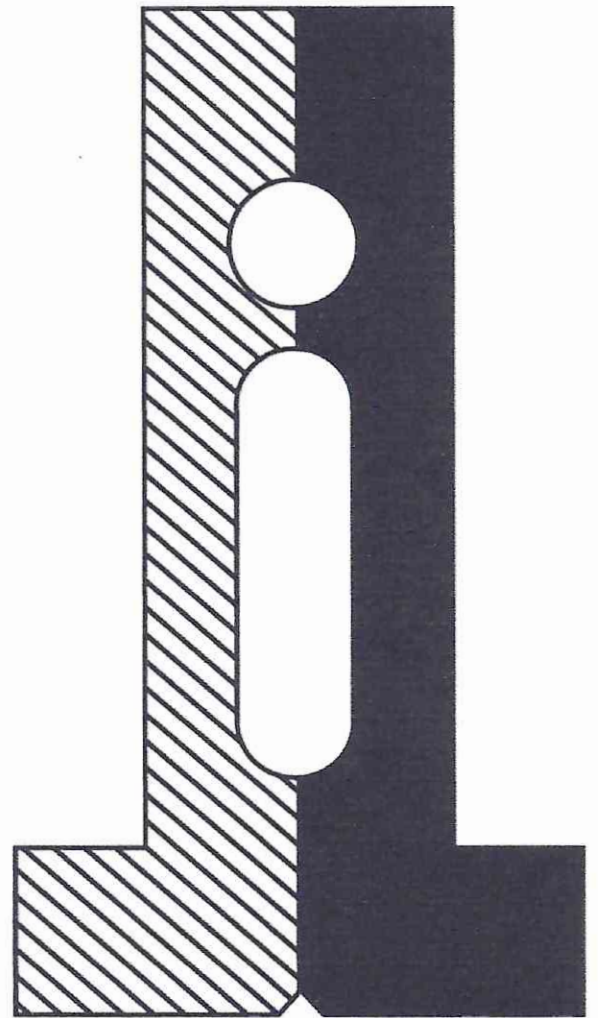




Institute of Health  
Management Research

# Institute of Health Management Research BANGALORE



319, near Thimma reddy layout, Electronic  
City Phase 1, Hulimangala, Bengaluru,  
Karnataka 560105  
[www.iihmrbangalore.edu.in](http://www.iihmrbangalore.edu.in)





Institute of Health  
Management Research

#### **5.1.4**

**The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases**

- 1. Implementation of guidelines of statutory/regulatory bodies**
- 2. Organisation wide awareness and undertakings on policies with zero tolerance**
- 3. Mechanisms for submission of online/offline students' grievances**
- 4. Timely redressal of the grievances through appropriate committees**



**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
 Hulimangala Post, Electronic City  
 Phase 1, Bangalore - 560 105  
 Ph: 080 - 61133800  
 Email: Info@iihmbangalore.edu.in  
 Website: www.iihmbangalore.edu.in  
 Toll Free No. 1800-572-2728  
 GST No.: 29AAAT10517J1ZQ



**CRITERIA -5**  
**5.1.4**

NAAC 2024/DVV/5/-5.1.4

Date: 30/08/2024

<b>Criteria</b>	<b>Student Support and Progression</b>
<b>Key Indicator</b>	<b>Student Support</b>
<b>Metric</b>	<p>The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases</p> <ol style="list-style-type: none"> <li>1. Implementation of guidelines of statutory/regulatory bodies</li> <li>2. Organisation wide awareness and undertakings on policies with zero tolerance</li> <li>3. Mechanisms for submission of online/offline students' grievances</li> <li>4. Timely redressal of the grievances through appropriate committees</li> </ol>
<b>DVV Clarifications</b>	<ul style="list-style-type: none"> <li>• Minutes of the meetings of student grievances as per the metric.</li> <li>• Proof of constitution of Committee such as Internal Complaints / Grievances Committee including sexual harassment and ragging cases formation as per UGC regulation</li> </ul>
<b>Documents As per SoP</b>	<ol style="list-style-type: none"> <li>1) Office orders and minutes of meetings of Grievance Committee (Student Redressal Committee) Anti-Ragging, Women Development (Anti-Sexual Harassment), attached. (<b>Appendix-I</b>)</li> <li>2) Proof of constitution of Committee such as Internal Complaints / Grievances Committee including sexual harassment and ragging cases formation as per UGC regulation attached (<b>Appendix-II</b>)</li> </ol>
<b>Document Link :</b>	<a href="https://iihmbangalore.edu.in/naac/">https://iihmbangalore.edu.in/naac/</a>

  
 Criteria -5 Coordinator

  
 IQAC Coordinator

  
 Director



## APPENDIX – I

Office orders and minutes of meetings of Grievance Committee (Student Redressal Committee) Anti-Ragging, Women Development (Anti-Sexual Harassment), attached



**Institute level Anti-Ragging  
Committee**



## Anti-Ragging Committee 2018 Meeting at IIHMR Bangalore

### Meeting Minutes

**Meeting** : Anti Ragging Committee  
**Date** : 20th July 2018 (Thursday)  
**Time** : 10:00 AM to 10:45 AM  
**Venue** : Board Room, IIHMR Bangalore

**Participants** : **Members Present for Anti-Ragging Committee**

- Dr. Usha Manjunath – Chairperson
- Dr. Sarala R – Organizing Secretary
- Mr. Madhusudan – (Advocate High Court) -Member
- Dr. Surya Prakash – (Director-Bhoruka Charitable Trust)-Member
- Dr. Meghana Mallikarjun – Student Representative (2nd year)
- Dr. Anjali Raut – Student Representative (1st year)

**Participants** : **Members Present for Anti-Ragging Squads**

- Dr. Veena R - Chairperson
- Ms. Aryaka - Organizing Secretary
- Mr. Sarala - Member
- Mr. Satish Kumar Singh - Member

**Participants** : **Members Present for Hostel Level Anti-Ragging Squads**

- Dr. Sarala – Chairperson
- Dr. Kanagaraj - Organizing Secretary
- Mr. Satish Kumar Singh - Member
- Ms. Aryaka - Member
- Mr. Somanna - Member

**Minutes of the Meeting: -**

1. Meeting started with welcoming of all members by Dr. Veena R.
2. All the members of council introduced themselves to understand each other.
3. Dr. Sarala R presented on the role and objectives of the Anti- Ragging committee meeting.
4. The discussion and action points are in the following areas:

- I. Discussed on AICTE Regulations on Prevention and Prohibition of Ragging in Institution and to display the committee details on website, classrooms and hostel.
- II. Discussed to display the committee details on website, classrooms and hostel.



5. The meeting ended with vote of Thanks from Dr. Kanagaraj K. The meeting minutes will be shared with the members, action points will be taken up and the members will be notified.



Signature: Dr. Kanagaraj K  
Date: 20<sup>th</sup> Jul, 2018

Date: 06/08/2019

## Notice

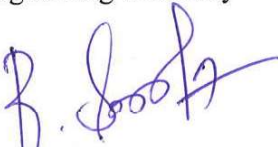
The meeting of Anti Ragging Committee is scheduled on Monday, 08/08/2019, at 4:00 PM in the Board Room.

### Agenda of the meeting:

- 1.Introduction of committee.
- 2.Discussion regarding Prohibition of Ragging in the campus.
- 3.Issue with the permission of the Chairman.

You are requested to make it convenient to attend the meeting.

Organizing Secretary



Dr Sarala R

Associate Professor

### Copy to

1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Director



Date: 08/08/2019

## Minutes of Meeting

**Agenda 1.** Introduction of committee.

**Resolution:**

All members given their self introduction. Dr Usha Manjunath given overview about roles and responsibilities of the committee.

**Agenda. 2.** Discussion regarding Prohibition of Ragging.

**Resolution:**

Committee discussed regarding various aspects of ragging and its prohibition in campus or outside the campus. It has been brought to the notice of committee that if any case/ problem found/reported to member of committee, it should be brought to the notice of undersigned immediately without any delay.

All are requested to take note of the same and advised to come with suggestions in next meeting.

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:**

1. Dr Sarala R highlighted need of displaying antirragging committee on board in the campus.
- Through discussion was made and it is resolved to display board of Anti-Ragging Committee in the institute campus.

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

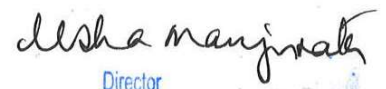
Organizing Secretary



Dr Sarala R

Associate Professor

For Institute of Health Management Research, Bangalore

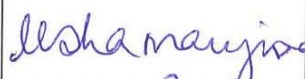
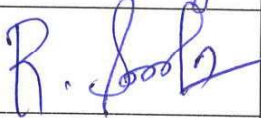
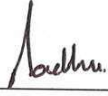




Director


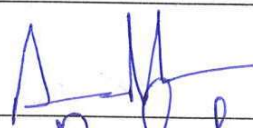
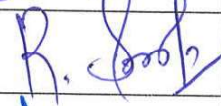
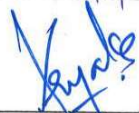
Date: 08/08/2019

## Attendance

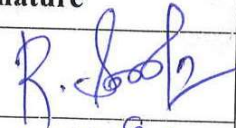
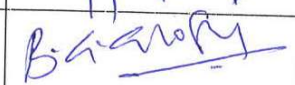
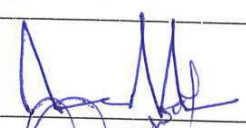
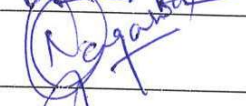
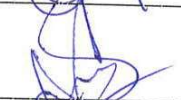
### Participants: Members Present for Anti-Ragging Committee

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	(Director) – Chairperson	
2	Dr. Sarala R	Organizing Secretary	
3	Mr. Madhusudan	(Advocate High Court) -Member	
4	Dr. Surya Prakash	Director-Bhoruka Charitable Trust ( Absent )	
5	Gola Rachna	Student Representative (2nd Year)	
6	Ms Tumiki Harini	Student Representative (1st Year)	

### Participants: Members Present for Anti-Ragging Squads

S.No	Name	Attendance	Signature
1	Dr. Gyan Chandra Kashyap	Chairperson	
2	Mr Satish Kumar Singh	Organizing Secretary	
3	Dr. Sarala R	Member	
4	Ms. Aryaka N K	Member	

**Participants: Members Present for Hostel Level Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Sarala R	Chairperson	
2	Mr Gowthamghosh B.	Organizing Secretary	
3	Mr. Satish Kumar Singh	Member	
4	Ms. Nancy Aggarwal	Member	
5	Mr. Somanna A T	Member	



**Action Taken Report of Meeting held on 08/08/2019**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		



**Dr Usha Manjunath**  
**Director**

**Date: 14/12/2020**

## **Notice**

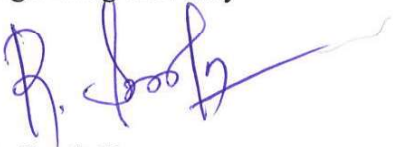
The meeting of Anti Ragging Committee was scheduled on Thursday, 17/12/2020, at 2:00 PM in Board Room.

### **Agenda of the meeting:**

1. Review of Anti-Ragging Policies and Awareness Campaigns.
2. Support and Reporting Mechanisms for Victims
3. Issue with the permission of the Chairman.

You are requested to make it convenient to attend the meeting.

Organizing Secretary



Dr Sarala R

Associate Professor

### **Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Director

Date: 17/12/2020

## Minutes of Meeting

### **Agenda 1 Policy Review and Enhancement**

- Discuss updates and improvements to anti-ragging policies.
- Assign responsibilities for policy revisions.
- Resolution: Form a sub-committee to review current anti-ragging policies and propose revisions within two weeks. Assign specific members to research best practices and legal requirements for policy enhancements.

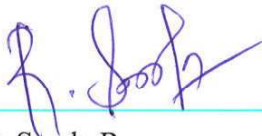
### **Agenda. 2. Awareness Campaign Planning,**

- Plan upcoming awareness events and campaigns.
- Allocate tasks for designing posters and organizing seminars.
- Resolution: Designate the Communications Team to develop a comprehensive awareness campaign plan within one week, including timelines and target audiences. Allocate funds for materials and events.

A thorough discussion was held, and it was resolved to display the Anti-Ragging Committee board on the institute campus. Dr. Sarala and other members of the committee suggested that any grievances from students can be logged through the web portal.

As there were no further issues to discuss, the meeting concluded with a vote of thanks to all present.

