

**CONSTITUTION AND MINUTES
OF PREVENTION OF SEXUAL
HARRASMENT COMMITTEE**



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.

- (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 15 days 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-parte.
- (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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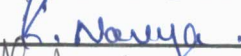



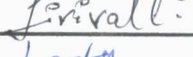

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WOMEN GRIEVANCE REDRESSAL CELL

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	
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.	Saripalli Ramya	IV BDS Student	Member	
7.	Kunam Navya	IV BDS Student	Member	
8.	Talupula Alekhya	III BDS Student	Member	
9.	Mummidi Harika	II BDS Student	Member	
10.	Katta Gowthami	II BDS Student	Member	
11.	GundaSirivalli	I BDS Student	Member	
12.	Gali Sri Lakshmi	I BDS Student	Member	

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 self-sufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and non-teaching 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.

Author
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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	<i>Shiva Kumar</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>S. Deshpande</i>
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	<i>Subha Deshpande</i>
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	<i>Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	<i>Phani Himaja Devi V</i>
6.	Saripalli Ramya	IV BDS Student	Member	<i>Ramya S</i>
7.	Kunam Navya	IV BDS Student	Member	<i>K. NAVYA</i>
8.	Talupula Alekhya	III BDS Student	Member	<i>Alekhya T.</i>
9.	Mummidi Harika	II BDS Student	Member	<i>Harika</i>
10.	Katta Gowthami	II BDS Student	Member	<i>K. Gowthami</i>
11.	GundaSirivalli	I BDS Student	Member	<i>Sirivalli</i>
12.	Gali Sri Lakshmi	I BDS Student	Member	<i>G.S. Lakshmi</i>

Shiva Kumar
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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	<i>V. Shiva Kumar</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>S. Deshpande</i>
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	<i>Subha Deshpande</i>
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	<i>K. Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	<i>Phani Himaja Devi V</i>
6.	Saripalli Ramya	IV BDS Student	Member	<i>Ramya</i>
7.	Kunam Navya	IV BDS Student	Member	<i>Kunam Navya</i>
8.	Talupula Alekhya	III BDS Student	Member	<i>Alekhya</i>
9.	Mummidi Harika	II BDS Student	Member	<i>Mummidi Harika</i>
10.	Katta Gowthami	II BDS Student	Member	<i>K. Gowthami</i>
11.	GundaSirivalli	I BDS Student	Member	<i>GundaSirivalli</i>
12.	Gali Sri Lakshmi	I BDS Student	Member	<i>G. Sri Lakshmi</i>



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
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Date: 04-01-2022

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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	<i>Shiva Kumar</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>S. Deshpande</i>
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	<i>Subha</i>
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	<i>Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	<i>Phani</i>
6.	Saripalli Ramya	IV BDS Student	Member	<i>Ramya</i>
7.	Kunam Navya	IV BDS Student	Member	<i>Navya</i>
8.	Talupula Alekhya	III BDS Student	Member	<i>Alekhya</i>
9.	Mummidi Harika	II BDS Student	Member	<i>Harika</i>
10.	Katta Gowthami	II BDS Student	Member	<i>Gowthami</i>
11.	GundaSirivalli	I BDS Student	Member	<i>Sirivalli</i>
12.	Gali Sri Lakshmi	I BDS Student	Member	<i>Sri Lakshmi</i>


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Recognized by Govt. of India WOMEN GRIEVANCE REDRESSAL CELL Affiliated to Dr.NTR UHS, Vijayawada

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	<i>Shiva Kumar</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>S. Deshpande</i>
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	<i>Subha</i>
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	<i>Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	<i>Phani</i>
6.	Saripalli Ramya	IV BDS Student	Member	<i>Ramya</i>
7.	Kunam Navya	IV BDS Student	Member	<i>Navya</i>
8.	Talupula Alekhya	III BDS Student	Member	<i>Alekhya</i>
9.	Mummidi Harika	II BDS Student	Member	<i>Harika</i>
10.	Katta Gowthami	II BDS Student	Member	<i>Gowthami</i>
11.	GundaSirivalli	I BDS Student	Member	<i>Sirivalli</i>
12.	Gali Sri Lakshmi	I BDS Student	Member	<i>Sri Lakshmi</i>

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


PRINCIPAL
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CIRCULAR

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	<i>Shiva</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>SD</i>
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	<i>Subha</i>
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	<i>Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	<i>Phani</i>
6.	Saripalli Ramya	IV BDS Student	Member	<i>Ramya</i>
7.	Kunam Navya	IV BDS Student	Member	<i>Navya</i>
8.	Talupula Alekhya	III BDS Student	Member	<i>Alekhya</i>
9.	Mummidi Harika	II BDS Student	Member	<i>Harika</i>
10.	Katta Gowthami	II BDS Student	Member	<i>Gowthami</i>
11.	GundaSirivalli	I BDS Student	Member	<i>GundaSirivalli</i>
12.	Gali Sri Lakshmi	I BDS Student	Member	<i>G.S. Lakshmi</i>

