CONSTITUTION AND MINUTES OF PREVENTION OF SEXUAL HARRASMENT COMMITTEE



Recognized by Govt. of India MH & FW. No: V.12017/5/2019-DE 14.03.2019, Affiliated to Dr.NTR UHS, Vijayawada NH-216, Chaitanya Health City, Amalapuram, East Godavari District, A.P. - 533201

POLICY ON PREVENTION OF SEXUAL HARASSMENT

Vision

Safe environment for women employees and female students.

Mission

 Prevention, prohibition and redressal of sexual harassment of female employees and students of the institution.

Preamble:

- 1. The goal of the policy is to prevent any instances of sexual harassment by outlining a clear process and set of steps for doing so.
- 2. In order to provide a safe & secure environment to the female students, faculty, and employees, it is paramount that a robust women grievance mechanism should be in place with necessary empowerment to take punitive action against miscreants.
- 3. 2. The policy also aims to adhere to the guidelines set forth in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and the rules promulgated there under, and to protect women from sexual harassment at work, as well as to deter misconduct, address complaints of sexual harassment, and address issues related to or incidental to those complaints.
- 4. KIMS Dental College constantly strives to offer women in all professions a safe environment free of sexual harassment at our university. These guidelines are effective as of the date they are issued.

Objectives:

The objectives of the policy shall be as under:

- (i) To prevent sexual harassment and to promote the general well-being of female students, teaching and non-teaching women staff of the college.
- (ii) To provide appropriate working conditions in respect of work, leisure, health, and hygiene to further ensure that there is no hostile environment towards women at workplaces and that no women employee has reasonable grounds to believe that she is underprivileged in regarding other employment.

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(iii) To provide guidelines for the redressal of grievances related to sexual harassment of female students, teaching and non-teaching women staff of the campus.

Sexual Harassment Definition

Sexual Harassment shall include any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- (i) Physical contact and advances; or
- (ii) A demand or request for sexual favors; or
- (iii) Making sexually colored remarks; or
- (iv) Showing pornography; or

Any other unwelcome physical, verbal or non-verbal conduct of sexual nature; confine Explanation: "Sexual Harassment" shall include, but will not be confined to the following:

- (i) When submission to unwelcome sexual advances, requests for sexual favors and verbal or physical conduct of a sexual nature are made, either explicitly or implicitly, as a condition for instruction, employment, participation, or evaluation of a person's engagement in any college activity.
- (ii) When unwelcome sexual advances and verbal, non-verbal, or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or e-mails, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature have the purpose or the effect of interfering with an individual's performance or of creating an intimidating, hostile or offensive college environment.
- (iii) Where any form of sexual assault is committed where a person uses the body or any part of it or any object as an extension of the body in relation to another person without the latter's consent or against that person's will,
- (iv) and when any such conduct as defined in (i) and (ii) above is committed by a third party or outsider in relation to a member of the Institute's community or vice versa.

Formation of Internal Complaints Committee (ICC):

In accordance with Section 4 (I) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013) and an OM dated July 21, 2009 in F.No.11013/3/2009-Esst. (A) Issued by the Department of Personnel & Training, Government of India, KIMS Dental College has established an Internal Complaints Committee (ICC) to investigate sexual harassment claims made by female employees and students the following individuals who shall be proposed by the employer will make up the ICC:

- (a) A female employee at a senior level who works for the company. The senior female employee will also serve in the capacity of coordinator.
- (b) At least three employees who are primarily committed to the cause of women, who have expertise in social work, or who have legal knowledge; the female employee with legal knowledge will serve as the Committee's Secretary and Convener.
- (c) The majority of the committee's members at least 50% of all those nominated must be female.

Meeting of the committee

- (i) The committee shall meet at least twice every academic year.
- (ii) The chairperson of the committee can call a special meeting at any time upon written request of not less than one-third of the total number of members of the committee, on a date not later than 15days after receipt of such requisition by the chairperson.

Complaint of sexual harassment

The following procedure shall be followed while dealing with a complaint pertaining to Sexual Harassment:

- (a) A written/oral complaint of sexual harassment at the workplace shall be given to the Internal Complaint Committee within three months from the date of the incident and in case of a series of incidents, within three months from the date of the last incident.
- (b) If any victimized women unable to a complaint in writing, the Coordinator or any Member of the Internal Complaint Committee or the Chairperson, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing.
- (c) Where the aggrieved woman is unable to make a grievance, on account of her physical or mental inability or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.
- (d) A Complaint Register shall be maintained by the Internal Complaints Committee. It should be a confidential document.

Inquiry procedure

The following procedure shall be followed for the investigation or inquiry of the complaints received by the ICC:

- (a) If the written complaint is vague when the Committee receives it, it will require the complainant to prepare a thorough explanation of the incidents. The committee will draught a statement of accusations and sends it to the defendant.
- (b) At the first meeting, which shall be held within 10 days from the date of receipt of the complaint, the complainant or at her request her representative, shall be heard. If a woman complainant specifically expresses a desire that she be allowed to depose in the presence of only women members of the Committee, the Committee shall hear the said complainant

after the male members have withdrawn from the hearing. However, the complaint shall not be finally disposed of until after the male members of the Committee attend and participate in the decision-making process. The Committee shall then decide whether the complaint deserves to be proceeded with. The complaint shall stand dropped if according to the Committee, the complainant has not been able to disclose prima facie, an offense of sexual harassment

- (c) In case, the ICC decides to proceed with the complaint, the wishes of the complainant shall be ascertained and if the complainant wishes that a warning would suffice, then the alleged offender shall be called to the meeting of the Committee, heard and if so satisfied that a warning is just and proper, it be recommended to the Principal that he may be warned about his behavior. The matter shall then be treated as concluded with a recording, to that effect, made in the Complaint Register.
- (d) However, before proceeding with the inquiry, the Committee shall decide whether the delinquent deserves to be placed under suspension or prohibited from entering the premises pending inquiry, keeping in mind the nature and gravity of the misdemeanor complained of. In case the Committee concludes that such action is necessary, it shall recommend to the chairman accordingly.
- (e) The ICC shall accord a fair and reasonable opportunity to the delinquent to defend himself and shall ensure observance of the principles of natural justice. The accused shall be asked to retort to the statement of allegations and submit it to the Committee within the stipulated time.
- (f) The statements and other evidence acquired in the inquiry process will be considered confidential data.
- (g) If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the Committee shall recommend at the outset whether the offense deserves a minor or a major penalty.
- (h) An officer in the organization could be designated to advise and assistance to each party if requested by either of them. Similarly, the complainant and the accused will have the right to be represented or accompanied by a member of the staff committee, a friend, or a colleague.
- (i) The Committee will organize verbal hearings with the complainant and the accused if the written statement of the accused has grounds of his innocence.
- (j) Statement of Complainant will be recorded first in the presence of the accused. The accused may cross question the complaint if there is a need to do so in the presence of some members of the committee.
- (k) The Committee will take testimonies of other relevant persons and review the evidence whenever necessary. Care should be taken to avoid any retaliation against the witnesses by giving the necessary protection.