Organizing Secretary



Dr Sarala R

Associate Professor

For Institute of Health Management Research, Bangalore




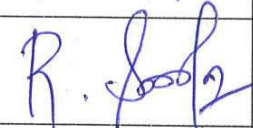



Usha Manjunath  
Director



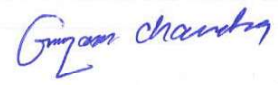
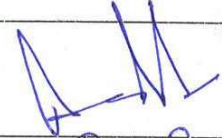
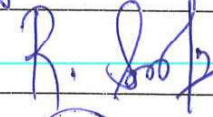

Date: 17/12/2020

## Attendance


### Participants: Members Present for Anti-Ragging Committee

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	(Director) – Chairperson	
2	Dr. Sarala R	Organizing Secretary	
3	Mr. Madhusudan	(Advocate High Court) -Member	
4	Dr. Surya Prakash	Director-Bhoruka Charitable Trust ( Absent )	
5	Ms Sneha Debnath	Student Representative (1st Year)	
6	Ms Tumiki Harini	Student Representative (2nd Year)	

### Participants: Members Present for Anti-Ragging Squads

S.No	Name	Attendance	Signature
1	Dr. Gyan Chandra Kashyap	Chairperson	
2	Mr Satish Kumar Singh	Organizing Secretary	
3	Dr. Sarala R	Member	
4	Mr. Jitendra Singh	Member	

For Institute of Health Management Research, Bangalore

  
Director

**Date: 09.06.2020**

## Notice

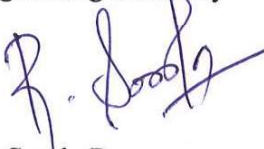
The meeting of Anti Ragging Committee was scheduled on Friday, 12/06//2020, at 3:00 PM in Board Room.

**Agenda of the meeting:**

1. Review of Anti-Ragging Policies and Awareness Campaigns.
2. Support and Reporting Mechanisms for Victims
3. Issue with the permission of the Chairman.

You are requested to make it convenient to attend the meeting.

Organizing Secretary



Dr Sarala R  
Associate Professor

**Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

Date: 12.06.2020

## Minutes of Meeting

Agenda 1 . Review of Anti-Ragging Policies and Awareness Campaigns.

Resolution:

Policy Enhancement: Revise anti-ragging policies within one month.

Agenda 2. Support and Reporting Mechanisms for Victims

Agenda 3 : Review of Anti-Ragging Policies and Awareness Campaigns

Resolution:

**Policy Enhancement:** Revise existing anti-ragging policies to include clearer definitions, stricter penalties, and detailed reporting procedures. A sub-committee will draft revisions within a month.

**Awareness Campaigns:** Launch new campaigns including posters, seminars, and a social media drive: Posters and Materials: Design Team to was completed

**Seminars and Workshops:** First seminar scheduled, organized by Dr. Sarala and her team.

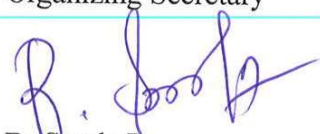
**Event Planning:** Assign responsibilities and set dates for upcoming events. Progress to be reported in the next meeting on Dec 6, 2020.

Resolution:

- Mr. Madhusudan addressed the meeting and explained the rules and regulations of the committee.

A thorough discussion was held, and it was resolved to display the Anti-Ragging Committee board on the institute campus. Dr. Sarala and other members of the committee suggested that any grievances from students can be logged through the web portal. As there were no further issues to discuss, the meeting concluded with a vote of thanks to all present.

Organizing Secretary



Dr Sarala R  
Associate Professor

For Institute of Health Management Research, Bangalore




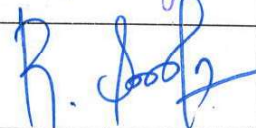



Director



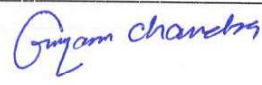
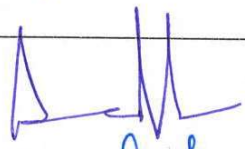
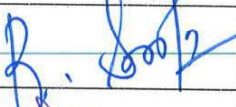

Date: 12.06.2020

## Attendance

### Participants: Members Present for Anti-Ragging Committee

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	(Director) – Chairperson	
2	Dr. Sarala R	Organizing Secretary	
3	Mr. Madhusudan	(Advocate High Court) -Member	
4	Dr. Surya Prakash	Director-Bhoruka Charitable Trust	Present.
5	Gola Rachna	Student Representative (2nd Year)	
6	Ms Tumiki Harini	Student Representative (1st Year)	

### Participants: Members Present for Anti-Ragging Squads

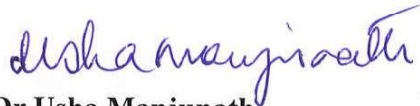
S.No	Name	Attendance	Signature
1	Dr. Gyan Chandra Kashyap	Chairperson	
2	Mr Satish Kumar Singh	Organizing Secretary	
3	Dr. Sarala R	Member	
4	Ms. Aryaka N K	Member	

For Institute of Health Management Research, Bangalore

  
Director

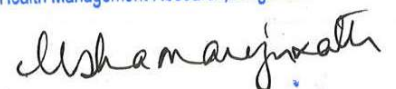
**Action Taken Report of Meeting held on 12/06/2020**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		



**Dr Usha Manjunath**

**Director**



Director

Date: 23.03.2021

## Notice

The meeting of Anti Ragging Committee is scheduled on Thursday, 25/03//2021, at IIHMR Campus.

### **Agenda of the meeting:**

1. Introduction of committee with member.
2. Anti Ragging Squad
3. Mentoring Cell
4. Library

### **Organizing Secretary**



Dr Manjunatha R  
Professor

### **Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Disha Manjunatha  
Director

Date: 25.03.2021

## Minutes of Meeting

**Agenda 1.** Introduction of committee.

**Resolution:**

All members given their self introduction. Dr Manjunath R given overview about roles and responsibilities of the committee.

**Agenda 2. Anti ragging Squad**

**Resolution:**

The committee member the discussed the activities and performance of Anti ragging squad involving members from department and also student representative to prevent ragging within campus and hostel premises.

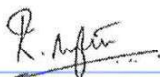
**Agenda 3. \_Mentoring Cell**

**Resolution:** The commiittee member were discusse the cell involing the senior faculty members about the gudeline given by govt. regarding the Covid-19 and meesure to be taken in the campus.

1. Dr Manjunath R address the meeting with all issues.

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

**Organizing Secretary**



Dr Manjunatha R  
Professor

For Institute of Health Management Research, Bangalore



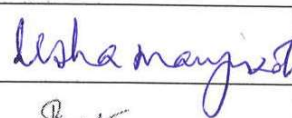
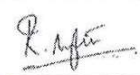


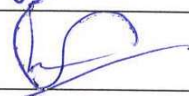
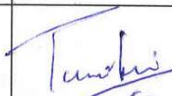
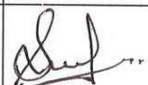
Director



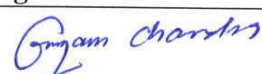


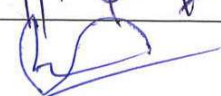
Date: 25.03.2021

## Attendance


Participants: Members Present for Anti-Ragging Committee

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	(Director) – Chairperson	
2	Dr. Manjunatha R	Organizing Secretary	
3	Mr. Madhusudan	(Advocate High Court) -Member	
4	Dr. Surya Prakash	Director-Bhoruka Charitable Trust ( Absent )	
5	Mr. Vishwanath	(Local Media Person) Member	
6	Mr. Jitendra Singh	Manager Admin & Personnel – Member	
7	Mrs.Renuka Aradhya	(Student's Parent Representative) – Member (Absent)	
8	Ms Tumiki Harini	Student Representative (2 <sup>nd</sup> Year)	
9	Ms. Sneha Debnath	Student Representative (1 <sup>st</sup> Year)	

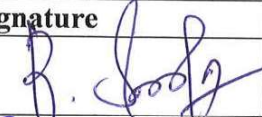
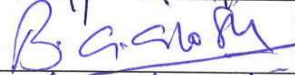



Participants: Members Present for Anti-Ragging Squads

S.No	Name	Attendance	Signature
1	Dr. Gyan Chandra Kashyap	Chairperson	
2	Mr Satish Kumar Singh	Organizing Secretary	
3	Dr. Sarala R	Member	
4	Mr. Jitendra Singh	Member	

For Institute of Health Management Research, Bangalore

  
Director

**Participants: Members Present for Hostel Level Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Sarala R	Chairperson	
2	Mr Gowthamghosh B.	Organizing Secretary	
3	Mr. Satish Kumar Singh	Member	
4	Mr. Jitendra Singh	Member	
5	Mr. Somanna A T	Member	

**Action Taken Report of Meeting held on 25/03/2021**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		



**Dr Usha Manjunath**

**Director**

Date: 17.08.2021


## Notice

The meeting of Anti Ragging Committee is scheduled on Thursday, 19/08//2021, at IIHMR Campus.

### **Agenda of the meeting:**

1. Introduction of committee with new member.
2. Rules and regulation of Anti ragging committee
3. Awareness about Ragging in campus.

Organizing Secretary



Dr Manjunatha R

Professor

### **Copy to**

1. O/o Director
2. Academic Office
3. Notice Board



Date: 19.08.2021

**Minutes of Meeting**

**Agenda 1.** Introduction of committee.

**Resolution:**

All members given their self introduction. Dr Manjunath R given overview about roles and responsibilities of the committee.

**Agenda. 2.** Rules and regulation about anti ragging.

**Resolution:**

Committee discussed regarding various aspects of ragging and its prohibition in campus or outside the campus. It has been brought to the notice of committee that if any case/ problem found/reported to member of committee, it should be brought to the notice of undersigned immediately without any delay.

**Agenda 3.** Awareness about Anti ragging in campus.

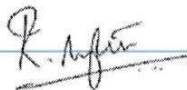
Committee chairperson advice to all member to run the Awareness program in campus to avoid ragging in campus.

**Resolution:**

Manjunath R address the meeting and expalian the rule and regulation and awarness about the ragging .

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Organizing Secretary



Dr Manjunatha R

Professor

For Institute of Health Management Research, Bangalore




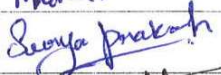
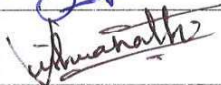

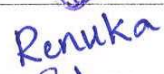



Director

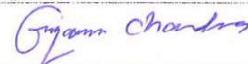
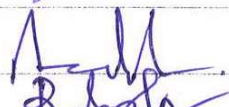
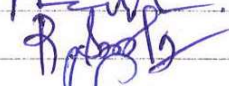

Date: 19.08.2021

**Attendance**

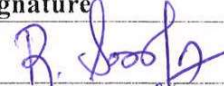




**Participants: Members Present for Anti-Ragging Committee**

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	(Director) – Chairperson	
2	Dr. Manjunatha R	Organizing Secretary	
3	Mr. Madhusudan	(Advocate High Court) -Member	
4	Dr. Surya Prakash	Director-Bhoruka Charitable Trust	
5	Mr. Vishwanath	(Local Media Person) Member	
6	Mr. Jitendra Singh	Manager Admin & Personnel – Member	
7	Mrs. Renuka Aradhya	(Student's Parent Representative) – Member	
8	Ms. Sneha Debnath	Student Representative (1 <sup>st</sup> Year)	

**Participants: Members Present for Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Gyan Chandra Kashyap	Chairperson	
2	Mr Satish Kumar Singh	Organizing Secretary	
3	Dr. Sarala R	Member	
4	Mr. Jitendra Singh	Member	

**Participants: Members Present for Hostel Level Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Sarala R	Chairperson	
2	Mr Gowthamghosh B.	Organizing Secretary	
3	Mr. Satish Kumar Singh	Member	
4	Mr. Jitendra Singh	Member	
5	Mr. Somanna A T	Member	

For Institute of Health Management Research, Bangalore

  
Director

Action Taken Report of Meeting held on 19/08/2021

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*  
**Dr Usha Manjunath**

**Director**

Date:-17/11/2021

## Notice

The meeting of Student Anti Ragging is scheduled on Wednesday, 17/11/2021, from 4.00to 4:30 PM in Board room.

### **Agenda of the meeting:**

1. Introduction of committee.
2. Discussion regarding issues related to Students
3. Issue with the permission of the Chairman.

You are requested to make it convenient to attend the meeting.

