



OFFICE ORDER

Subject: Constitution of Committee Against Sexual Harassment for the Academic Year: 2025-2026

In accordance with institutional policies for creating a safe, equitable, and inclusive campus environment, and as per the guidelines provided, the Competent Authority is pleased to constitute a Committee "Against Sexual Harassment (CASH)" for the academic Year 2025-2026 at Uttarakhand Medical College of Ayurveda and Research, Premnagar, Dehradun with immediate effect.

The Committee shall:

1. **Address complaints and grievances** related to sexual harassment, sexual misconduct, and sexual assault involving students, faculty, staff, and visitors on campus.
2. **Create awareness** about sexual harassment and ensure sensitization programs for the campus community.
3. **Ensure confidential procedures** are followed in receiving and handling complaints.
4. **Develop and implement** an institutional policy for the constitution and functioning of the Committee.

The details of the members are as follows:

S. No.	Name & Designation	Membership	Contact No.
1.	Dr. Vibhooti Chandrakar (Principal/ Professor, Samhita Sidhanta Department)	Chairperson	7248788958
2.	Dr. Satwinder Kaur (Deputy Medical Superintendent, UHDC)	Co-ordinator	9149067700
3.	Dr. Vidyarani Joshi (Associate Professor, Kriya Sharir Department)	Member	7895819853
4.	Dr. Lipi Raturi (Assistant Professor, Rachna Sharir Department)	Member	9557660674
5.	Dr. Shivani Kalouni (Assistant Professor, Prasuti Tantra)	Member	9557606512
6.	Ms. Saumya Gulati (1 st Year B.A.M.S student, Batch-2024)	Member	7817087571
7.	Mr. Vedant (1 st Year B.A.M.S student, Batch-2024)	Member	9352640078
8.	Ms. Jiya Thakur (1 st Year B.A.M.S student, Batch-2025)	Member	7302960910

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9.	Ms. Sneha Kohli (1 st Year B.A.M.S student, Batch-2025)	Member	8126326108
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Responsibilities of the Committee:

- a) Awareness and Training:** Conduct awareness drives, seminars, and training sessions regarding sexual harassment policies and prevention mechanisms within Uttarakhand Medical College of Ayurveda and Research.
- b) Prompt and Sensitive Handling:** Act promptly and sensitively when receiving complaints while strictly maintaining the complainant's confidentiality.
- c) Fair Inquiry:** Ensure that inquiry procedures for addressing grievances are fair, unbiased, and transparent.
- d) Reporting:** Submit a quarterly report to the Competent Authority detailing complaints received, actions taken, and awareness activities performed.
- e) Expert Collaboration:** Collaborate with legal advisors or external experts when necessary to ensure cases are resolved thoroughly.
- f) Educational Materials:** Develop and distribute resources such as posters, brochures, and online materials to promote awareness of policies and complaint mechanisms.
- g) Complaint Platform:** Establish and maintain an accessible and confidential platform (either physical or digital) for filing complaints.
- h) Policy Review:** Periodically review and update institutional sexual harassment policies to stay aligned with best practices and evolving legal standards.
- i) Implementation Monitoring:** Monitor preventive measure implementation and provide improvement recommendations to the administration.
- j) Support Services:** Offer counseling and support services to both complainants and respondents as needed to ensure emotional well-being during the inquiry.
- k) Interactive Sessions:** Organize sessions for students, staff, and faculty to foster inclusivity, mutual respect, and gender sensitivity on campus.
- l) Legal Liaison:** Establish a liaison with law enforcement authorities when necessary to uphold the rights and safety of complainants.
- m)** Regularly evaluate the effectiveness of the Committee's interventions and prepare an annual report highlighting its activities and outcomes.

Instructions for the Committee:

- a)** The Chairperson shall convene a meeting of the Committee every month.

b) Minutes of the meetings must be recorded, and a copy of the same shall be sent to the undersigned for review and record-keeping.

c) This Committee shall be effective from 19th December 2025 and shall remain functional for the entire Academic Year 2025–2026.

All concerned are requested to take note of the above and comply accordingly.



Principal

UMCAR

Uttaranchal Medical College
of Ayurveda & Research
Premnagar, Dehradun-UK

Copy to:

1. Director, UMCAR – for kind information
2. UMCAR/UHDC Admin. In-charge – for neccesary changes in the protal
3. All concerned – for information and neccesary actions