- (l) The Committee will decide after carefully reviewing the circumstances, evidence, and relevant statements in all fairness.
- (m)If the accused, being provided with a fair opportunity to participate in the inquiry and defend him/her fails to participate in the inquiry, the Committee will conduct the inquiry ex-party.
- (n) In the event of the Committee deciding that the delinquent be imposed a minor penalty, a specific minor penalty shall be recommended by the Committee to the chairman who shall then expeditiously act on such recommendation.
- (o) The Committee will ensure confidentiality during the inquiry process.

Penalties and Punishment For Sexual Harassment

The ICC may recommend the following penalties on a person found guilty of sexual harassment

(a) **Penalties for Employees:** An employee found guilty of sexual harassment shall be liable to receive the following penalties:

Minor Penalties:

- (i) Warning, Reprimand, or Censure
- (ii) Fine
- (iii) Withholding of increments or promotion
- (iv) Reduction to a post in the lower pay-scale or a lower stage of increment in his pay-scale.

Major Penalties:

- (v) Compulsory retirement
- (vi) Termination of service
- (vii) Removal/dismissal from service
- (b) The Institute shall decide whether the person against whom a complaint of sexual harassment is made should be placed under suspension. An employee placed under suspension shall be entitled to subsistence allowance at the rates as applicable under the rules of discipline.
- (c) **Penalties for Students:** A student found guilty of sexual harassment shall be liable to receive the following penalties:

Minor Penalties:

- (i) Warning
- (ii) Written Apology
- (iii) Bond of good behavior
- (iv) Debarring entry into a hostel/campus/off-campus

- (v) Suspension for a specified period
- (vi) Withholding results.

Major Penalties

- (i) Debarring from examinations for a specified period.
- (ii) Expulsion from institute

Punishment for False/Malicious Complaint and False Evidence:

Where the ICC arrive at the conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint, has made the complaint knowing it to be false or has produced any forged or misleading documents it may recommend to the employer/the District Officer to take action against them.

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2021-2022



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WOMEN GRIEVANCE REDRESSAL CELL

Academic Year: 2021-2022 Date: 14-09-2021

To guarantee the safety and wellbeing of female staff members and students, the institution's management created a "Women Grievance Redressal Cell (WGRC)". The educational institutions set up a Women Grievance Redressal Cell with the individuals mentioned below in order to prevent harassment of women and gender discrimination.

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	andream
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	SD
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Deshfaule
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Extelia
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Himya
6.	Saripalli Ramya	IV BDS Student	Member	Deny
7.	Kunam Navya	IV BDS Student	Member	L. Navya.
8.	Talupula Alekhya	III BDS Student	Member	XAV 8
9.	Mummidi Harika	II BDS Student	Member	Houle
10.	Katta Gowthami	II BDS Student	Member	Gawthami.
11.	GundaSirivalli	I BDS Student	Member	Livivall:
12	Gali Sri Lakshmi	I BDS Student	Member	Jat 8hmi

Objectives:

The Honorable Supreme Court of India's rules stipulate that educational institutions must have a specific committee for combating harassment of women. As a result, the organization set up a sexual harassment committee which will also function as grievance redressal cell for women.

- The WGRC will deal with instances and reports of sexual misconduct and other types of harassment against female college staff, students, including those who carry out non-teaching tasks.
- The WGRC will review each report and react as soon as it is practical and appropriate.
- Ensures that complaints of harassment made by female students or employees are treated impartially with no favoritism.

Roles:

- To protect the rights of female students, faculty, and staff members
- To inform female students, faculty, and staff members of their legal rights.
- Providing girl students and women with the chances and programs they need to become financially, mentally, and emotionally independent will help them to develop into selfsufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and nonteaching which helps to maintain a healthy environment for working in the college.

Responsibilities:

- To obtain any complaints regarding harassment from students or employees.
- To execute a 10-working-day investigation into the matter based on the aforementioned complaints of harassment.
- To conduct an in-depth inquiry into any complaints received from the concerned students or staff and to provide the chairman with a thorough report for the necessary action.





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Date: 21-09-2021

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 23-09-2021 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- (i) The Committee Chairman welcomes the members to the cell.
- (ii) The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- (iii) Giving committee members their respective tasks and duties.
- (iv)To spread awareness of the committee's presence in college.

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	miles.
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	0
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Susha Deshpande
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	RIE
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	HENTE.
6.	Saripalli Ramya	IV BDS Student	Member	Dange-S
7.	Kunam Navya	IV BDS Student	Member	K. NAVYD
8.	Talupula Alekhya	III BDS Student	Member	Alekya. T.
9.	Mummidi Harika	II BDS Student	Member	Hariler
10.	Katta Gowthami	II BDS Student	Member	X Gowthani
11.	GundaSirivalli	I BDS Student	Member	Shridle
12	Gali Sri Lakshmi	I BDS Student	Member	G.S. Lakehmi







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MINUTES OF MEETING

Date: 23-09-2021

Name: Women Grievance Redressal Cell Meeting -01

Venue: Lecture Gallery 1

AGENDA:

- The Committee Chairman welcomes the members to the cell.
- The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- Giving committee members their respective tasks and duties.
- To spread awareness of the committee's presence in college.

The following members were Present at the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	- Salvar
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Doghs
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	8115
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Thing sol
6.	Saripalli Ramya	IV BDS Student	Member	Ramya
7.	Kunam Navya	IV BDS Student	Member	Knaye
8.	Talupula Alekhya	III BDS Student	Member	Olepuja.
9.	Mummidi Harika	II BDS Student	Member	And
10.	Katta Gowthami	II BDS Student	Member	& Goultini
11.	GundaSirivalli	I BDS Student	Member	horally
12	Gali Sri Lakshmi	I BDS Student	Member	of in Jetishing

Minutes of the Meeting:

The first Meeting of the Women Grievance Redressal Cell of the college with its newly constituted members for the academic year 2021-2022 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- Initially the Chairman of the committee welcomed all the members for the meeting.
- Coordinator of the WGRC discussed about the roles and responsibilities of the committee and its members.
- The principal addressed to establish appropriate standards and guidelines for a policy against women harassment as well as to develop guidelines and practices for preventing harassment.
- The chairman also emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the body and functioning of WGRC

Few of the Committee members raised questions regarding functioning of the committee and all the queries were duly addressed by the chairman and coordinator of the WGRC. The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

PRINCIPAL
PRINCIPAL
PRINCIPAL
KIMS DENTAL COLLEGE
& HOSPITAL
AMALAPURAM-E,G.Dt., A.P.