For Academic Department  
  
Dean Academic  
Institute of Health Management Research Research,  
Bangalore

For Institute of Health Management Research, Bangalore

  
Director





**IIHMR**  
BANGALORE

**Institute of Health Management Research, Bangalore**

**Anti-Ragging Committee 2021 Meeting at IIHMR Bangalore**

**Meeting Minutes**

**Meeting** : Anti Ragging Committee  
**Date** : 17-11-2021  
**Time** : 4:30 PM to 4:45 PM  
**Venue** : Classroom, IIHMR Bangalore

**Participants : Members Present for Anti-Ragging Committee**

- Dr. Usha Manjunath – Chairperson
- Dr. Kirti Udayai – Organizing Secretary
- Mr. Madhusudan – (Advocate High Court) -Member
- Dr. Surya Prakash – (Director-Bhoruka Charitable Trust)-Member
- Mr. Vishwanath - ( Local Media Person)- Member
- Mr. Jitendra Singh- Manager Admin & Personnel -Member
- Mr. Inder Chand Jain -( Student Parrent Representative )-Member
- Mr . Bharath Jain - Student Representative (1<sup>st</sup> Year)-Member
- Ms. Sneha Debnath - Student Representative (2<sup>nd</sup> Year)

**Participants : Members Present for Anti-Ragging Squads**

Dr. Gyan Chandra - ChairPerson  
Mr. Satish Kumar Singh - Organizing Secretary  
Mr. Sarala - Member  
Mr. Jitendra Singh - Member

**Participants : Members Present for Hostel Level Anti-Ragging Squads**

Dr. Sarala - Chairperson  
Dr Subodh S Satheesh - Organizing Secretary  
Mr. Satish Kumar Singh - Member  
Mr. Jitendra Singh - Member  
Mr.-Somanna AT-Member

**Minutes of the Meeting: -**

1. Meeting started with welcoming of all members by Dr Kirti Udayai
2. All the members of council introduced themselves to understand each other.
3. Dr Kirti Udayai presented on the role and objectives of the Anti- Ragging committee meeting.
4. Added new members of committee, chairperson introduces the new committee member and explain about role and responsibilities.
5. The discussion and action points are in the following areas:

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

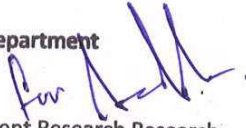


**IIHMR**  
BANGALORE

**Institute of Health Management Research, Bangalore**

- I. Discussed on AICTE Regulations on Prevention and Prohibition of Ragging in Institution and to display the committee details on website, classrooms and hostel.
  - II. Discussed to display the committee details on website, classrooms, and hostel.
  - III. Discussed on any issues raised from student side.
6. The meeting ended with vote of Thanks from Dr. Manjunath R . The meeting minutes will be shared with the members, action points will be taken up and the members will be notified.

For Academic Department

Signature: 

Date:

Institute of Health Management Research Research,  
Bangalore

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For Institute of Health Management Research, Bangalore

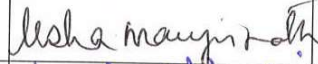
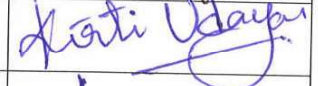
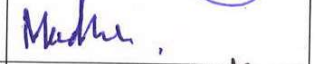
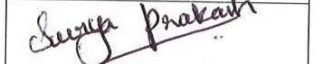
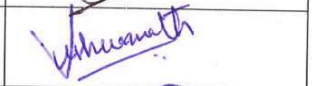

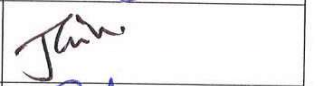

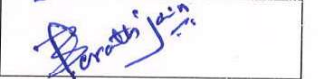


Director

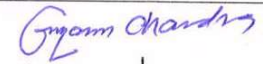
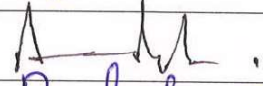

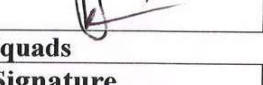
Date: 17.11.2021

**Attendance**

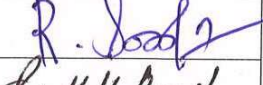
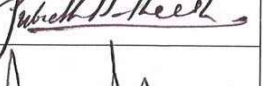



**Participants: Members Present for Anti-Ragging Committee**

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	(Director) – Chairperson	
2	Dr. Kirti Udayai	Organizing Secretary	
3	Mr. Madhusudan	(Advocate High Court) -Member	
4	Dr. Surya Prakash	Director-Bhoruka Charitable Trust ( Absent )	
5	Mr. Vishwanath	(Local Media Person) Member	
6	Mr. Jitendra Singh	Manager Admin & Personnel – Member	
7	Mr. Inderachand Jain	(Student’s Parent Representative) – Member	
8	Ms Sneha Debnath	Student Representative (2 <sup>nd</sup> Year)	
9	Mr Bharath Jain	Student Representative (1 <sup>st</sup> Year)	

**Participants: Members Present for Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Gyan Chandra Kashyap	Chairperson	
2	Mr Satish Kumar Singh	Organizing Secretary	
3	Dr. Sarala R	Member	
4	Mr. Jitendra Singh	Member	

**Participants: Members Present for Hostel Level Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Sarala R	Chairperson	
2	Dr. Subodh S Satheesh	Organizing Secretary	
3	Mr. Satish Kumar Singh	Member	
4	Mr. Jitendra Singh	Member	
5	Mr. Somanna A T	Member	

**Action Taken Report of meeting held on 17/11/2021**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		



**Dr Usha Manjunath**

**Director**

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For Institute of Health Management Research, Bangalore



Director



Date: 11.02.2022

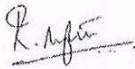
## Notice

The meeting of Anti Ragging Committee is scheduled on Monday, 14/02/2022, at IIHMR Campus.

### **Agenda of the meeting:**

1. Introduction of committee with members.
2. Objectives of the Anti- Ragging committee meeting.
3. AICTE Regulations on Prevention and Prohibition of Ragging in Institution.

Organizing Secretary



Dr Manjunatha R  
Professor

### **Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

Date: 14.02.2022

**Minutes of Meeting**

**Agenda 1.** Introduction of committee.

**Resolution:**

All the members of council introduced themselves to understand each other.

**Agenda. 2.** Objectives of the Anti- Ragging committee meeting.

**Resolution:**

Committee discussed regarding various aspects of ragging and its prohibition in campus or outside the campus. It has been brought to the notice of committee that if any case/ problem found/reported to member of committee, it should be brought to the notice of undersigned immediately without any delay.

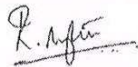
**Agenda 3.** AICTE Regulations on Prevention and Prohibition of Ragging in Institution.

Discussed on AICTE Regulations on Prevention and Prohibition of Ragging in Institution and to display the committee details on website, classrooms, and hostel.

**Resolution:**

1. Dr. Sarala R and Dr Gyan presented on the role and objectives of the Anti- Ragging committee meeting As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Organizing Secretary



Dr Manjunatha R  
Professor

Date: 14.02.2022

**Attendance**

**Participants: Members Present for Anti-Ragging Committee**

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	(Director) – Chairperson	<i>Usha manjunath</i>
2	Dr. Manjunatha R	Organizing Secretary	<i>R. Manjunath</i>
3	Mr. Madhusudan	(Advocate High Court) -Member	<i>Madhu</i>
4	Dr. Surya Prakash	Director-Bhoruka Charitable Trust	<i>Surya Prakash</i>
5	Mr. Vishwanath	(Local Media Person) Member	<i>Vishwanath</i>
6	Mr. Jitendra Singh	Manager Admin & Personnel – Member	<i>Jitendra Singh</i>
7	Mrs. Renuka Aradhya	(Student's Parent Representative) – Member	<i>Renuka</i>

**Participants: Members Present for Anti-Ragging Squads**

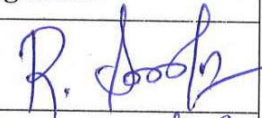
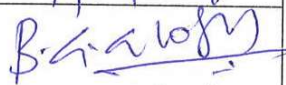
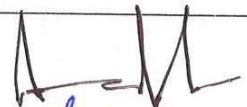


S.No	Name	Attendance	Signature
1	Dr. Gyan Chandra Kashyap	Chairperson	<i>Gyan Chandra Kashyap</i>
2	Mr Satish Kumar Singh	Organizing Secretary	<i>Satish Kumar Singh</i>
3	Dr. Sarala R	Member	<i>R. Sarala</i>
4	Mr. Jitendra Singh	Member	<i>Jitendra Singh</i>

**Participants: Members Present for Hostel Level Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Sarala R	Chairperson	<i>R. Sarala</i>
2	Mr Gowthamghosh B.	Organizing Secretary	<i>B. Gowthamghosh</i>
3	Mr. Satish Kumar Singh	Member	<i>Satish Kumar Singh</i>
4	Mr. Jitendra Singh	Member	<i>Jitendra Singh</i>
5	Mr. Somanna A T	Member	<i>Somanna A T</i>

For Institute of Health Management Research, Bangalore  
*Usha manjunath*  
Director

**Participants: Members Present for Hostel Level Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Sarala R	Chairperson	
2	Mr Gowthamghosh B.	Organizing Secretary	
3	Mr. Satish Kumar Singh	Member	
4	Mr. Jitendra Singh	Member	
5	Mr. Somanna A T	Member	



**Action Taken Report of Meeting held on 14/02/2022**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Ushamanjunath*

**Dr Usha Manjunath**

**Director**

*Ushamanjunath*

Director

**Date:31.10.2022**

**Notice**

The meeting of Anti Ragging Committee is scheduled on Thursday, 03/11/2022, at IIHMR Campus in meeting room 4:15 PM.

**Agenda of the meeting:**

1. Suggestion and grievances
2. Anti- Ragging Squad.
3. Workshop to be organized.

Organizing Secretary



Dr Kirti Udayai  
Associate Professor & Associate Dean Academics & Student Affairs

**Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

Date:3.11.2022

## Minutes of Meeting

### **Agenda 1. Suggestion and grievances**

#### **Resolution:**

All the members suggested creating a cell where involvement of the parents towards suggestion and grievances related ragging could be taken up.

### **Agenda 2. Anti- Ragging Squad.**

#### **Resolution:**

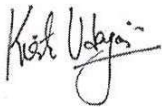
Committee discussed the activities and performance of Anti ragging squad involving members from committee and also student representatives to prevent ragging within the institute and hostel.

### **Agenda 3. Workshop to be organized.**

#### **Resolution:**

Committee member suggested to conduct a workshop by inviting jurisdictional civil services officer and eminent personalities to address fresher's and senior students regarding the Anti ragging..

Organizing Secretary



Dr Kirti Udayai

Associate Professor & Associate Dean Academics & Student Affairs

For Institute of Health Management Research, Bangalore



Director

Date: 3.11.2022

**Attendance**

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	Present	<i>Usha manjunath</i>
2	Dr. Kirti Uday	Present	<i>Kirti Udayai</i>
3	Mr. Madhusudan	Present	<i>Madhu</i>
4	Dr. Surya Prakash	Present	<i>Surya prakash</i>
5	Mr. Vishwanath	Absent	
6	Mr. Jitendra Singh	Present	<i>J</i>
7	Mr. Inderchand Jain	Present	<i>Jitendra</i>

**Members Present for Anti-Ragging Squads**

S.No	Name	Attendance	Signature
1	Dr. Gyan Chandra Kashyap	Present	<i>Gyan chandra</i>
2	Mr Satish Kumar Singh	Present	<i>Satish</i>
3	Dr. Sarala R	Present	<i>R. Sarala</i>
4	Mr. Jitendra Singh	Present	<i>J</i>

For Institute of Health Management Research, Bangalore

*Usha manjunath*

Director



**Action Taken Report of Meeting held on 03/11/2022**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

*Usha Manjunath*

**Institute level Grievance  
Redressal Committee**





Grievance Redressal Committee 2018 Meeting  
at IHMR Bangalore

AGENDA

Meeting : Grievance Redressal Committee  
Date : August 30<sup>th</sup>, 2018 (Thursday)  
Time : 10:45 AM to 11:30 PM

Participants : Members for Grievance Redressal Committee

- Dr. Usha Manjunath Chairperson
- Dr. Kanagaraj. K Organizing Secretary
- Dr. Sarala R Member
- Dr. Mallikarjun Reddy Member
- Ms. Aryaka Member

Venue: Board Room, IHMR Bangalore

Agenda:

S. No.	Agenda - Topics	Time
1	Welcome note to Participants by Dr. Kanagaraj	10.45 AM to 10.55 AM
2	Roles and Objectives of Grievance Redressal Committee meeting by Dr. Kanagaraj K	10.55 AM to 11.05 AM
3	Meeting continues with following discussion agenda Of actions to be taken in case of an occurrence of grievance	11.05 AM to 11.20AM
4	Closing Remarks and Vote of Thanks to participants by Dr Kanagaraj K Faculty Incharge - Academics & Student Affairs	11:20 AM to 11:45AM

*Usha Manjunath*

Signature: Dr. Usha Manjunath

Date: August 30<sup>th</sup>, 2018 (Thursday)



For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director

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**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#019, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org  
GST No.: 29AAAT10517J1Z0



**Grievance Redressal Committee 2018 Meeting  
at IHMR Bangalore**

**Meeting of Minutes**

Meeting : Grievance Redressal Committee  
Date : August 30<sup>th</sup>, 2018 (Thursday)  
Time : 10:45 AM to 11:30 PM  
Venue : Board Room, IHMR Bangalore

Participants : Members for Grievance Redressal Committee

- Dr. Usha Manjunath Chairperson- Present
- Dr. Kanagaraj K Organizing Secretary- Present
- Dr. Sarala R Member- Present
- Dr. Mallikarjun Reddy Member- Present
- Ms. Aryaka Member- Present

**Minutes of the Meeting: -**

1. Meeting started with welcoming of all members by Dr. Kanagaraj K.
2. Dr. Kanagaraj K presented on the role and objectives of the Grievance Redressal committee meeting.
3. The discussion and action points are in the following areas:

Preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances.

