
- Denial of membership of statutory bodies

- Denial of re-employment
- Stopping of increments / promotion
- Reverting, demotion
- Suspension
- Dismissal
- Any other relevant mechanism

### Complaint handling procedure



The entire process to be completed within 30 working days.

### UGC Anti-Sexual Harassment Policy References

|  |   |
|--|---|
| UGC Main Portal                                | <a href="https://saksham.ugc.ac.in/Grievanceredressal">https://saksham.ugc.ac.in/Grievanceredressal</a>   |
| UGC Anti-Sexual Harassment Policy              | <a href="https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf">https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf</a> |
| UGC Anti-Sexual Harassment Helpline No. (24x7) | 1800-111-656  |
| UGC Anti-Sexual Harassment E-mail ID           | <a href="mailto:gssec.ugc@nic.in">gssec.ugc@nic.in</a>  |