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This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 06-01-2022 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the conducting of Awareness program on Gender Equality and harassment

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Musha
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	SP
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Sala
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Sauna
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Thank
6.	Saripalli Ramya	IV BDS Student	Member	Family
7.	Kunam Navya	IV BDS Student	Member	Name
8.	Talupula Alekhya	III BDS Student	Member	J. Oluphyn
9.	Mummidi Harika	II BDS Student	Member	A on for
10.	Katta Gowthami	II BDS Student	Member	gonthi
11.	GundaSirivalli	I BDS Student	Member	Coleman
12	Gali Sri Lakshmi	I BDS Student	Member	Snº Jakshung





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MINUTES OF MEETING

Date: 06-01-2022

Name: Women Grievance Redressal Cell Meeting -02

Venue: Lecture Gallery 1

AGENDA:

To discuss the review of the previous meeting

To discuss about any of the issues of harassment reported in the college premises

To discuss regarding the conducting of Awareness program on Gender Equality and harassment

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	hulkel
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	SD
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Subha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Steeha
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Thane
6.	Saripalli Ramya	IV BDS Student	Member	Ramyo
7.	Kunam Navya	IV BDS Student	Member	Name
8.	Talupula Alekhya	III BDS Student	Member	Melchyn
9.	Mummidi Harika	II BDS Student	Member	Anthe
10.	Katta Gowthami	II BDS Student	Member	Gouttani
11.	GundaSirivalli	I BDS Student	Member	Milalli
12	Gali Sri Lakshmi	I BDS Student	Member	Cospila

Minutes of the Meeting:

The Second Meeting of the Women Grievance Redressal Cell for the academic year 2021-2022 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 23-09-2021. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of women harassment reported from the staff and girls students of the committee. Hence the redressal is NIL.
- The chairman emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the functioning of WGRC

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

KINS DENTAL COLLEGE



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This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 12-03-2022 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Wilten
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	SD
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Suldha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Serveto
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Than
6.	Saripalli Ramya	IV BDS Student	Member	Ramyer
7.	Kunam Navya	IV BDS Student	Member	Maryo
8.	Talupula Alekhya	III BDS Student	Member	Alekyz-T
9.	Mummidi Harika	II BDS Student	Member	Flarle
10.	Katta Gowthami	II BDS Student	Member	Ganthin
11.	GundaSirivalli	I BDS Student	Member	amsurally
12	Gali Sri Lakshmi	I BDS Student	Member	Goslalent









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MINUTES OF MEETING

Date: 12-03-2022

Name: Women Grievance Redressal Cell Meeting -03

Venue: Lecture Gallery 1

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Who
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	(\$)
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Dr. July hop
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Sreeha
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Thanisteny SV-
6.	Saripalli Ramya	IV BDS Student	Member	Ramyer
7.	Kunam Navya	IV BDS Student	Member	X-Manya
8.	Talupula Alekhya	III BDS Student	Member	Alekhyo
9.	Mummidi Harika	II BDS Student	Member	Alelen
10.	Katta Gowthami	II BDS Student	Member	Couthern
11.	GundaSirivalli	I BDS Student	Member	Simalli
12	Gali Sri Lakshmi	I BDS Student	Member	G. Clabel

Minutes of the Meeting:

The third Meeting of the Women Grievance Redressal Cell for the academic year 2021-2022 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

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- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 06-01-2022. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of women harassment reported from the staff and girls students of the committee. Hence the redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

PRINCIPAL
PRINCIPAL
KIMS DENTAL COLLEGE
& HOSPITAL
AMALAPURAM-E.G.Dt., A.P.



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This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 05-05-2022 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	and
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	SD
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member-	Subha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Dr Suche
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Zamya
6.	Saripalli Ramya	IV BDS Student	Member	Panya
7.	Kunam Navya	IV BDS Student	Member	· Law
8.	Talupula Alekhya	III BDS Student	Member	Talily
9.	Mummidi Harika	II BDS Student	Member	Mtank
10.	Katta Gowthami	II BDS Student	Member	Gowthami
11.	GundaSirivalli	I BDS Student	Member	a Serialli
12	Gali Sri Lakshmi	I BDS Student	Member	G.S. byshir







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MINUTES OF MEETING

Date: 05-05-2022

Name: Women Grievance Redressal Cell Meeting -04

Venue: Lecture Gallery 1

AGENDA:

• To Review the progress of WGRC

To take the disciplinary actions against the reported cases

To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	United
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	SD
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Sabha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Steeha
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	others
6.	Saripalli Ramya	IV BDS Student	Member	Raid
7.	Kunam Navya	IV BDS Student	Member	Naugo
8.	Talupula Alekhya	III BDS Student	Member	Phylology
9.	Mummidi Harika	II BDS Student	Member	efall &
10.	Katta Gowthami	II BDS Student	Member	Gouthans
11.	GundaSirivalli	I BDS Student	Member	Cal lui
12	Gali Sri Lakshmi	I BDS Student	Member	Nakelia

Minutes of the Meeting:

The fourth Meeting of the Women Grievance Redressal Cell for the academic year 2017-2018 started at 10:00 AM on 15-03-2018 in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 09-12-2017. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of women harassment reported from the staff and girls students of the committee. Hence the redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

2020-2021

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WOMEN GRIEVANCE REDRESSAL CELL

Academic Year: 2020-2021 Date: 11-11-2020

A "Women Grievance Redressal Cell (WGRC)" was established by the institution's management to ensure the security and safety of female staff members and students. In order to combat harassment of women and gender discrimination, the institution established a Women Grievance Redressal Cell with the members listed below.

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	andra
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	0
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	supha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	en -
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Phani
6.	Allaka Mounika	Interns	Member	A Mourica
7.	Ghantasala Sreeja	Interns	Member	Gereen
8.	Valluri Anusha	III BDS Student	Member	Anusha
9.	Talam Divya	III BDS Student	Member _	1. Dur
10.	Saripalli Ramya	II BDS Student	Member	Ramya
11.	Kunam Navya	I BDS Student	Member	Namo 1
12	Talupula Alekhya	I BDS Student	Member	1. Aulca

Objectives:

Academic institutions are needed to have a particular committee for preventing women's harassment, per the Honorable Supreme Court of India's rules. In response the organisation established a women's grievance redressal cell that also serves as a sexual harassment committee.

- Instances and reports of sexual misconduct and other forms of harassment against female college employees, students, including those who perform non-teaching duties, will be handled by the WGRC.
- Assures that claims of harassment made against female students or workers are handled equally with no prejudice
- The WGRC will examine each report and respond as quickly and appropriately as feasible.

Roles:

- To protect the rights of female students, faculty, and staff members
- To inform female students, faculty, and staff members of their legal rights.
- Providing girl students and women with the chances and programs they need to become financially, mentally, and emotionally independent will help them to develop into selfsufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and nonteaching which helps to maintain a healthy environment for working in the college.

Responsibilities:

- To obtain any complaints regarding harassment from students or employees.
- To execute a 10-working-day investigation into the matter based on the aforementioned complaints of harassment.
- To conduct an in-depth inquiry into any complaints received from the concerned students or staff and to provide the chairman with a thorough report for the necessary action.

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Date: 17-11-2020

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 19-11-2020 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- (i) The Committee Chairman welcomes the members to the cell.
- (ii) The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- (iii) Giving committee members their respective tasks and duties.
- (iv) To spread awareness of the committee's presence in college.