The meeting ended with vote of Thanks from Dr. Kanagaraj K. The meeting minutes will be shared with the members, action points will be taken up and the members will be notified.

ATR: No Action Identified

*Usha Manjunath*

Signature: Dr. Usha Manjunath  
Date: August 30<sup>th</sup>, 2018 (Thursday)



*Usha Manjunath*



Date: 30.07.2019

## Notice

The meeting of Grievance Cell is scheduled on Friday, 01/08/2019, at 5.00 PM in the Board room.

### Agenda of the meeting:

1. Introduction of committee.
2. Testing times of Covid-19
3. Issue with the permission of the Chairman

You are requested to make it convenient to attend the meeting.

Chairperson

*Usha Manjunath*

Dr Usha Manjunath

Director

Copy to

1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director

Date:01/08/2019

## Minutes of Meeting

**Agenda 1.** Introduction of committee.

**Resolution:**

All members given their self introduction. Dr. Sarala R and Dr Gyan Chandra given overview about roles and responsibilities of the committee.

**Agenda 2.** Testing times of Covid-19

**Resolution:**

During a committee meeting, all members discussed strategies to enhance accessibility and approachability towards the staff amid the challenging times of the COVID-19 pandemic.

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:**

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Chairperson

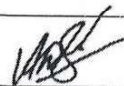
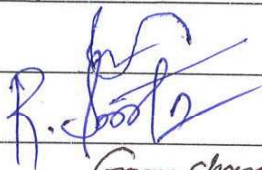




Dr Allen P Ugargol

Dean – Academics and Student Affairs

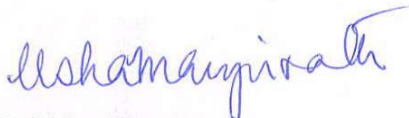
Date:01/08/2019

**Attendance**

S.No	Name	Attendance	Signature
1	Dr. Allen P Ugargol	Present	
2	Mr Jitendra Singh	Present	
3	Dr. Sarala R	Present	
4	Dr. Gyan Chandra Kashyap	Present	 Gyan Chandra
5	Mr Nityananda Hegde	Present	

**Action Taken Report of Meeting held on 01/08/2019**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		



**Dr Usha Manjunath**  
**Director**



Date: 23.6.2020

## Notice

The meeting of Grievance Cell is scheduled on Friday, 26/06/2020, at 5.00 PM in the Board room.

**Agenda of the meeting:**

1. Introduction of committee.
2. Testing times of Covid-19
3. Issue with the permission of the Chairman

You are requested to make it convenient to attend the meeting.

Chairperson



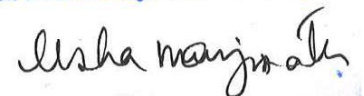
Dr Allen P Ugargol

Dean – Academics and Student Affairs

**Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Director

Date:26/06/2020

## Minutes of Meeting

**Agenda 1.** Introduction of committee.

**Resolution:**

All members given their self introduction. Dr. Sarala R and Dr Gyan Chandra given overview about roles and responsibilities of the committee.

**Agenda 2.** Testing times of Covid-19

**Resolution:**

During a committee meeting, all members discussed strategies to enhance accessibility and approachability towards the staff amid the challenging times of the COVID-19 pandemic.

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:**

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

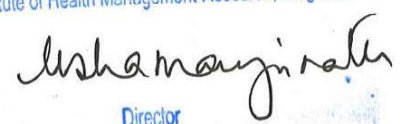
Chairperson



Dr Allen P Ugargol

Dean – Academics and Student Affairs






For Institute of Health Management Research, Bangalore



Director

Date:26/06/2020

**Attendance**

S.No	Name	Attendance	Signature
1	Dr. Allen P Ugargol	Present	
2	Mr Jitendra Singh	Present	
3	Dr. Sarala R	Present	
4	Dr. Gyan Chandra Kashyap	Present	 Gyan Chandra
5	Mr Nityananda Hegde	Present	

For Institute of Health Management Research, Bangalore

Disha Margn reth  
Director

**Action Taken Report of meeting held on 26/06/2020**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*  
**Dr Usha Manjunath**  
**Director**

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
**Director**



**Date: 30/07/2020**

## **Notice**

The meeting of Student Grievance Cell is scheduled on Thursday, 01/08/2020, at 4.00 PM in Board room.

**Agenda of the meeting:**

1. Introduction of committee.
2. Discussion regarding issues related to Students
3. Issue with the permission of the Chairman.

You are requested to make it convenient to attend the meeting.

Chairperson



Dr Allen P Ugargol

Dean – Academics and Student Affairs

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2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Director

Date: 01/08/2020

## Minutes of Meeting

**Agenda 1.** Introduction of committee.

**Resolution:**

All members given their self introduction. Dr. Allen P Ugargol given overview about roles and responsibilities of the committee.

**Agenda. 2.** Discussion regarding issues related to Students

**Resolution:**

Committee discussed regarding various issues related to Students. It has been brought to notice of committee that all problems related to Students regarding Infrastructure, Office, Library, Training and Placement i.e. Admin. and Academics problems will be addressed by this committee.

All are requested to take note of the same and advised to come with suggestions in next meeting.

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:**

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Chairperson



Dr Allen P Ugargol

Dean – Academics and Student Affairs



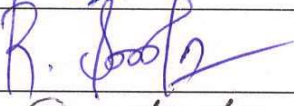


For Institute of Health Management Research, Bangalore



Director

Date: 01/08/2020

**Attendance**

S.No	Name	Attendance	Signature
1	Dr Allen P Ugargol	Present	
2	Mr Jitendra Singh	Present	
3	Dr Sarala R	Present	
4	Dr Gyan Chandra Kashyap	Present	
5	Mr Nityananda Hegde	Present	

For Institute of Health Management Research, Bangalore

  
Director

**Action Taken Report of Meeting held on 01/08/2020**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



**Date:21.06.2021**

## **Notice**

The meeting of Student Grievance Cell is scheduled for Wednesday, 23/06/2021, at 3.00 PM to 3:30 PM in Lecture Hall.

### **Agenda of the meeting:**

1. Introduction of committee.
2. Grievance Redressal among the new batch
3. Integrate Grievance communication.

You are requested to make it convenient to attend the meeting.

Chairperson



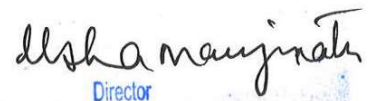
Dr. Usha Manjunath

Director

### **Copy to**

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For Institute of Health Management Research, Bangalore



Director

Date:23.06.2021

## Minutes of Meeting

### **Agenda 1. Introduction of committee.**

#### **Resolution:**

All members given their self introduction. Dr. sarala R given overview about committee and their role.

### **Agenda 2\_Grievance Redressal among the new batch**

#### **Resolution:**

All committee members discussed how to exercise Grievance Redressal among the new batch as they have just re-joined Offline classes at the Institute.

### **Agenda 3 Integrate Grievance communication.**

#### **Resolution:**

All committee members discussed how to integrate Grievance communication from the students.

### **Agenda 4\_ Issue with the permission of the Chair.**

#### **Resolution:**

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Chairperson

  
Dr. Usha Manjunath

Director

For Institute of Health Management Research, Bangalore

  
Director

Date:23.06.2021

Attendance

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	Present	<i>Usha Manjunath</i>
2	Dr. Kirti Udayai	Present	<i>Kirti Udayai</i>
3	Dr. Sarala R	Present	<i>R. Sarala</i>
4	Dr. Manjunatha R	Absent	
5	Mr. Abhinav Kumar	Present	<i>Abhinav</i>

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**Action Taken Report of Meeting held on 23/06/2021**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

*Usha Manjunath*



Date:15.11.2021

## Notice

The meeting of Student Grievance Cell is scheduled on Wednesday, 17/11/2021, at 2:15 PM  
Tutorial Room-1

### Agenda of the meeting:

1. Introduction of committee.
2. Re-joining of offline classes after Covid

You are requested to make it convenient to attend the meeting.

Chairperson



Dr. Usha Manjunath

Director

### Copy to

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3. Notice Board

For Institute of Health Management Research, Bangalore



Director

Date:17.11.2021

## Minutes of Meeting

### **Agenda 1. Introduction of committee.**

#### **Resolution:**

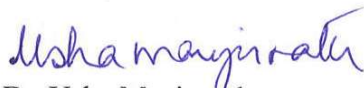
All members given their self introduction. Dr. sarala R given overview about commiitte

### **Agenda 2\_Re-joining of offline classes after Covid**

#### **Resolution:**

All committee members discussed how to exercise Grievance Redressal during induction of new staff at campus and with the new batch at campus as they have just re-joined Offline classes at the Institute.

Chairperson



Dr. Usha Manjunath

Director

Date:17.11.2021

### Attendance

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	Present	<i>Usha Manjunath</i>
2	Dr. Kirti Udayai	Present	<i>Kirti Udayai</i>
3	Dr. Sarala R	Present	<i>R. Sarala</i>
4	Dr. Manjunatha R	Absent	<i>R. Manjunatha</i>
5	Mr. Abhinav Kumar	Present	<i>Abhinav Kumar</i>

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**Action Taken Report of meeting held on 17/11/2021**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**



Date: 11/2/2022

## Notice

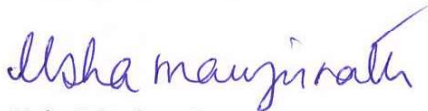
The meeting of Student Grievance Cell is scheduled for Wednesday, 15/02/2022, at 3.30 PM in Lecture Hall.

**Agenda of the meeting:**

1. Review of Previous Meeting Minutes.
2. Discussion on Improving Accessibility and Approachability
3. Open Forum for Additional Concerns.

You are requested to make it convenient to attend the meeting.

Chairperson



Dr Usha Manjunath  
Director

**Copy to**

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3. Notice Board

Date: 15/2/2022

**Minutes of Meeting**

**Agenda 1. Review of Previous Meeting Minutes**

**Resolution:**

**and Approachability**

**Resolution:** All members given their self introduction. Dr. sarala R review the previous meeting.

**Agenda 2\_Discussion on Improving Accessibility**

The committee discussed various strategies to enhance accessibility and approachability for staff, Mr Madhusudhan ( Senior Advocate ) addressed the meeting and he suggested for improvement of scope , like poster in notice board, two time in year external person to invite to awareness about grievance.

**Agenda 3 Open Forum for Additional Concerns**

**Resolution:**

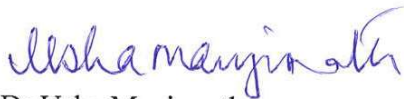
Committee has suggest to asked student about hostel and canteen related issue. .

**Agenda 4\_Issue with the permission of the Chair.**

**Resolution:**

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Chairperson



Dr Usha Manjunath  
Director

Date: 15.02.2022

**Attendance**

S.No	Name	Attendance	Signature
1	Dr. Usha Manjunath	Present	<i>Usha Manjunath</i>
2	Dr. Kirti Udayai	Present	<i>Kirti Udayai</i>
3	Dr Sarala R	Present	<i>R. Sarala</i>
4	Mr Abhinav Kumar	Present	<i>Abhinav</i>

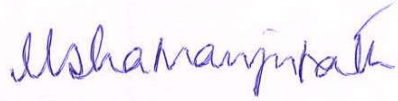
For Institute of Health Management Research, Bangalore

*Ushamanyinath*

Director

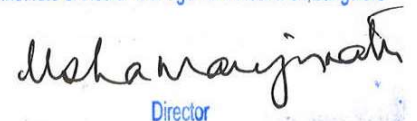
**Action Taken Report of meeting held on 15/02/2022**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		



**Dr Usha Manjunath**

**Director**





**Date: 10/10/2022**

## **Notice**

The meeting of Student Grievance Cell is scheduled on Wednesday, 12/10/2022, at 4:15 PM  
Board Room

### **Agenda of the meeting:**

1. All committee members discussed about how to encourage students /staff to come forward with their issues if any.
2. Digital classroom and smart classroom
3. Proposal for more PH Toilet at campus

You are requested to make it convenient to attend the meeting.

Chairperson



Dr Sarala R

Associate Professor

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2. **Academic Office**
3. **Notice Board**

For Institute of Health Management Research, Bangalore



Usha Narayana

Director

Date: 12/10/2022

## Minutes of Meeting

### **Agenda 1. Introduction of committee.**

#### **Resolution:**

All members given their self introduction. Dr. Gyan Chandra with Dr Sarala R given overview about commiitte

### **Agenda 2\_Encourage students /staff**

**Resolution:** All committee members discussed about how to encourage students /staff to come forward with their issues if any

### **Agenda 3\_Digital classroom and smart classroom**

**Resolution** :- Invest in modern equipment such as high-definition cameras, interactive whiteboards, and reliable internet connectivity to enhance the digital classroom experience.