Shiva
PRINCIPAL

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MINUTES OF MEETING

Date: 12-03-2022



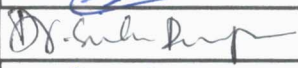

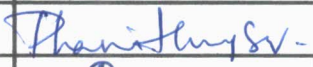


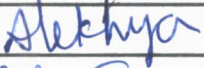

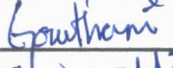
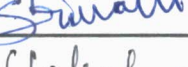

Name: Women Grievance Redressal Cell Meeting -03

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	
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.	Saripalli Ramya	IV BDS Student	Member	
7.	Kunam Navya	IV BDS Student	Member	
8.	Talupula Alekhya	III BDS Student	Member	
9.	Mummidi Harika	II BDS Student	Member	
10.	Katta Gowthami	II BDS Student	Member	
11.	GundaSirivalli	I BDS Student	Member	
12.	Gali Sri Lakshmi	I BDS Student	Member	

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.




- 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



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DENTAL COLLEGE & HOSPITAL

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CIRCULAR

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	<i>Shiva</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>SD</i>
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	<i>Subha</i>
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	<i>Dr Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	<i>Phani</i>
6.	Saripalli Ramya	IV BDS Student	Member	<i>Ramya</i>
7.	Kunam Navya	IV BDS Student	Member	<i>Navya</i>
8.	Talupula Alekhya	III BDS Student	Member	<i>Alekhya</i>
9.	Mummidi Harika	II BDS Student	Member	<i>Harika</i>
10.	Katta Gowthami	II BDS Student	Member	<i>Gowthami</i>
11.	GundaSirivalli	I BDS Student	Member	<i>G. Sirivalli</i>
12.	Gali Sri Lakshmi	I BDS Student	Member	<i>G.S. Lakshmi</i>


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Recognized by Govt. of India ~~WOMEN GRIEVANCE REDRESSAL CELL~~ to Dr.NTR UHS, Vijayawada

MINUTES OF MEETING

Date: 05-05-2022



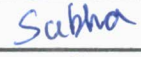

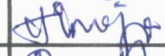

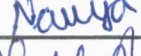





Name: Women Grievance Redressal Cell Meeting -04

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	
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.	Saripalli Ramya	IV BDS Student	Member	
7.	Kunam Navya	IV BDS Student	Member	
8.	Talupula Alekhya	III BDS Student	Member	
9.	Mummidi Harika	II BDS Student	Member	
10.	Katta Gowthami	II BDS Student	Member	
11.	GundaSirivalli	I BDS Student	Member	
12.	Gali Sri Lakshmi	I BDS Student	Member	

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.



COORDINATOR



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MALAPURAM, G.D.L.A.P.**

2020- 2021



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	
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	III BDS Student	Member	
9.	Talam Divya	III BDS Student	Member	
10.	Saripalli Ramya	II BDS Student	Member	
11.	Kunam Navya	I BDS Student	Member	
12.	Talupula Alekhya	I BDS Student	Member	

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 self-sufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and non-teaching 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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CIRCULAR

Date: 17-11-2020

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	
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.	Valluri Anusha	Interns	Member	
7.	Talam Divya	Interns	Member	
8.	Saripalli Ramya	III BDS Student	Member	
9.	Kunam Navya	III BDS Student	Member	
10.	Talupula Alekhya	II BDS Student	Member	
11.	Mummidi Harika	I BDS Student	Member	
12.	Katta Gowthami	I BDS Student	Member	

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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	
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.	Valluri Anusha	Interns	Member	
7.	Talam Divya	Interns	Member	
8.	Saripalli Ramya	III BDS Student	Member	
9.	Kunam Navya	III BDS Student	Member	
10.	Talupula Alekhya	II BDS Student	Member	
11.	Mummidi Harika	I BDS Student	Member	
12.	Katta Gowthami	I BDS Student	Member	

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



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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	
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.	Valluri Anusha	Interns	Member	
7.	Talam Divya	Interns	Member	
8.	Saripalli Ramya	III BDS Student	Member	
9.	Kunam Navya	III BDS Student	Member	
10.	Talupula Alekhya	II BDS Student	Member	
11.	Mummidi Harika	I BDS Student	Member	
12.	Katta Gowthami	I BDS Student	Member	

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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	
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.	Valluri Anusha	Interns	Member	
7.	Talam Divya	Interns	Member	
8.	Saripalli Ramya	III BDS Student	Member	
9.	Kunam Navya	III BDS Student	Member	
10.	Talupula Alekhya	II BDS Student	Member	
11.	Mummidi Harika	I BDS Student	Member	
12.	Katta Gowthami	I BDS Student	Member	

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.