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Undra 1
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	Alla
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	8 Shu dishn
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Steho
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	.1 000 1
6.	Valluri Anusha	Interns	Member	of in the
7.	Talam Divya	Interns	Member	VANA J
8.	Saripalli Ramya	III BDS Student	Member	1 m N/O
).	Kunam Navya	III BDS Student	Member	No -
0.	Talupula Alekhya	II BDS Student	Member	1. Neym
1.	Mummidi Harika	I BDS Student	Member	TANA
2	Katta Gowthami	I BDS Student	Member	1 6 1 5

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 19-11-2020

Name: Women Grievance Redressal Cell Meeting -01

Venue: Lecture Gallery 1

AGENDA:

• The Committee Chairman welcomes the members to the cell.

- The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- Giving committee members their respective tasks and duties.
- To spread awareness of the committee's presence in college.

The following members were Present at the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Walling
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD_
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Siehha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Sseeha
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Hamara
6.	Valluri Anusha	Interns	Member	Shusha
7.	Talam Divya	Interns	Member	Diya
8.	Saripalli Ramya	III BDS Student	Member	Shamp
9.	Kunam Navya	III BDS Student	Member	Navya
10.	Talupula Alekhya	II BDS Student	Member	+-Albuga
11.	Mummidi Harika	I BDS Student	Member	Hariha
12	Katta Gowthami	I BDS Student	Member	Kathefought

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Minutes of the Meeting:

The first Meeting of the Women Grievance Redressal Cell of the college with its newly constituted members for the academic year 2020-2021 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- Initially the Chairman of the committee welcomed all the members for the meeting.
- Coordinator of the WGRC discussed about the roles and responsibilities of the committee and its members.
- The principal addressed to establish appropriate standards and guidelines for a policy against women harassment as well as to develop guidelines and practices for preventing harassment.
- The chairman also emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the body and functioning of WGRC

Few of the Committee members raised questions regarding functioning of the committee and all the queries were duly addressed by the chairman and coordinator of the WGRC. The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

PRINCIPAL

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Date: 20-01-2021

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 22-01-2021 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the conducting of Awareness program on Gender Equality and harassment

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Melen
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	A
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Subha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Seeha
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Hom
6.	Valluri Anusha	Interns	Member	Anulhar
7.	Talam Divya	Interns	Member	Thomas
8.	Saripalli Ramya	III BDS Student	Member	mar
9.	Kunam Navya	III BDS Student	Member	KNUN
10.	Talupula Alekhya	II BDS Student	Member	Ateknya
11.	Mummidi Harika	I BDS Student	Member	Marie
12	Katta Gowthami	I BDS Student	Member	60wtham

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 22-01-2021

Name: Women Grievance Redressal Cell Meeting -02

Venue: Lecture Gallery 1

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the conducting of Awareness program on Gender Equality and harassment

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Ampron.
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	Ø _
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	atubha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Socher
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Almin
6.	Valluri Anusha	Interns	Member	Anathor
7.	Talam Divya	Interns	Member	@ DPVW
8.	Saripalli Ramya	III BDS Student	Member	Famila
9.	Kunam Navya	III BDS Student	Member	knum
10.	Talupula Alekhya	II BDS Student	Member	Atellya
11.	Mummidi Harika	I BDS Student	Member	NIN
12	Katta Gowthami	I BDS Student	Member	6 Authori

Minutes of the Meeting:

The Second Meeting of the Women Grievance Redressal Cell for the academic year 2020-2021 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

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- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 19-11-2020. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of women harassment reported from the staff and girls students of the committee. Hence the redressal is NIL.
- The chairman emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the functioning of WGRC

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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Date: 16-03-2021

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 18-03-2021 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Orghan
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	ED
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Subha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	and
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Monyin
6.	ValluriAnusha	Interns	Member	Anusha
7.	TalamDivya	Interns	Member	Pivya
8.	SaripalliRamya	III BDS Student	Member	Caronlolar
9.	KunamNavya	III BDS Student	Member	Burker
10.	TalupulaAlekhya	II BDS Student	Member	Methya
11.	MummidiHarika	I BDS Student	Member	Molaine
12	KattaGowthami	I BDS Student	Member	Couthani

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 18-03-2021

Name: Women Grievance Redressal Cell Meeting -03

Venue: Lecture Gallery 1

AGENDA:

To discuss the review of the previous meeting

To discuss about any of the issues of harassment reported in the college premises

To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	, bred
2.	Dr. S. Deshpande	Prof, Cons &Endo	Coordinator	1 Pa
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	E bha
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Subha
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Himper Dori
6.	ValluriAnusha	Interns	Member	April 10
7.	TalamDivya	Interns	Member	(5)
8.	SaripalliRamya	III BDS Student	Member	Romya
9.	KunamNavya	III BDS Student	Member	Navy a
10.	TalupulaAlekhya	II BDS Student	Member	Alekhya
11.	MummidiHarika	I BDS Student	Member	1110
12	KattaGowthami	I BDS Student	Member	(Outhans !

Minutes of the Meeting:

The third Meeting of the Women Grievance Redressal Cell for the academic year 2020-2021 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

• The chairman of the WGRC welcomed the members of the cell to the meeting

• The chairman read and confirms the minutes of meeting of the previous meeting held on 22-

01-2021. The members of the WGRC confirmed the minutes unanimously.

• The chairman has raised the issue of complaints and it was found that there were no incidents of

women harassment reported from the staff and girls students of the committee. Hence the

redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

PRINCIPAL

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2019-2020



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WOMEN GRIEVANCE REDRESSAL CELL

Academic Year: 2019-2020 Date: 12-07-2019

The institution's administration decided to create a "Women Grievance Redressal Cell (WGRC)" in order to guarantee the security and safety of female employees and students. The college has created a Women Grievance Redressal Cell with the members mentioned below in order to prevent harassment of women and gender discrimination.

S. No	Name	Designation	Role
1.	Dr. V. Shiva Kumar	Principal	Chairman
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator
3.	Dr. Subha Deshpande	Assoc. prof, prosthodontics	Member
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member
6.	Allaka Mounika	Interns	Member
7.	Ghantasala Sreeja	Interns	Member
8.	Valluri Anusha	IV BDS Student	Member
9.	Talam Divya	IV BDS Student	Member
10.	Saripalli Ramya	II BDS Student	Member
11.	Kunam Navya	II BDS Student	Member
12	Talupula Alekhya	I BDS Student	Member

Objectives:

According to the rules of the Honorable Supreme Court of India, academic institutions are required to have a specific committee for preventing women's harassment. In response, the organization set up a Women Grievance Redressal Cell that also functions as a committee against sexual harassment.

 The WGRC will deal with cases and reports of sexual misconduct and other types of harassment against female college staff, students, including those who carry out non-teaching duties.

- The WGRC will review each report and react as shortly as possible and appropriately.
- Ensures that allegations of harassment made against female employees or students are dealt with equity and immediately.

Roles:

- To protect the rights of female students, faculty, and staff members
- To inform female students, faculty, and staff members of their legal rights.
- Providing girl students and women with the chances and programs they need to become financially, mentally, and emotionally independent will help them to develop into selfsufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and nonteaching which helps to maintain a healthy environment for working in the college.