### **Agenda 4. Proposal for more PH Toilet at campus**

**Resolution** :- The committee recognized the need to improve facilities on campus, specifically by increasing the number of PH (Public Health) toilets to better accommodate staff, students, and visitors.

Chairperson



Dr Sarala R

Associate Professor

For Institute of Health Management Research, Bangalore



Director

Date: 12/10/2022

**Attendance**

S.No	Name	Attendance	Signature
1	Dr Sarala R	Present	R. Sarala
2	Dr Gyan Chandra Kashyap	Present	Gyan chandra
3	Shri K J Reddy	Present	K.J.Reddy
4	Mr Jitendra Singh	Absent	
5	Mr Nityananda Hegde	Present	Nityananda
6	Mr Satish Singh	Present	Satish Singh
7	Ms Aryaka N K	Present	Aryaka N K
8	Mr Madhusudhan Nayar	Absent	
9	Mr. Rajendra Hiremath	Absent	

**Action Taken Report of meeting held on, 12/10/2022**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



# **Institute Level Internal Committee**

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**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@iihmr.org  
Website: www.bangalore.iihmr.org  
GST No.: 29AAATI0517J1ZQ



**Internal Complaint Committee Meeting 2018  
at IIHMR Bangalore**

**AGENDA**


Meeting : Internal Complaint Committee  
Date : August 30<sup>th</sup>, 2018 (Thursday)  
Time : 11:45 AM to 12:30 PM  
Participants : Members for Internal Complaint Committee

- Dr. Kanagaraj K – Chairperson
- Ms. Aryaka - Organizing Secretary
- Dr. Manjunatha R – Member
- Dr. Shweta Kumari– Member
- Mr. Madhusudan – (Advocate High Court)– Member
- Dr. Rabab Hassan Abbasi – Student Representative (2nd year)
- Dr. Modupalli Alekhya Ramesh– Student Representative (1st year)

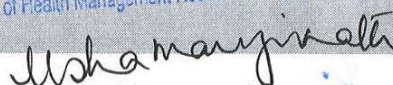
Venue: Board Room, IHMR Bangalore

Agenda :

S. No.	Agenda - Topics	Time
1	Welcome note to Participants by Dr. Kanagaraj K	11.45 AM to 11.55 AM
2	Roles and Objectives of Internal Complaint Committee Meeting by Dr. Shweta	11.55 AM to 12.10 PM
3	Meeting continues with following discussion agenda of handling internal complaints and process for the same	12.10 PM to 12.20 PM
4	Closing Remarks and Vote of Thanks to participants by Dr Kanagaraj K Faculty Incharge – Academics & Student Affairs	12.20 PM to 12:30 PM

  
Signature: Dr. Kanagaraj K  
Date: August 30<sup>th</sup>, 2018 (Thursday)

For Institute of Health Management Research, Bangalore



Director



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**Internal Complaint Committee 2018 Meeting  
at IIHMR Bangalore**

**Meeting of Minutes**

Meeting : Internal Complaint Committee  
Date : August 30<sup>th</sup>, 2018 (Thursday)  
Time : 11:45 AM to 12:30 PM  
Venue : Board Room, IIHMR Bangalore

**Participants : Members for Internal Complaint Committee**

- Dr. Kanagaraj K – Chairperson- **Present**
- Ms. Aryaka - Organizing Secretary- **Present**
- Dr. Manjunatha R – Member- **Present**
- Dr. Shweta Kumari– Member- **Present**
- Mr. Madhusudan – (Advocate High Court)– Member- **Absent**
- Dr. Rabab Hassan Abbasi – Student Representative (2nd year) - **Present**
- Dr. Modupalli Alekhya Ramesh– Student Representative (1st year) - **Present**

**Minutes of the Meeting: -**

1. Meeting started with welcoming of all members by Dr. Kanagaraj K
2. Dr. Shweta presented on the role and objectives of the Internal Complaint committee meeting.
3. The discussion and action points are in the following areas:

This policy is known as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (hereinafter referred to as 'Policy') under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

To define the guidelines and the process to be followed in order to provide protection against sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment in addition to the matters connected therewith or incidental thereto.

The meeting ended with vote of Thanks from Dr. Kanagaraj K. The meeting minutes will be shared with the members, action points will be taken up and the members will be notified.

**ATR:** Anti-sexual harassment seminar needs to be conducted.

\*Signature: Dr. Kanagaraj K

Date: August 30<sup>th</sup>, 2018 (Thursday)



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IIHMR-B/ACAD/CIR/10/2018  
Date: 29<sup>th</sup> October 2018

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org  
GST No.: 29AAATI0517J1ZQ



**AMENDMENT**

**Reference:** IIHMR-B/ACAD/CIR/04/2018  
**From :** Dr. Usha Manjunath – Director  
**Dated :** 29<sup>th</sup> October 2018  
**Subject:** Amendment for Institute Level Internal Compliance Committee for the Academic Year 2018-19

The Institute Level Internal Compliance Committee for the Academic Year 2018-19 was formed with the following members.

**Following are the current members of the Committee:**

- Dr. Kanagaraj K – Chairperson
- Ms. Aryaka - Organizing Secretary
- Dr. Manjunatha R – Member
- Dr. Shweta Kumari– Member
- Mr. Madhusudan – (Advocate High Court)– Member
- Dr. Rabab Hassan Abbasi – Student Representative (2nd year)
- Dr. Modupalli Alekhya Ramesh– Student Representative (1st year)

According to AICTE the Institute level Internal Compliance Committee should have member from social work background, hence Dr. Sheeja B.- (Social Worker) is appointed as one of the member of this committee.

*Usha Manjunath*  
Dr. Usha Manjunath  
Director

For Institute of Health Management Research, Bangalore



*Usha Manjunath*  
Director

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**Date:30/07/2019**

## Notice

The meeting of Women's Grievance Cell is scheduled on Thursday, 01/08/2019, at 05.00 PM in Board Room.

**Agenda of the meeting:**

- 1.Introduction of committee.
- 2.Discussion regarding grievances of girls' students and woman faculty.
- 3.Issue with the permission of the Chairman.

You are requested to make it convenient to attend the meeting.

Organizing Secretary



Ms Aryaka N K

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2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Usha Manjirath  
Director

Date:01/08/2019

## Minutes of Meeting

**Agenda 1.** Introduction of committee.

**Resolution:**

All members given their self introduction. Dr Sarala R given overview about roles and responsibilities of the committee.

**Agenda 2.** Discussion regarding grievances of girls' students and ladies faculty.

**Resolution:**

Committee discussed regarding various probable grievances of girls' students and ladies faculty inside the campus or outside the campus. It has been brought to the notice of committee that if any case/ problem found/reported to member of committee, it should be brought to the notice of committee members immediately without any delay.

All are requested to take note of the same and advised to come with suggestions in next meeting.

**Agenda 3.** Issue with the permission of the Chair.

**Resolution:**

1. Dr Allen highlighted need of displaying Women's Grievance Cell on board in the campus.

Through discussion was made and it is resolved to display board of Anti Women's Grievance Cell in the institute campus.

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Chairperson



Dr Sarala R

Associate Professor

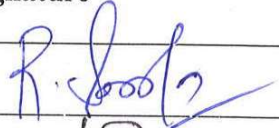


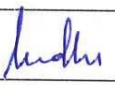
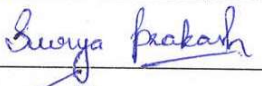

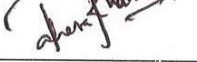
For Institute of Health Management Research, Bangalore



Director

Date:01/08/2019

## Attendance

Sr. No.	Name	Attendance	Signature
1	Dr Sarala R	Present	
2	Mr Jitendra Singh	Present	
3	Dr Allen P Ugargol	Present	
4	Mr K J Reddy	Absent	
5	Mr Madhusudan	Present	
6	Mr Surya Prakash	Present	
7	Dr Sahiti Purnima G	Present	
8	Dr Tahera Khan	Present	

For Institute of Health Management Research, Bangalore

  
Director



**Action Taken Report of Meeting held on 01/08/2019**

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

Dr Usha Manjunath

Director

Date: 12/6/2020

## Notice

The meeting of ICC (Women's Grievance) Cell is scheduled on Monday, 15/06/2020, at 05.00 PM in Board Room. The members of the Women's Cell only constitute the Anti-Sexual Harassment Cell. The objectives of the committee to prevent:

**Agenda of the meeting:**

1. Gender discrimination
2. Sexual harassment, and Promote gender harmony, gender justice and full-fledged support to person in trouble. Gender discrimination is a situation in which a person is treated less because of their biological difference or sex difference. This is usually referred to a woman being treated less compared to their men counterpart.

You are requested to make it convenient to attend the meeting.

Chairperson



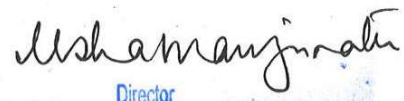
Dr Sarala R

Associate Professor

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1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Director

Date: 15/6/2020

## Minutes of Meeting

### **Agenda 1. Gender discrimination**

#### **Resolution:**

Organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender based discrimination.

### **Agenda 2. Sexual harassment and Promote gender harmony.**

#### **Resolution:**

Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Chairperson



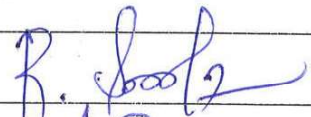


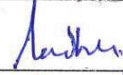

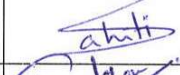
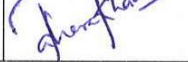
Dr Sarala R

Associate Professor



Date: 15/6/2020

**Attendance**

Sr. No.	Name	Attendance	Signature
1	Dr Sarala R	Present	
2	Mr Jitendra Singh	Present	
3	Dr Allen P Ugargol	Present	
4	Mr K J Reddy	Absent	
5	Mr Madhusudan	Present	
6	Mr Surya Prakash	Present	
7	Dr Sahiti Purnima G	Present	
8	Dr Tahera Khan	Present	

For Institute of Health Management Research, Bangalore

  
Director

**Action Taken Report of meeting held on 15/06/2020**

Sl.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
		NIL

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director

Date: 26/10/2020

## Notice

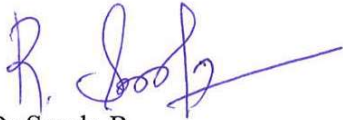
The meeting of ICC (Women's Grievance) Cell is scheduled on Monday, 29/10/2020, at 3.00 PM at campus. The members of the Women's Cell only constitute the Anti-Sexual Harassment Cell. The objectives of the committee to prevent:

**Agenda of the meeting:**

1. Physical contact and advances
2. Demand or request for sexual favors.
3. Showing pornography Any other unwelcome physical, verbal, non-verbal conduct of sexual nature..

You are requested to make it convenient to attend the meeting.

Chairperson



Dr Sarala R

Associate Professor

**Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Director



Date: 29/10/2020

## Minutes of Meeting

### **Agenda 1 Physical contact and advances**

#### **Resolution:**

Organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender based discrimination.

### **Agenda 2. Demand or request for sexual favors.**

#### **Resolution:**

Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.

### **Agenda 3. Showing pornography Any other unwelcome physical, verbal, non-verbal conduct of sexual nature**

#### **Resolution:**

The Cell also is expected to organize interactive sessions and informal meetings with students to attend to their personal grievances

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

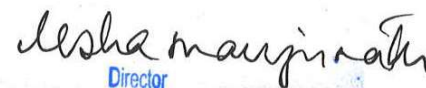
Chairperson



Dr Sarala R

Associate Professor

For Institute of Health Management Research, Bangalore



Director

Date: 29/10/2020

**Attendance**

Sr. No.	Name	Attendance	Signature
1	Dr Sarala R	Present	R. Sarala
2	Ms. Aryaka N K	Absent	
3	Dr Allen P Ugargol	Present	Allen P Ugargol
4	Dr. Jyoti Vijay	Present	Jyoti Vijay
5	Mr Madhusudan	Present	Madhu
6	Mr Surya Prakash	Absent	
7	Ms. Nancy Agarwal	Absent	Nancy Agarwal
8	Mr. Shivaram M	Present	Shivaram M
9	Dr Tahera Khan	Present	Tahera Khan
10	Ms. Apoorva Uday Mungekar	Present	Apoorva Uday Mungekar

For Institute of Health Management Research, Bangalore

Leshamangirath

Director

**Action Taken Report of meeting held on 29/10/2020**

Sl.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Date: 05/07/2021

## Notice

The meeting of ICC (Women's Grievance) Cell is held on Wednesday ,7<sup>th</sup> July 2021 at 2.30PM in Tutorial room 1. The members of the Women's Cell only constitute the Anti-Sexual Harassment Cell. The objectives of the committee to prevent:

**Agenda of the meeting:**

1. Online mode about any issues or complaints if they want to raise.
2. Covid-19 protocol and guidelines and asked everyone to follow the same.