- 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	
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.	Valluri Anusha	Interns	Member	
7.	Talam Divya	Interns	Member	
8.	Saripalli Ramya	III BDS Student	Member	
9.	Kunam Navya	III BDS Student	Member	
10.	Talupula Alekhyia	II BDS Student	Member	
11.	Mummidi Harika	I BDS Student	Member	
12.	Katta Gowthami	I BDS Student	Member	

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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	
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.	Valluri Anusha	Interns	Member	
7.	Talam Divya	Interns	Member	
8.	Saripalli Ramya	III BDS Student	Member	
9.	Kunam Navya	III BDS Student	Member	
10.	Talupula Alekhya	II BDS Student	Member	
11.	Mummidi Harika	I BDS Student	Member	
12.	Katta Gowthami	I BDS Student	Member	

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



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2019- 2020

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 self-sufficient individuals.

- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and non-teaching 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: 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	
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	

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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	<i>V. Shiva Kumar</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>S. Deshpande</i>
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	<i>Subha Deshpande</i>
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	<i>K. Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	<i>Phani Himaja Devi V</i>
6.	Allaka Mounika	Interns	Member	<i>Allaka Mounika</i>
7.	Ghantasala Sreeja	Interns	Member	<i>G. Sreeja</i>
8.	Valluri Anusha	IV BDS Student	Member	<i>V. Anusha</i>
9.	Talam Divya	IV BDS Student	Member	<i>T. Divya</i>
10.	Saripalli Ramya	II BDS Student	Member	<i>Ramya</i>
11.	Kunam Navya	II BDS Student	Member	<i>K. Navya</i>
12.	Talupula Alekhya	I BDS Student	Member	<i>T. Alekhya</i>

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 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



PRINCIPAL

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NH-216, Chaitanya Health City, Amalapuram, East Godavari District, A.P. - 533201

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	
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	

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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	
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	

Minutes of the Meeting:

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.


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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	<i>Shiva Kumar</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>SP</i>
3.	Dr. Subha Deshpande	Assoc prof, prosthodontics	Member	<i>Subha Deshpande</i>
4.	Dr. K. Sreeha	Asst Prof, Cons & Endo	Member	<i>K. Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst Prof, Oral Surgery	Member	<i>Phani Himaja</i>
6.	Allaka Mounika	Interns	Member	<i>A. Mounika</i>
7.	Ghantasala Sreeja	Interns	Member	<i>G. Sreeja</i>
8.	Valluri Anusha	IV BDS Student	Member	<i>V. Anusha</i>
9.	Talam Divya	IV BDS Student	Member	<i>T. Divya</i>
10.	Saripalli Ramya	II BDS Student	Member	<i>Saripalli Ramya</i>
11.	Kunam Navya	II BDS Student	Member	<i>K. Navya</i>
12.	Talupula Alekhya	I BDS Student	Member	<i>T. Alekhya</i>

Shiva Kumar
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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	
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	

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	
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	


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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	
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	

Minutes of the Meeting:

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.



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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 non-teaching 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 self-sufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and non-teaching 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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NH-216, Chaitanya Health City, Amalapuram, East Godavari District, A.P - 533201

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	
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	


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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	
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	

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 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.

- 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: 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	
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	

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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	
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	

Minutes of the Meeting:

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	
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	

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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	
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	

Minutes of the Meeting:

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	
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	

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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 I

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	
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	

Minutes of the Meeting:

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, 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	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

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 self-sufficient individuals.
- To avoid harassment and improve the general wellbeing of female students and staff members of KIMS Dental College and Hospital, both teaching and non-teaching 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	
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	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	

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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	
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	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	


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 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	
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	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	

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WOMEN GRIEVANCE REDRESSAL CELL

MINUTES OF MEETING

Date: 15-09-2017



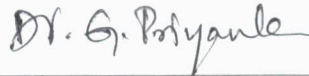








Name: Women Grievance Redressal Cell Meeting -02

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	
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	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	


Minutes of the Meeting:

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 members 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	
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	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	

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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	
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	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	

Minutes of the Meeting:

The third 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 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.


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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:

- 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	
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	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	

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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	<i>V. Shiva Kumar</i>
2.	Dr. S. Deshpande	Prof, Cons & Endo	Coordinator	<i>S. Deshpande</i>
3.	Dr. G. Priyanaka	Assoc. prof, Public Health Dentistry	Member	<i>Dr. G. Priyanaka</i>
4.	Dr. K. Sreeha	Asst. Prof, Cons & Endo	Member	<i>K. Sreeha</i>
5.	DR. Phani Himaja Devi V	Asst. Prof, Oral Surgery	Member	<i>Phani Himaja Devi V</i>
6.	Allaka Mounika	III BDS Student	Member	<i>A. Mounika</i>
7.	Ghantasala Sreeja	III BDS Student	Member	<i>G. Sreeja</i>
8.	Thumati Swetha	III BDS Student	Member	<i>T. Swetha</i>
9.	Valluri Anusha	II BDS Student	Member	<i>V. Anusha</i>
10.	Talam Divya	II BDS Student	Member	<i>T. Divya</i>
11.	Kasi Akhila	II BDS Student	Member	<i>K. Akhila</i>


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.


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