Responsibilities:

- To obtain any complaints regarding harassment from students or employees.
- To execute a 10-working-day investigation into the matter based on the aforementioned complaints of harassment.
- To conduct an in-depth inquiry into any complaints received from the concerned students or staff and to provide the chairman with a thorough report for the necessary action.



Date: 16-07-2019

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 18-07-2019 at 10:00 AM. The agenda of the meeting will be as follows

AGENDA:

- (i) The Committee Chairman welcomes the members to the cell.
- (ii) The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- (iii) Giving committee members their respective tasks and duties.
- (iv) To spread awareness of the committee's presence in college.

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	William
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Leshfanda
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	& Soul.
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Hinny
6.	Allaka Mounika	Interns	Member	DeMontes
7.	Ghantasala Sreeja	Interns	Member	Coneige
8.	Valluri Anusha	IV BDS Student	Member	Vapanlia
9.	Talam Divya	IV BDS Student	Member	Tom
10.	Saripalli Ramya	II BDS Student	Member	Rufes
11.	Kunam Navya	II BDS Student	Member	Lan Payes.
12	Talupula Alekhya	I BDS Student	Member	T. Alekhyr

PRINCIPAL

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 18-07-2019

Name: Women Grievance Redressal Cell Meeting -01

Venue: Lecture Gallery 1

AGENDA:

- The Committee Chairman welcomes the members to the cell.
- The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- Giving committee members their respective tasks and duties.
- To spread awareness of the committee's presence in college.

The following members were Present at the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	mana
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	(CD)
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Derb parde.
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	LSreel
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Hinayo
6.	Allaka Mounika	Interns	Member	of Mornike
7.	Ghantasala Sreeja	Interns	Member	Correijo
8.	Valluri Anusha	IV BDS Student	Member	VAmile.
9.	Talam Divya	IV BDS Student	Member	J. Divya
10.	Saripalli Ramya	II BDS Student	Member	Dang
11.	Kunam Navya	II BDS Student	Member	KNange
12	Talupula Alekhya	I BDS Student	Member	J. Alekhy.

The first Meeting of the Women Grievance Redressal Cell of the college with its newly constituted members for the academic year 2019-2020 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- Initially the Chairman of the committee welcomed all the members for the meeting.
- Coordinator of the WGRC discussed about the roles and responsibilities of the committee and its members.
- The principal addressed to establish appropriate standards and guidelines for a policy against women harassment as well as to develop guidelines and practices for preventing harassment.
- The chairman also emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the body and functioning of WGRC

Few of the Committee members raised questions regarding functioning of the committee and all the queries were duly addressed by the chairman and coordinator of the WGRC. The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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Date: 09-10-2019

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 11-10-2019 at 10:00 AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the conducting of Awareness program on Gender Equality and harassment

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	white
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SP
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Subha dengado
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	K Sreets
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Hinny
6.	Allaka Mounika	Interns	Member	AMonte
7.	Ghantasala Sreeja	Interns	Member	a. Sreize
8.	Valluri Anusha	IV BDS Student	Member	0
9.	Talam Divya	IV BDS Student	Member	J.Divyt
10.	Saripalli Ramya	II BDS Student	Member	Spana
11.	Kunam Navya	II BDS Student	Member	K. Nayer
12	Talupula Alekhya	I BDS Student	Member	J. Alekhya

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 11-10-2019

Name: Women Grievance Redressal Cell Meeting -02

Venue: Lecture Gallery 1

AGENDA:

To discuss the review of the previous meeting

To discuss about any of the issues of harassment reported in the college premises

 To discuss regarding the conducting of Awareness program on Gender Equality and harassment

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Mulha
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SP
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Dut Perde.
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	X Sreet
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Himaje
6.	Allaka Mounika	Interns	Member	A. Mounika.
7.	Ghantasala Sreeja	Interns	Member	Cisreija.
8.	Valluri Anusha	IV BDS Student	Member	Janush.
9.	Talam Divya	IV BDS Student	Member	Things
10.	Saripalli Ramya	II BDS Student	Member	Slandyer
11.	Kunam Navya	II BDS Student	Member	K. Nuja
12	Talupula Alekhya	I BDS Student	Member	T. Alekha

•

The Second Meeting of the Women Grievance Redressal Cell for the academic year 2019-2020 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 18-07-2019. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of
 women harassment reported from the staff and girls students of the committee. Hence the
 redressal is NIL.
- The chairman emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the functioning of WGRC

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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& HOSPITAL

WALAPURAM-EGDL A.P.

Date: 16-12-2019

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 19-12-2019 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	aulus
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	CB
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Destronde
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Kidricha
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Himin
6.	Allaka Mounika	Interns	Member	Allounh
7.	Ghantasala Sreeja	Interns	Member	General
8.	Valluri Anusha	IV BDS Student	Member	V. Anuha
9.	Talam Divya	IV BDS Student	Member	(Divya
10.	Saripalli Ramya	II BDS Student	Member	Sali Rum
11.	Kunam Navya	II BDS Student	Member	K. Navya
12	Talupula Alekhya	I BDS Student	Member	T. Alekus





WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 19-12-2019

Name: Women Grievance Redressal Cell Meeting -03

Venue: Lecture Gallery 1

AGENDA:

To discuss the review of the previous meeting

• To discuss about any of the issues of harassment reported in the college premises

To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Prophy
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD_
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	Dubpudi.
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	SAL
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Himiga
6.	Allaka Mounika	Interns	Member	A Mounieka
7.	Ghantasala Sreeja	Interns	Member	CiSreiga
8.	Valluri Anusha	IV BDS Student	Member	V. Anuel
9.	Talam Divya	IV BDS Student	Member	Jerry
10.	Saripalli Ramya	II BDS Student	Member	an By
11.	Kunam Navya	II BDS Student	Member	& Navye
12	Talupula Alekhya	I BDS Student	Member	7- dellen

Minutes of the Meeting:

The third Meeting of the Women Grievance Redressal Cell for the academic year 2019-2020 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of

Dr. V. Shiva Kumar, Principal and Chairman of WGRC

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 11-10-2019. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of women harassment reported from the staff and girls students of the committee. Hence the redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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Date: 11-02-2020

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 13-02-2020 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- Review the progress of WGRC
- To take the disciplinary actions against the reported cases
- To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Under
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	(G)
3.	Dr. Subha Deshpande	Assoc. prof, prosthodontics	Member	Techporde.
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	8ma
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Himaja
6.	Allaka Mounika	Interns	Member	A. Mohnike.
7.	Ghantasala Sreeja	Interns	Member	G8102
8.	Valluri Anusha	IV BDS Student	Member	V. Anule.
9.	Talam Divya	IV BDS Student	Member	T. Divya.
10.	Saripalli Ramya	II BDS Student	Member	Sauplilin
11.	Kunam Navya	II BDS Student	Member	KNaring
12	Talupula Alekhya	I BDS Student	Member	T- Olivery





WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 13-02-2020

Name: Women Grievance Redressal Cell Meeting -04

Venue: Lecture Gallery 1

AGENDA:

To Review the progress of WGRC

To take the disciplinary actions against the reported cases

To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	hillion
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	(D)_
3.	Dr. Subha Deshpande	Assoc. prof, prosthodontics	Member	Dechpande
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	ema
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Himajo
6.	Allaka Mounika	Interns	Member	AMornile
7.	Ghantasala Sreeja	Interns	Member	A Sneitz
8.	Valluri Anusha	IV BDS Student	Member	V -A ausha
9.	Talam Divya	IV BDS Student	Member	T. Divye
10.	Saripalli Ramya	II BDS Student	Member	Sinhlulum
11.	Kunam Navya	II BDS Student	Member	10-Nevoh
12	Talupula Alekhya	I BDS Student	Member	7 Aleklya

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The fourth Meeting of the Women Grievance Redressal Cell for the academic year 2019-2020 started at 10:00 AM on 13-02-2020 in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 19-12-2019. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of
 women harassment reported from the staff and girls students of the committee. Hence the
 redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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AMALAPURAM-E,G.Dt., A.P.