You are requested to make it convenient to attend the meeting.

Chairperson



Dr Sarala R  
Associate Professor

**Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

Date: 07/07/2021

## Minutes of Meeting

### Agenda 1 Online mode complaints.

#### Resolution:

1. The Committee members discussed with students through online mode about any issues or complaints if they want to raise.

### Agenda 2. Covid-19 protocol.

#### Resolution:

The committee also discussed the Covid-19 protocol and guidelines and asked everyone to follow the same.

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

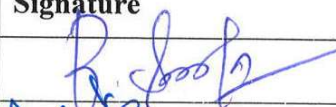
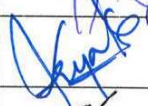
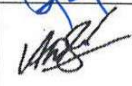
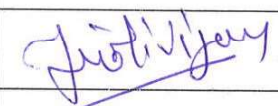

Chairperson



Dr Sarala R  
Associate Professor

Date: 07/07/2021

**Attendance**

Sr. No.	Name	Attendance	Signature
1	Dr Sarala R	Present	
2	Ms Aryaka N K	Present	
3	Dr Allen P Ugargol	Present	
4	Dr Jyoti Vijay	Present	
5	Ms Nancy Agarwal	Absent	
6	Mr Madhusudan-(Advocate High Court)	Present	
7	Mr Surya Prakash, Project Director, BCT	Present	



**Action Taken Report of meeting held on 07/07/2021**

Sl.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

*Usha Manjunath*  
Director

**Date: 17/12/2021**

## **Notice**

The meeting of ICC (Women's Grievance) Cell is scheduled on Tuesday, 21/12/2021, at 4.30 PM in Board room. The members of the Women's Cell only constitute the Anti-Sexual Harassment Cell. The objectives of the committee to prevent:

### **Agenda of the meeting:**

1. The role and responsibility member.
2. SH session in the year 2022

You are requested to make it convenient to attend the meeting.

Presiding Officer



Mr Piyush Kumar

Associate Professor & Associate Dean - Training

### **Copy to**

1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Director

Date: 21/12/2021

## Minutes of Meeting

### **Agenda 1 Role and responsibility**

#### **Resolution:**

The Committee discussed the role and responsibility of each member. ensuring information and training to support the effective implementation of this Policy is accessible.

### **Agenda 2. Session on SH .**

#### **Resolution:**

The members discussed on the next session on SH in the year 2022.

### **Agenda 3. Showing pornography Any other unwelcome physical, verbal, non-verbal conduct of sexual nature**

#### **Resolution:**

The Cell also is expected to organize interactive sessions and informal meetings with students to attend to their personal grievances

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Presiding Officer



Mr Piyush Kumar

Associate Professor & Associate Dean - Training

For Institute of Health Management Research, Bangalore


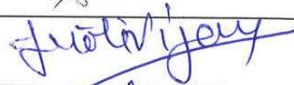
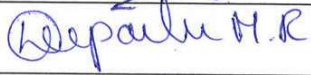


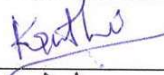

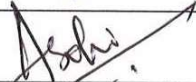


Director



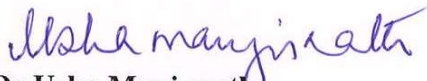
Date: 21/12/2021

Attendance

Sr.No	Name	Attendance	Signature
1	Mr. Piyush Kumar	Present	
2	Dr Jyoti Vijay	Present	
3	Dr. Deepashree MR	Present	
4	Mr. Suresh Babu	Present	
5	Mr. Nityananda Hegde	Present	
6	Mr .Narsimaha Reddy	Absent	
7	Dr. Surya Prakash	Absent	
8	Ms. Kruthi I G	Present	
9	Mr. Arpit Thakur	Present	
10	Dr.Kanak Pushkarna	Absent	-   - Ab. -  -
11	Dr. Arohi N Salwe	Present	

**Action Taken Report of meeting held on 21/12/2021**

Sl.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

  
**Dr Usha Manjunath**  
**Director**

**Date: 19/02/2022**

## Notice

The meeting of ICC (Women's Grievance) Cell is held on Wednesday ,23<sup>rd</sup> February 2022. The members of the Women's Cell only constitute the Anti-Sexual Harassment Cell. The objectives of the committee to prevent:

### **Agenda of the meeting:**

1. Anti Sexual harassment or prevention of Sexual Harassment at workplace.
2. Sexually explicit emails or SMS text messages or any kind of communication
3. Sexually explicit physical contact

You are requested to make it convenient to attend the meeting.

Presiding Officer



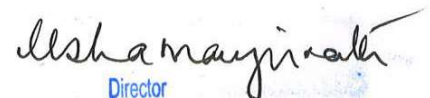
Mr. Piyush Kumar

Associate Professor & Associate Dean - Training

### **Copy to**

- 1 O/o Director
- 2 Academic Office
- 3 Notice Board

For Institute of Health Management Research, Bangalore



Director



Date: 23/02/2022

## Minutes of Meeting

### **Agenda 1 Anti Sexual harassment or prevention of Sexual Harassment at workplace**

**Resolution:** The committee members discussed regarding the session to be organised for all staff regarding Anti Sexual harassment or prevention of Sexual Harassment at workplace

### **Agenda 2 Sexually explicit emails or SMS text messages or any kind of communication**

**Resolution:-** To encourage students to rise complaints without any hesitation in times of crisis

### **Agenda 3 Sexually explicit physical contact; and**

**Resolution:** To display the functioning of the Cell and to be easily approachable

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Presiding Officer



Mr. Piyush Kumar

Associate Professor & Associate Dean - Training

For Institute of Health Management Research, Bangalore



Director

Date: 23/02/2022

**Attendance**

Sr. No.	Name	Attendance	Signature
1.	Mr. Piyush Kumar	Present	<i>Piyush</i>
2.	Dr Jyoti Vijay	Present	<i>Jyoti Vijay</i>
3.	Mr Suresh Babu	Present	<i>Suresh Babu</i>
4.	Mr Nityananda Hegde	Present	<i>Nityananda</i>
5.	Dr Deepashree M R	Present	<i>Deepashree</i>
6.	Ms Kruthi I G	Present	<i>Kruthi</i>
7.	Dr Suryaprakash	Absent	<i>Suryaprakash</i>
8.	Mr Narismaha Reddy	Absent	<i>Reddy</i>
9.	Mr Arpit Thakur	Present	<i>Arpit</i>
10.	Dr Aarohi N Salwe	Present	<i>Aarohi</i>

For Institute of Health Management Research, Bangalore

*Mishamangroth*  
Director

**Action Taken Report 23/02/2022**

Sl.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director



Date: 12/05/2022

## Notice

The meeting of ICC (Women's Grievance) Cell is scheduled on Monday, 16/05/2022, at 3.30 PM in Board room. The members of the Women's Cell only constitute the Anti-Sexual Harassment Cell. The objectives of the committee to prevent:

### Agenda of the meeting:

1. prevention of Sexual Harassment.
2. The committee asked student representative if there is any complaints /issues raised by students.

You are requested to make it convenient to attend the meeting.

Presiding Officer



Mr. Piyush Kumar

Associate Professor & Associate Dean - Training

### Copy to

1. O/o Director
2. Academic Office
3. Notice Board

For Institute of Health Management Research, Bangalore



Director

Date: 16/05/2022

## Minutes of Meeting

### Agenda 1 prevention of Sexual Harassment

#### Resolution:

The Committee discussed about the session on prevention of Sexual Harassment at Workplace held on 13<sup>th</sup> May 2022

### Agenda 2 Online complaints /issues raised

#### Resolution:

The committee asked student representative if there is any complaints /issues raised by students, there is provision of online provision in iihmr website under grievance redusscle mechanism).

( A grievance mechanism is a procedure that provides a clear and transparent framework to address complaints in recruitment and the workplace. It is typically an internal procedure for complaints followed by consideration, management response and feedback)

As there were no issues to discuss, meeting concluded with vote of thanks to all present.

Presiding Officer



Mr. Piyush Kumar

Associate Professor & Associate Dean - Training


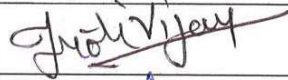
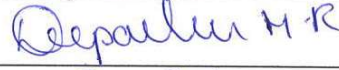




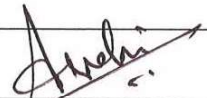
For Institute of Health Management Research, Bangalore



Director

Date: 16/05/2022

## Attendance

Sr.No	Name	Attendance	Signature
1	Mr. Piyush Kumar	Present	
2	Dr Jyoti Vijay	Absent	
3	Dr.Deepashree MR	Present	
4	Mr. Suresh Babu	Present	
5	Mr. Nityananda Hegde	Present	
6	Mr .Narsimaha Reddy	Absent	
7	Dr. Surya Prakash	Absent	
8	Ms. Kruthi I G	Present	
9	Mr. Arpit Thakur	Present	
10	Dr.Kanak Pushkarna	Absent	
11	Dr. Arohi N Salwe	Present	

For Institute of Health Management Research, Bangalore

  
Director



**Action Taken Report 16/05/2022**

Sl.No.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
NIL		

*Usha Manjunath*

**Dr Usha Manjunath**

**Director**

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**Institute level SC / ST  
Committee**





**SC & ST Committee Meeting 2018  
at IHMR Bangalore**

**AGENDA**

Meeting : SC & ST Committee  
Date : August 30<sup>th</sup>, 2018 (Thursday)  
Time : 2:00 PM to 2:45 PM

Participants : Members for SC & ST Committee

- Dr. Manjunatha R - Chairperson
- Mr. Suresh Babu - Organizing Secretary
- Dr. Anil Sood - Member
- Dr. Kanagaraj K - Member
- Ms. Saranya Y. - Member

Venue : Board Room, IHMR Bangalore

Agenda :

S. No.	Agenda - Topics	Time
1	Welcome note to Participants by Dr. Manjunatha R	2.00 PM to 2.10 PM
2	Roles and Objectives of SC & ST Committee Meeting by Dr. Kanagaraj K.	2.10 PM to 2.20 PM
3	Meeting continues with following discussion agenda Discussion the actions to be taken	2.20 PM to 2.30 PM
4	Closing Remarks and Vote of Thanks to participants by Dr. Kanagaraj K. Faculty Incharge - Academics & Student Affairs	2:30 PM to 2:45 PM

Signature: Dr. Manjunatha R  
Date: August 30<sup>th</sup>, 2018 (Thursday)



For Institute of Health Management Research, Bangalore

Director



**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@iihmr.org  
Website: www.bangalore.iihmr.org  
GST No.: 29AAATI0517J1ZQ



**SC & ST Committee Meeting 2018  
at IIHMR Bangalore**

**Meeting Minutes**

Meeting : SC & ST Committee  
Date : August 30<sup>th</sup>, 2018 (Thursday)  
Time : 2:00 PM to 2:45 PM

Participants : Members for SC & ST Committee

- Dr. Manjunatha R – Chairperson -Present
- Mr. Suresh Babu – Organizing Secretary-Present
- Dr. Anil Sood – Member-Present
- Dr. Kanagaraj K – Member-Present
- Ms. Saranya Y. – Member-Present

Venue : Board Room, IHMR Bangalore

**Agenda of the Meeting**

- SC/ST Committee and its Functions

**MOM:**

- Dr. Manjunath, Chairperson of the committee welcomed all the members for the 1<sup>st</sup> meeting.
- Dr.Kanagaraj reviewed the members about the committee and its functions and also procedure to report the Issues and Challenges if any.
- Meeting concluded by Dr. Manjunath R thanking everyone present in the meeting.

ATR: No Action Identified

Signature: Dr. Manjunatha R  
Date: August 30<sup>th</sup>, 2018 (Thursday)



For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director

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Ref: IHMR-B/ACAD/CIR/07/2018  
Date: 1<sup>st</sup> September 2018

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#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080-61133800  
Fax: 080-61133804  
Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org  
GST No: 29AAAT10517J1ZQ



**AMENDMENT**

Reference: IHMR-B/ACAD/CIR/05/2018  
From : Dr. Usha Manjunath – Director  
Dated : 1<sup>st</sup> September 2018  
Subject: Amendment for Institute level SC/ST Committee for the Academic Year 2018-19

The Institute level SC/ST Committee for the Academic Year 2018-19 was formed with the following members.

**Following are the Members of Institute level SC/ST Committee:**

Dr. Manjunatha R – Chairperson  
Mr. Suresh Babu – Organizing Secretary  
Dr. Anil Sood – Member  
Dr. Kanagaraj K – Member  
Ms. Saranya Y. – Member

As Dr. Gyan Chandra Kashyap started working for the IHMR Bangalore since 27<sup>th</sup> August 2018, he has been nominated as the Member of - Institute level SC/ST Committee.