2018-2019

WOMEN GRIEVANCE REDRESSAL CELL

Academic Year: 2018-2019 Date: 11-07-2018

To ensure the security and safety of the female workers and students, the institution management has made the decision to establish "Women Grievance Redressal Cell (WGRC)". To avoid harassment of women and gender discrimination, the college has established a Women Grievance Redressal Cell with the members listed below.

S. No	Name	Designation	Role
1.	Dr. V. Shiva Kumar	Principal	Chairman
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member
6.	Allaka Mounika	IV BDS Student	Member
7.	Ghantasala Sreeja	IV BDS Student	Member
8.	Valluri Anusha	III BDS Student	Member
9.	Talam Divya	III BDS Student	Member
10.	Saripalli Ramya	I BDS Students	Member
11.	Kunam Navya	I BDS Students	Member

Objectives:

The Honorable Supreme Court of India's guidelines state that academic institutions must have a specific women's harassment prevention committee. As a result, the organization established a Women Grievance Redressal Cell that also serves as an anti-sexual harassment committee.

- Cases and complaints of sexual misconduct and other forms of harassment against female college employees, students, including those who perform nonteaching tasks, will be handled by the WGRC.
- Each report will be examined by the WGRC, which will then respond promptly and appropriately.
- Ensures that allegations of harassment against female workers or students are fairly and quickly handled.

Roles:

- To protect the rights of female students, faculty, and staff members
- To inform female students, faculty, and staff members of their legal rights.
- Providing girl students and women with the chances and programs they need to become financially, mentally, and emotionally independent will help them to develop into selfsufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and nonteaching which helps to maintain a healthy environment for working in the college.

Responsibilities:

- To obtain any complaints regarding harassment from students or employees.
- To execute a 10 working-day investigation into the matter based on the aforementioned complaints of harassment.
- To conduct an in-depth inquiry into any complaints received from the concerned students or staff and to provide the chairman with a thorough report for the necessary action.



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Date: 19-07-2018

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 21-07-2018 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- The Committee Chairman welcomes the members to the cell.
- The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- Giving committee members their respective tasks and duties.
- To spread awareness of the committee's presence in the college.

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	white
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SI _
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr. G. Pryanler
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	m
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Thankting D.V
6.	Allaka Mounika	IV BDS Student	Member	A.Momb
7.	Ghantasala Sreeja	IV BDS Student	Member	Greja
8.	Valluri Anusha	III BDS Student	Member	V. Aml
9.	Talam Divya	III BDS Student	Member	T.Dwy.
10.	Saripalli Ramya	I BDS Students	Member	Caripul Russ
11.	Kunam Navya	I BDS Students	Member	LAM -

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 21-07-2018

Name: Women Grievance Redressal Cell Meeting -01

Venue: Lecture Gallery 1

AGENDA:

- The Committee Chairman welcomes the members to the cell.
- The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- Giving committee members their respective tasks and duties.
- To spread awareness of the committee's presence in college.

The following members were Present at the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Muluan
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	50
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	M. Peyaile
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	r-freehr
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Plan King D.V
6.	Allaka Mounika	IV BDS Student	Member	Am
7.	Ghantasala Sreeja	IV BDS Student	Member	G. Seeja
8.	Valluri Anusha	III BDS Student	Member	v Anushi
9.	Talam Divya	III BDS Student	Member	· Diye
10.	Saripalli Ramya	I BDS Students	Member	Edgree Laup
11.	Kunam Navya	I BDS Students	Member	le-Nepu

The first Meeting of the Women Grievance Redressal Cell of the college with its newly constituted members for the academic year 2018-2019 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- InitiallytheChairmanofthecommitteewelcomedallthemembersforthemeeting.
- · Coordinator of the WGRC discussed about the roles and responsibilities of the committee and its members.
- The principal addressed to establish appropriate standards and guidelines for a policy against women harassment as well as to develop guidelines and practices for preventing harassment.
- The chairman also emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the body and functioning of WGRC

Few of the Committee members raised questions regarding functioning of the committee and all the queries were duly addressed by the chairman and coordinator of the WGRC. The meeting ended with the Vote of Thanks by the Coordinator.



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Date: 16-10-2018

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 18-10-2018 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the conducting of Awareness program on Gender Equality and harassment

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Mahar
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	CD
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry		Dr. C. Penjanke
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	Dr K. Snelse
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Dr K. Snelse Honothreja Der V
6.	Allaka Mounika	IV BDS Student	Member	AMoul
7.	Ghantasala Sreeja	IV BDS Student	Member	C.Sneja
8.	Valluri Anusha	III BDS Student	Member	V. Anne
9.	Talam Divya	III BDS Student	Member	J.DIVYA
10.	Saripalli Ramya	I BDS Students	Member	Ramya
11.	Kunam Navya	I BDS Students	Member	L. Muje

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 18-10-2018

Name: Women Grievance Redressal Cell Meeting -02

Venue: Lecture Gallery 1

AGENDA:

To discuss the review of the previous meeting

To discuss about any of the issues of harassment reported in the college premises

 To discuss regarding the conducting of Awareness program on Gender Equality and harassment

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	mha
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	(\$)
3.	Dr. G. Priyanaka	Assoc prof, Public Health Dentistry	Member	Dr. G. Penjanke
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	Dr. K. Snije
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	ThanklingeD.V
6.	Allaka Mounika	IV BDS Student	Member	A. Moul
7.	Ghantasala Sreeja	IV BDS Student	Member	Greife
8.	Valluri Anusha	III BDS Student	Member	ve Aunhe
9.	Talam Divya	III BDS Student	Member	1 Drive
10.	Saripalli Ramya	I BDS Students	Member	Six Mala Parma Am
11.	Kunam Navya	I BDS Students	Member	In Novy

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The Second Meeting of the Women Grievance Redressal Cell for the academic year 2018-2019 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 21-07-2018. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of women harassment reported from the staff and girls students of the committee. Hence the redressal is NIL.
- The chairman emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the functioning of WGRC

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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Date: 12-02-2019