*Gyan Chandra*

*Usha Manjunath*  
Dr. Usha Manjunath  
Director

Director

Institute of Health Management Research  
No. 319, Hulimangala, Near Thimmareddy Layout,  
Electronic City, Hulimangala Post, Bangalore 560 105  
Ph: 91-80-30533800 Fax: 91-80-30533804  
Email: info.bangalore@ihmr.org Website: www.bangalore.ihmr.org

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director





Date: 01.08.2019

**ST & ST Committee Meeting 2019**

**At IIHMR -Bangalore**

**Meeting Minutes**

**Meeting:** SC & ST Committee

**Date:** 1<sup>st</sup> August 2019 (Tuesday)

**Time:** 2:30 PM to 3:00 PM

**Participation:** Member for SC & ST Committee

- Dr Manjunath R- Chairperson
- Mr Surest Babu – Organizing Secretary
- Mr Gowthamghosh - Member
- Dr Gyan Chandra Kashyap- Member
- Ms Nancy - Member

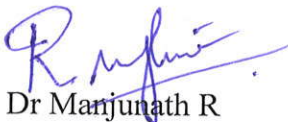
**Venu:** - Board room IIHMR-Bangalore

**Agenda:** -SC /ST Committee and it's function

**MOM:**

- Dr Manjunath, Chairperson of the committee welcomed all the members for the meeting.
- Dr Gyan Chandra reviewed the members about the committee and it's functions and procedure to report the issues and challenges if any.
- Meeting concluded by Dr Manjunath R thanking everyone present in the meeting

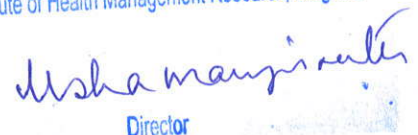
**ATR:** - No Action Identified



Dr Manjunath R

IIHMRB

For Institute of Health Management Research, Bangalore



Usha Manjunath  
Director



**Date: 01.08.2020**

**ST & ST Committee Meeting 2020**

**At IIHMR -Bangalore**

**Meeting Minutes**

**Meeting: SC & ST Committee**

**Date: 1<sup>st</sup> August 2020 (Saturday )**

**Time: 5:00 PM to 5:40 PM**

**Participation: - Member for SC & ST Committee**

- Dr Manjunath R- Chairperson
- Mr Surest Babu – Organizing Secretary
- Mr Gowthamghosh - Member
- Dr Krishna Kumar- Member
- Dr Jyoti Vijay - Member

**Venu:** - Board room IIHMR-Bangalore

**Agenda:** -SC /ST Committee and it's function and induction of new member

**MOM:**

- Dr Manjunath, Chairperson of the committee welcomed all the members for the meeting.
- Dr Krishna Kumar reviewed the members about the committee and it's functions and procedure to report the issues and challenges if any.
- Meeting concluded by Dr Manjunath R thanking everyone present in the meeting

**ATR: - No Action Identified**



Dr. Manjunath R

IIHMRB

For Institute of Health Management Research, Bangalore



Director

Date: 15.03.2021

**ST & ST Committee Meeting 2021**

**At IIHMR -Bangalore**

**Meeting Minutes**

**Meeting: SC & ST Committee**

**Date: 15<sup>th</sup> March 2021 (Monday )**

**Time: 3:30 PM to 3:45 PM**

**Participation: - Member for SC & ST Committee**

- Dr Usha Manjunath - Chairperson *Ushamanjunath*
- Mr Surest Babu – Organizing Secretary
- Mr Gowthamghosh - Member
- Dr Sarala R- Member
- Dr Manjunath R - Member
- Mr Abhinav Kumar – Student Representative

**Venu:** - Board room IIHMR-Bangalore

**Agenda:** -SC /ST Committee and it's function and induction of new member

**MOM:**

- Dr Usha Manjunath, Chairperson of the committee welcomed all the members to the meeting.
- Dr Sarala R reviewed the members about the committee and it's functions and procedure to report the issues and challenges if any.
- Meeting concluded by Dr Sarala R thanking everyone present in the meeting

**ATR: - No Action Identified**

*Usha manjunath*  
Dr Usha Manjunath

IIHMRB

**Date: 06.10.2022**

**ST & ST Committee Meeting 2022**

**At IIHMR -Bangalore**

**Meeting Minutes**

**Meeting: SC & ST Committee**

**Date: 6<sup>th</sup> October 2022 (Thrusday)**

**Time: 3:30 PM to 3:45 PM**

**Participation: - Member for SC & ST Committee**

- Dr Sarala R - Chairperson
- Mr Surest Babu – Organizing Secretary
- Dr Subodh S Satheesh- Member
- Ms Bhavana - Member
- Dr Manak Saha – Student Representative

**Venu:** - Board room IIHMR-Bangalore

**Agenda:** -SC /ST Committee and it's function and induction of new member

**MOM:**

- Dr Sarala R, Chairperson of the committee welcomed all the members to the meeting.
- Dr Sarala R reviewed the members about the committee and it's functions and procedure to report the issues and challenges if any.
- Meeting concluded by Dr Subodh S thanking everyone present in the meeting

**ATR: - No Action Identified**



Dr Sarala R

IIHMRB

For Institute of Health Management Research, Bangalore  
*Alsha Manjirath*  
Director



## APPENDIX – II

Proof of constitution of  
Committee such as Internal  
Complaints / Grievances  
Committee including sexual  
harassment and ragging cases  
formation as per UGC  
regulation attached

**Institute level Anti-Ragging  
Committee**



Ref: IHMR-B/ACAD/CIR/06/2018  
Date: 1<sup>st</sup> September 2018

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
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Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org  
GST No.: 29AAATI0517J1ZQ



**AMENDMENT**

**Reference:** IHMR-B/ACAD/CIR/02/2018  
**From :** Dr. Usha Manjunath – Director  
**Dated :** 1<sup>st</sup> September 2018  
**Subject:** Amendment for Institute Level Anti-Ragging Committee for the Academic Year 2018-19

The Institute Level Anti-Ragging Committee for the Academic Year 2018-19 was formed with the following members.

**Following are the Members of Institute level Anti-Ragging Committee:**

Dr. Usha Manjunath – Chairperson  
Dr. Sarala R – Organizing Secretary  
Mr. Madhusudan – (Advocate High Court) -Member  
Dr. Surya Prakash – (Director-Bhoruka Charitable Trust)-Member  
Dr. Meghana Mallikarjun – Student Representative (2nd year)  
Dr. Anjali Rauut– Student Representative (1st year)

As, **Dr. Gyan Chandra Kashyap** started working for the IHMR Bangalore since 27<sup>th</sup> August 2018, he has been nominated as the **Member of -Institute level Anti-Ragging Committee.**

*Usha Manjunath*

Dr. Usha Manjunath  
Director

Director

Institute of Health Management Research  
S.No. 319, Hulimangala, Near Thimmareddy Layout  
Electronic City, Hulimangala Post, Bangalore 560105  
Ph: 01-80-30533800 Fax: 91-80-30533804  
Email: info.bangalore@ihmr.org Website: www.bangalore.ihmr.org

*Gyan Chandra*



For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director

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Ref: IHMR-B/ACAD/CIR/02/2019  
Date: 1<sup>st</sup> August 2019

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org  
GST No.: 29AAATI0517J1ZO



**INTERNAL CIRCULAR**

To : PGDHIM students  
From : Dr. Usha Manjunath - Director  
Date : 1<sup>st</sup> August 2019  
Subject: Institute level Anti-Ragging committee and squads for the Academic Year 2019-20

The Institute level Anti-Ragging Committee and Squads for the Academic Year 2019-20 is formed with the following members.

**1. Following will be the Institute level Anti-Ragging Committee:**

Dr. Usha Manjunath - Chairperson  
Dr. Sarala R - Organizing Secretary  
Mr. Madhusudam - (Advocate High Court) - Member  
Dr. Surya Prakash - (Director-Bhoruka Charitable Trust) - Member  
Ms. Gola Rachmi - Student Representative (2nd year)  
Ms. Tumiki Harini - Student Representative (1st year)

**2. Following will be the Member of Anti-Ragging Squads:**

Dr. Gyan Chandra - Chairperson  
Mr. Satish Kumar Singh - Organizing Secretary  
Mr. Sarala - Member  
Ms. Aryuka N K - Member

**3. Hostel Level Anti-Ragging Squads:**

Dr. Sarala - Chairperson  
Mr. Gowlinghashi - Organizing Secretary  
Mr. Satish Kumar Singh - Member  
Ms. Nancy Aggarwal - Member  
Mr. Somanna - Member

Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org  
GST No.: 29AAAT10517J1ZQ

Squads Visiting Time:

Day	Squad Name	Time
Monday	Dr. Sarala R & Mr. Somanna	6.30 pm
Tuesday	Mr. Gowthamghosh & Ms. Nancy	6.30 pm
Wednesday	Dr. Sarala R & Mr. Satish Kumar Singh	6.30 pm
Thursday	Mr. Gowthamghosh & Ms. Nancy	6.30 pm
Friday	Mr. Satish Kumar Singh & Mr. Somanna	6.30 pm
Saturday	Dr. Sarala R & Mr. Satish Kumar Singh	6.30 pm

*Usha Manjunath*  
Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



### Notification

**From :** Dr. Usha Manjunath, Director  
**To :** PGDM Students (2019-21 & 2020-22 Batch)  
**Date :** 1<sup>st</sup> August 2020  
**Subject:** Institute level Anti-Ragging Committee and squads for the Academic Year 2020-21

As per the regulations by AICTE through notification **F.No.37-3/Legal/AICTE/2009, dated 01-07-2009;** the Institute level Anti-Ragging Committee and Squads for the Academic Year 2020-21 is formed with the following members.

**1. Following will be the Institute level Anti-Ragging Committee:**

Dr. Usha Manjunath – Chairperson  
Dr. Sarala R – Organizing Secretary  
Mr. Madhusudan – (Advocate High Court) -Member  
Dr. Surya Prakash – (Director-Bhoruka Charitable Trust)-Member  
Ms. Tumiki Harini – Student Representative (2<sup>nd</sup> year)  
Ms. Sneha Debnath - Student Representative (1<sup>st</sup> year)

**2. Following will be the Member of Anti-Ragging Squads:**

Dr. Gyan Chandra - Chairperson  
Mr. Satish Kumar Singh - Organizing Secretary  
Mr. Sarala - Member  
Mr. Jitendra Singh - Member

**3. Hostel Level Anti-Ragging Squads:**

Dr. Sarala – Chairperson  
Mr. Gowthamghosh - Organizing Secretary  
Mr. Satish Kumar Singh - Member  
Mr. Jitendra Singh – Member  
Mr.– Somanna A T - Member

*Usha manjunath*



Ref: IIMR-B/ACAD/CIR/03/2020

Date: 1<sup>st</sup> August 2020

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: Info@iihmrbangalore.edu.in  
Website: www.iihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAATI0517J1ZQ



**Hostel Squads Visiting Time:**

Day	Squad Name	Time
Monday	Dr. Sarala R & Mr. Somanna A T	6.30 pm
Tuesday	Mr. Gowthamghosh & Mr. Jitendra Singh	6.30 pm
Wednesday	Dr. Sarala R & Mr. Satish Kumar Singh	6.30 pm
Thursday	Mr. Gowthamghosh & Mr. Somanna A T	6.30 pm
Friday	Mr. Satish Kumar Singh & Mr. Somanna A T	6.30 pm
Saturday	Dr. Sarala R & Mr. Satish Kumar Singh	6.30 pm

*Usha Manjunath*

**Dr. Usha Manjunath**  
Director

**Copy to:**

- 1) Dean-Academics & Student Affairs
- 2) Warden
- 3) Manager-Accounts
- 4) Manager-Admin & Personnel
- 5) All members of Anti-Ragging Committee and squads members.
- 6) All Students/Faculty Members/Staff Members through email
- 7) Website

*Usha Manjunath*  
Director

Ref: IIHMR-B/ACAD/CIR/2021/001  
Date: 15<sup>th</sup> March 2021

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: Info@iihmrbangalore.edu.in  
Website: www.iihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT1051J1ZQ

**INTERNAL CIRCULAR**

**To :** PGDM Students (First & Second Year)  
**From :** Dr. Usha Manjunath – Director  
**Date :** 15<sup>th</sup> March 2021  
**Subject:** Institute level Anti-Ragging Committee and squads for the Academic Year 2020-21

The Institute level Anti-Ragging Committee and Squads for the Academic Year 2020-21 is formed with the following members.