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 14-02-2019 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- To discuss the review of the previous meeting
- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	what
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SV
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr. G. Ryenke
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	10 grenhe
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Phantling DV
6.	Allaka Mounika	IV BDS Student	Member	A Meile
7.	Ghantasala Sreeja	IV BDS Student	Member	gonf
8.	Valluri Anusha	III BDS Student	Member	V. Am
9.	Talam Divya	III BDS Student	Member	TOL
10.	Saripalli Ramya	I BDS Students	Member	Samelikus
11.	Kunam Navya	I BDS Students	Member	10 mayor

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 14-02-2019

Name: Women Grievance Redressal Cell Meeting -03

Venue: Lecture Gallery 1

AGENDA:

To discuss the review of the previous meeting

• To discuss about any of the issues of harassment reported in the college premises

To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Julh
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SP
3.	Dr. G. Priyanaka	Assoc prof, Public Health Dentistry	Member	Dr.G. Ryanla
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	knihi
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Hamflinga DV
6.	Allaka Mounika	IV BDS Student	Member	Milhenh
7.	Ghantasala Sreeja	IV BDS Student	Member	G. Sreeja
8.	Valluri Anusha	III BDS Student	Member	V. Annh
9.	Talam Divya	III BDS Student	Member	Proprie
10.	Saripalli Ramya	I BDS Students	Member	Complet Pany
11.	Kunam Navya	I BDS Students	Member	le nouse

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The third Meeting of the Women Grievance Redressal Cell for the academic year 2018-2019 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr.V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 18-10-2018. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of
 women harassment reported from the staff and girls students of the committee. Hence the
 redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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Date: 16-04-2019

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 18-04-2019 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- Review the progress of WGRC
- To take the disciplinary actions against the reported cases
- To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Money
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	S
3.	Dr. G. Priyanaka	Assoc prof, Public Health Dentistry	Member	Dr. G. Pryruler
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	comulies
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	Phanothinge D.V
6.	Allaka Mounika	IV BDS Student	Member	Q.Mure
7.	Ghantasala Sreeja	IV BDS Student	Member	g snijn
8.	Valluri Anusha	III BDS Student	Member	V. Dunh
9.	Talam Divya	III BDS Student	Member	FDIMO ?
10.	Saripalli Ramya	I BDS Students	Member	là in Million
11.	Kunam Navya	I BDS Students	Member	Knun

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 18-04-2019

Name: Women Grievance Redressal Cell Meeting -04

Venue: Lecture Gallery 1

AGENDA:

To Review the progress of WGRC

To take the disciplinary actions against the reported cases

To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Cuppy
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	(CD)
3.	Dr. G. Priyanaka	Assoc. prof, Public	Member	
		Health Dentistry		Cat royalez
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	Remain.
5.	DR. Phani Himaja	Asst. Prof, Oral Surgery	Member	7 8 1 1 9 5 6
	Devi V			Thatist thujed
6.	Allaka Mounika	IV BDS Student	Member	·A 11 Pa:
7	01 1 0			M. Wome
7.	Ghantasala Sreeja	IV BDS Student	Member	Escip
8.	Valluri Anusha	III BDS Student	Member	V Alaner
9.	Talam Divya	III BDS Student	Member	topol
10.	Saripalli Ramya	I BDS Students	Member	() () ()
11.	Kunam Navya	I BDS Students	Member	fanopunken fr

The fourth Meeting of the Women Grievance Redressal Cell for the academic year 2018-2019 started at 10:00 AM on 18-04-2019 in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 14-02-2019. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of
 women harassment reported from the staff and girls students of the committee. Hence the
 redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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2017-2018



WOMEN GRIEVANCE REDRESSAL CELL

Academic Year: 2017-2018 Date: 20-07-2017

The institution management has decided to constitute "Women Grievance Redressal Cell (WGRC)" to ensure security and safety to the women employees/students. In this regard institution has formed Women Grievance Redressal Cell in the college for the prevention of harassment of women and gender discrimination with the following members.

S. No	Name	Designation	Role
1.	Dr. V. Shiva Kumar	Principal	Chairman
2.	Dr. S. Deshpande	Prof, Co	Coordinator
		ns & Endo	
3.	Dr. G. Priyanaka	Assoc. prof, Public Health	Member
		Dentistry	
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member
6.	Allaka Mounika	III BDS Student	Member
7.	Ghantasala Sreeja	III BDS Student	Member
8.	Thumati Swetha	III BDS Student	Member
9.	Valluri Anusha	II BDS Student	Member
10.	Talam Divya	II BDS Student	Member
11.	Kasi Akhila	II BDS Student	Member

Objectives:

According to the Guidelines issued by the Honorable Supreme Court of India, a special women Harassment prevention Committee is mandatory in the academic institutions. Hence the institution has formed the Women Grievance Redressal Cell which will also functions as Anti

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Sexual Harassment Committee.

- The WGRC will take care of cases and complaints of sexual misconduct and any other form of harassment against female college employees, students including those who perform non-teaching duties.
- The WGRC will review each individual report and take prompt, appropriate action.
- Ensures that complaints of harassment and those involving female employees or students are addressed fairly and promptly.

Roles:

- To protect the rights of female students, faculty, and staff members
- To inform female students, faculty, and staff members of their legal rights.
- Providing girl students and women with the chances and programs they need to become financially, mentally, and emotionally independent will help them to develop into selfsufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and nonteaching which helps to maintain a healthy environment for working in the college.

Responsibilities:

- To obtain any complaints regarding harassment from students or employees.
- To execute a 10-working-day investigation into the matter based on the aforementioned complaints of harassment.
- To conduct an in-depth inquiry into any complaints received from the concerned students or staff and to provide the chairman with a thorough report for the necessary action.





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Date: 10-08-2017

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 13-08-2017 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- (i) The Committee Chairman welcomes the members to the cell.
- (ii) The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's Grievance Redressal Cell in educational institutions.
- (iii) Giving committee members their respective tasks and duties.
- (iv) To spread awareness of the committee's presence in college.

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Millian
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD_
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr. G. Ponyanle
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	Khreeki
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Phanithing Dv
6.	Allaka Mounika	III BDS Student	Member	A. Monte
7.	Ghantasala Sreeja	III BDS Student	Member	Gran
8.	Thumati Swetha	III BDS Student	Member	- J. Smeh
9.	Valluri Anusha	II BDS Student	Member	1. Ahurh
10.	Talam Divya	II BDS Student	Member	1 Don's
11.	Kasi Akhila	II BDS Student	Member	K. Aklile

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 13-08-2017

Name: Women Grievance Redressal Cell Meeting -01

Venue: Lecture Gallery 1

AGENDA:

- The Committee Chairman welcomes the members to the cell.
- The Coordinator will raise awareness of the Supreme Court's rules regarding the Women's
 Grievance Redressal Cell in educational institutions.
- Giving committee members their respective tasks and duties.
- To spread awareness of the committee's presence in college.

The following members were Present at the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	willian
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	(D)
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr. G. Pnyante.
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	6 maly
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Phavithings DV
6.	Allaka Mounika	III BDS Student	Member	A. Marile
7.	Ghantasala Sreeja	III BDS Student	Member	Greep
8.	Thumati Swetha	III BDS Student	Member	1. Soul
9.	Valluri Anusha	II BDS Student	Member	1. Arusha
10.	Talam Divya	II BDS Student	Member	taptun
11.	Kasi Akhila	II BDS Student	Member	& Alche

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The first Meeting of the Women Grievance Redressal Cell of the college with its newly constituted members for the academic year 2017-2018 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- Initially the Chairman of the committee welcomed all the members for the meeting.
- Coordinator of the WGRC discussed about the roles and responsibilities of the committee and its members.
- The principal addressed to establish appropriate standards and guidelines for a policy against women harassment as well as to develop guidelines and practices for preventing harassment.
- The chairman also emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the body and functioning of WGRC

Few of the Committee members raised questions regarding functioning of the committee and all the queries were duly addressed by the chairman and coordinator of the WGRC. The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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Date: 13-09-2017

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 15-09-2017 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- (i) To discuss the review of the previous meeting
- (ii) To discuss about any of the issues of harassment reported in the college premises
- (iii) To discuss regarding the conducting of Awareness program on Gender Equality and harassment

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	miling
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr.G. Ponjante
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	somely
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Phainthing DV.
6.	Allaka Mounika	III BDS Student	Member	A. Mainh
7.	Ghantasala Sreeja	III BDS Student	Member	4 min
8.	Thumati Swetha	III BDS Student	Member ,	J. Smth
9.	Valluri Anusha	II BDS Student	Member	V. Auretha
10.	Talam Divya	II BDS Student	Member	r-Din/g
11.	Kasi Akhila	II BDS Student	Member	K. Akhi

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 15-09-2017

Name: Women Grievance Redressal Cell Meeting -02

Venue: Lecture Gallery 1

AGENDA:

To discuss the review of the previous meeting

- To discuss about any of the issues of harassment reported in the college premises
- To discuss regarding the conducting of Awareness program on Gender Equality and harassment

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	myng
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	DV. G. Polyanle
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	Agreella
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Than time DV
6.	Allaka Mounika	III BDS Student	Member	of Mainl
7.	Ghantasala Sreeja	III BDS Student	Member	fo snipe
8.	Thumati Swetha	III BDS Student	Member	- Teneth
9.	Valluri Anusha	II BDS Student	Member	V. Amsha
10.	Talam Divya	II BDS Student	Member	7. Drunge
11.	Kasi Akhila	II BDS Student	Member	X.Achil,

The Second Meeting of the Women Grievance Redressal Cell for the academic year 2017-2018 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr. V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the mem5bers of the cell to the meeting
- The chairman read and confirm the minutes of meeting of the previous meeting held on 13-08-2017. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of
 women harassment reported from the staff and girls students of the committee. Hence the
 redressal is NIL.
- The chairman emphasized to spread awareness about WGRC among all the students, teaching and non-teaching staff regarding the functioning of WGRC

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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Date: 07-12-2017

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 09-12-2017 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- (i) To discuss the review of the previous meeting
- (ii) To discuss about any of the issues of harassment reported in the college premises
- (iii) To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	andro
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD_
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr.G. Pryand
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	6 Treele
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Phanthing DV,
6.	Allaka Mounika	III BDS Student	Member	Q. Marih
7.	Ghantasala Sreeja	III BDS Student	Member	grupe
8.	Thumati Swetha	III BDS Student	Member	Theli
9.	Valluri Anusha	II BDS Student	Member	4-Arush
10.	Talam Divya	II BDS Student	Member	+ Dins
11.	Kasi Akhila	II BDS Student	Member	K. Akhila





WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 09-12-2017

Name: Women Grievance Redressal Cell Meeting -03

Venue: Lecture Gallery 1

AGENDA:

To discuss the review of the previous meeting

• To discuss about any of the issues of harassment reported in the college premises

To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	Willian.
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	SD
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr. G. Pryante
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	le ventre
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Pharistling D.V
6.	Allaka Mounika	III BDS Student	Member	& Mainle
7.	GhantasalaSreeja	III BDS Student	Member	Greps
8.	ThumatiSwetha	III BDS Student	Member	J. Smlt
9.	ValluriAnusha	II BDS Student	Member	11- Aushen
10.	TalamDivya	II BDS Student	Member	7-2010
11.	KasiAkhila	II BDS Student	Member	K.Ablile

The third Meeting of the Women Grievance Redressal Cellfor the academic year 2017-2018 started at 10:00 AM in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr.V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 15-09-2017. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of
 women harassment reported from the staff and girls students of the committee. Hence the
 redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

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Date: 13-03-2018

CIRCULAR

This is to inform all the members of Women Grievance Redressal cell (WGRC) to attend the meeting in the Lecture Gallery 1 on 15-03-2018 at 10:00AM. The agenda of the meeting will be as follows

AGENDA:

- i. Review the progress of WGRC
- ii. To take the disciplinary actions against the reported cases
- iii. To discuss regarding the functioning of the WGRC

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	July
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	CV.
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr. G. Priyanta
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	a brech
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	Phaniffinajadv.
6.	Allaka Mounika	III BDS Student	Member	& Mont
7.	Ghantasala Sreeja	III BDS Student	Member	5 hup
8.	Thumati Swetha	III BDS Student	Member	t Santo
9.	Valluri Anusha	II BDS Student	Member	Irstury
10.	Talam Divya	II BDS Student	Member	T'DIME
11.	Kasi Akhila	II BDS Student	Member	K. Akhile





WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 15-03-2018

Name: Women Grievance Redressal Cell Meeting -04

Venue: Lecture Gallery 1

AGENDA:

i. To Review the progress of WGRC

ii. To take the disciplinary actions against the reported cases

iii. To discuss regarding the functioning of the WGRC

The following members attended the meeting:

S. No	Name	Designation	Role	Signature
1.	Dr. V. Shiva Kumar	Principal	Chairman	bulus.
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	80
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	Dr. G. Pryadb
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	k. seeks
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	k. Seeks Phantlings DV
6.	Allaka Mounika	III BDS Student	Member	A. Heinle
7.	Ghantasala Sreeja	III BDS Student	Member	4 sup
8.	Thumati Swetha	III BDS Student	Member	T. Smlt
9.	Valluri Anusha	II BDS Student	Member	11- Anythe
10.	Talam Divya	II BDS Student	Member	to Aleys
11.	Kasi Akhila	II BDS Student	Member	KAKhile

The fourth Meeting of the Women Grievance Redressal Cellfor the academic year 2017-2018 started at 10:00 AM on 15-03-2018 in the lecture gallery 1, KIMS dental College and Hospital, under the Chairmanship of Dr.V. Shiva Kumar, Principal and Chairman of WGRC.

- The chairman of the WGRC welcomed the members of the cell to the meeting
- The chairman read and confirms the minutes of meeting of the previous meeting held on 09-12-2017. The members of the WGRC confirmed the minutes unanimously.
- The chairman has raised the issue of complaints and it was found that there were no incidents of
 women harassment reported from the staff and girls students of the committee. Hence the
 redressal is NIL.

The meeting ended with the Vote of Thanks by the Coordinator.

COORDINATOR

vuln^{or} PRINCIPAL

PRINCIPAL

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& HOSPITAL

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