**1. Following will be the Institute level Anti-Ragging Committee:**

Dr. Usha Manjunath – Chairperson  
Dr. Manjunatha R – Organizing Secretary  
Mr. Madhusudan – (Advocate High Court) -Member  
Dr. Surya Prakash – (Director- Bhoruka Charitable Trust)-Member  
Mr. Vishwanath – (Local Media Person) – Member  
Mr. Jitendra Singh – Manager Admin & Personnel - Member  
Mr. Renuka Aradhya – (Student's Parent Representative) - Member  
Ms. Tumiki Harini – Student Representative (2<sup>nd</sup> year) – Member  
Ms. Sneha Debnath - Student Representative (1<sup>st</sup> year)

**2. Following will be the Member of Anti-Ragging Squads:**

Dr. Gyan Chandra - Chairperson  
Mr. Satish Kumar Singh - Organizing Secretary  
Mr. Sarala - Member  
Mr. Jitendra Singh - Member

**3. Hostel Level Anti-Ragging Squads:**

Dr. Sarala – Chairperson  
Mr. Gowthamghosh - Organizing Secretary  
Mr. Satish Kumar Singh - Member  
Mr. Jitendra Singh – Member  
Mr. – Somanna A T - Member

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director



Ref: IHMR-B/ACAD/CIR/2021/001

Date: 15<sup>th</sup> March 2021

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: info@ihmrbangalore.edu.in  
Website: www.ihmrbangalore.edu.in  
Toll Free No: 1800-572-2728  
GST No: 29AAATI0517J1ZQ

Squads Visiting Time:

Day	Squad Name	Time
Monday	Dr. Sarala R & Mr. Somanna A T	6.30 pm
Tuesday	Mr. Gowthamghosh & Mr. Jitendra Singh	6.30 pm
Wednesday	Dr. Gyan Chandra K & Mr. Satish Singh	6.30 pm
Thursday	Mr. Gowthamghosh & Ms. Jyotiprava S	6.30 pm
Friday	Mr. Satish Kumar Singh & Mr. Somanna A T	6.30 pm
Saturday	Dr. Gyan Chandra K & Mr. Jitendra Singh	6.30 pm

*Usha Manjunath*

Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director



Ref: IHMR-B/ACAD/CIR/2021/002

Date: 4<sup>th</sup> October 2021

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133600  
Email: Info@ihmrbangalore.edu.in  
Website: www.ihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ

**INTERNAL CIRCULAR**

**To :** PGDM Students (First & Second Year)  
**From :** Dr. Usha Manjunath – Director  
**Date :** 4<sup>th</sup> October 2021  
**Subject:** Institute level Anti-Ragging Committee and squads for the Academic Year 2021-22

The Institute level Anti-Ragging Committee and Squads for the Academic Year 2021-22 is formed with the following members.

**1. Following will be the Institute level Anti-Ragging Committee:**

Dr. Usha Manjunath – Chairperson  
Dr. Kirti Udayai – Organizing Secretary  
Mr. Madhusudan – (Advocate High Court) -Member  
Dr. Surya Prakash – (Director- Bhoruka Charitable Trust)-Member  
Mr. Vishwanath – (Local Media Person) – Member  
Mr. Jitendra Singh – Manager Admin & Personnel - Member  
Mr. Inderchand Jain(Student's Parent Representative) - Member  
Ms. Sneha Debnath -Student Representative (2<sup>nd</sup> year) – Member  
Dr. – Bharath Jain Student Representative (1<sup>st</sup> year)

**2. Following will be the Member of Anti-Ragging Squads:**

Dr. Gyan Chandra - Chairperson  
Mr. Satish Kumar Singh - Organizing Secretary  
Dr. Sarala R - Member  
Mr. Jitendra Singh - Member

**3. Hostel Level Anti-Ragging Squads:**

Dr. Sarala R – Chairperson  
Dr. Subodh S Satheesh - Organizing Secretary  
Mr. Satish Kumar Singh - Member  
Mr. Jitendra Singh – Member  
Mr. Somanna A T - Member

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

Ref: IIHMR-B/ACAD/CIR/2021/002  
Date: 4<sup>th</sup> October 2021

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph. 080 - 61133800  
Email: Info@iihmbangalore.edu.in  
Website: www.iihmbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No: 29AAAT10517J1ZQ

**Squads Visiting Time:**

Day	Squad Name	Time
Monday	Dr. Sarala R & Mr. Somanna A T	6.30 pm
Tuesday	Dr. Subodh S. Satheesh & Mr. Jitendra Singh	6.30 pm
Wednesday	Dr. Gyan Chandra K & Mr. Satish Singh	6.30 pm
Thursday	Dr. Subodh S. Satheesh & Ms. Jyotiprava S	6.30 pm
Friday	Mr. Satish Kumar Singh & Mr. Somanna A T	6.30 pm
Saturday	Dr. Gyan Chandra K & Mr. Jitendra Singh	6.30 pm

*Usha Manjunath*  
Dr. Usha Manjunath  
Director  
080-61133800  
BANGALORE - 560105

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

Ref: IHMR-B/ACAD/CIR/2022/01

Date: 6<sup>th</sup> Oct 2022

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# 319, Near Thimmarreddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: info@ihmrbangalore.edu.in  
Website: www.ihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No: 29AAAT1051J1ZQ



**INTERNAL CIRCULAR**

**To :** PGDM Students (First & Second Year)  
**From :** Dr. Usha Manjunath – Director  
**Date :** 6<sup>th</sup> Oct 2022  
**Subject:** Institute level Anti-Ragging Committee and squads for the Academic Year 2022-23

The Institute level Anti-Ragging Committee and Squads for the Academic Year 2022-23 is formed with the following members.

**1. Following will be the Institute level Anti-Ragging Committee:**

Dr. Usha Manjunath – Chairperson  
Dr. Kirti Udayai – Organizing Secretary  
Mr. Madhusudan – (Advocate High Court) -Member  
Dr. Surya Prakash – (Director- Bhoruka Charitable Trust)-Member  
Mr. Vishwanath – (Local Media Person) – Member  
Mr. Jitendra Singh – Manager Admin & Personnel - Member  
Mr. Inderchand Jain – (Student's Parent Representative) - Member  
Mr. Bharath Jain – Student Representative (1<sup>st</sup> year) – Member

**2. Following will be the Member of Anti-Ragging Squads:**

Dr. Gyan Chandra - Chairperson  
Mr. Satish Kumar Singh - Organizing Secretary  
Mr. Sarala - Member  
Mr. Jitendra Singh - Member

**3. Hostel Level Anti-Ragging Squads:**

Dr. Kirti Udayai -- Chairperson  
Dr. Subodh S - Organizing Secretary  
Mr. Satish Kumar Singh - Member  
Ms. Aryaka N K -- Member  
Mr. Somanna A T - Member

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IIHMR-B/ACAD/CIR/2022/01

Date: 6<sup>th</sup> Oct 2022

## INSTITUTE OF HEALTH MANAGEMENT RESEARCH

# 319, Near Thimmareddy Layout

Hulimangala Post, Electronic City

Phase 1, Bangalore - 560 105

Ph: 080 - 61133800

Email: info@iihmrbangalore.edu.in

Website: www.iihmrbangalore.edu.in

Toll Free No. 1800-572-2728

GST No.: 29AAAT10517J1ZQ



### Squads Visiting Time:

Day	Squad Name	Time
Monday	Dr. Subodh Satheesh & Mr. Somanna A T	6.30 pm
Tuesday	Mr. Gowthamghosh B & Mr. Jitendra Singh	6.30 pm
Wednesday	Dr. Gyan Chandra K & Ms. Aryaka N K	6.30 pm
Thursday	Dr. Subodh Satheesh & Mr. Somanna A T	6.30 pm
Friday	Ms. Aryaka N K & Mr. Satish Singh	6.30 pm
Saturday	Dr. Gyan Chandra K & Mr. Jitendra Singh	6.30 pm

*Usha Manjunath*  
Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**Institute level Grievance  
Redressal Committee**



Ref: IHMR-B/ACAD/CIR/03/2018  
Date: 1<sup>st</sup> August 2018

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@ihmr.org  
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GST No.: 29AAAT10517J1ZQ



**INTERNAL CIRCULAR**

**To :** PGDHM students  
**From :** Dr. Usha Manjunath – Director  
**Date :** 1<sup>st</sup> August 2018  
**Subject:** Institute level Grievance Redressal Committee for the Academic Year 2018-19

The Institute level Grievance Redressal Committee for the Academic Year 2018-19 is formed with the following members.

To ensure transparency by Technical institutions imparting technical education, in admissions and with Paramount Objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances.

**Grievances including the following complaints:**

1. Making admission contrary to merit determined in accordance with the policy of the University.
2. Irregularity in the admission process adopted by the University.
3. Refusing admission in accordance with the declared admission policy of the University.
4. Withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a person for the purpose of seeking admission in such university, with a view to induce or compel such person to pay any fee or fees in respect of any course or programme of study which such person does not intend to pursue.
5. Demand of money more than that specified in the declared admission policy or approved by the competent authority to be charged by such institution:
6. Breach of the policy for reservation in admission as may be applicable;
7. Complaints of alleged discrimination by students from Scheduled Caste, Scheduled Tribes, OBC, women, minority or disabled categories;
8. Non-payment or delay in payment of scholarships to any students that such institution is committed.

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director



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Ref: IHMR-B/ACAD/CIR/03/2018  
Date: 1<sup>st</sup> August 2018

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@iihmr.org  
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GST No.: 29AAAT10517J1ZQ



9. Delay in conduct of examinations or declaration of results beyond that specified in the academic calendar.

10. Any complaint other than the above mentioned.

**Members:**

Dr. Usha Manjunath	Chairperson
Dr. Kanagaraj. K	Organizing Secretary
Dr. Sarala R	Member
Dr. Mallikarjun Reddy	Member
Ms. Aryaka	Member

*Ushamanjunath*

*Desk*

*R. S. S.*

*Usha Manjunath*

**Dr. Usha Manjunath**  
Director

Director

Institute of Health Management Research  
S.No 319, Hulimangala, Near Thimmareddy Layout,  
Electronic City, Hulimangala Post, Bangalore 560 105  
Ph: 91-80-30533800 Fax: 91-80-30533804  
Email: info.bangalore@iihmr.org Website: www.bangalore.iihmr.org



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IIHMR-B/ACAD/CIR/03/2019

Date: 1<sup>st</sup> August 2019

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@iihmr.org  
Website: www.bangalore.iihmr.org  
GST No.: 29AAAT10517J1ZQ



**INTERNAL CIRCULAR**

**To :** PGDHM students  
**From :** Dr. Usha Manjunath – Director  
**Date :** 1<sup>st</sup> August 2019  
**Subject:** Institute level Grievance Redressal Committee for the Academic Year 2019-20

The Institute level Grievance Redressal Committee for the Academic Year 2019-20 is formed with the following members.

To ensure transparency by Technical institutions imparting technical education, in admissions and with Paramount Objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances.

**Grievances including the following complaints:**

1. Making admission contrary to merit determined in accordance with the policy of the University.
2. Irregularity in the admission process adopted by the University.
3. Refusing admission in accordance with the declared admission policy of the University.
4. Withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a person for the purpose of seeking admission in such university, with a view to induce or compel such person to pay any fee or fees in respect of any course or programme of study which such person does not intend to pursue.
5. Demand of money more than that specified in the declared admission policy or approved by the competent authority to be charged by such institution:
6. Breach of the policy for reservation in admission as may be applicable;
7. Complaints of alleged discrimination by students from Scheduled Caste, Scheduled Tribes, OBC, women, minority or disabled categories;
8. Non-payment or delay in payment of scholarships to any students that such institution is committed.

For Institute of Health Management Research Bangalore

*Usha Manjunath*  
Director



Ref: IIHMR-B/ACAD/CIR/03/2019

Date: 1<sup>st</sup> August 2019

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.

Ph: 080- 61133800

Fax: 080 - 61133804

Email: info.bangalore@iihmr.org

Website: www.bangalore.iihmr.org

GST No.: 29AAATI0517J1ZQ



9. Delay in conduct of examinations or declaration of results beyond that specified in the academic calendar.

10. Any complaint other than the above mentioned.

**Members:**

Dr. Allen P Ugargol	Chairperson
Mr. Jitendra Singh	Organizing Secretary
Dr. Sarala R	Member
Dr. Gyan Chandra	Member
Mr. Nityananda Hegde	Member

*Usha Manjunath*

**Dr. Usha Manjunath**  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IIHMR-B/ACAD/CIR/04/2020

Date: 1<sup>st</sup> August 2020

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: Info@iihmrbangalore.edu.in  
Website: www.iihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT105171ZQ



**Notification**

**From :** Dr. Usha Manjunath, Director  
**To :** PGDM Students (2019-21 & 2020-22 Batch)  
**Date :** 1<sup>st</sup> August 2020  
**Subject:** Institute level Grievance Redressal Committee for the Academic Year 2020-21

The Institute level Grievance Redressal Committee for the Academic Year 2020-21 is formed with the following members.

To ensure transparency by Technical institutions imparting technical education, in admissions and with Paramount Objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances.

**Grievances including the following complaints:**

1. Making admission contrary to merit determined in accordance with the policy of the Institute.
2. Irregularity in the admission process adopted by the Institute.
3. Refusing admission in accordance with the declared admission policy of the Institute.
4. Withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a person for the purpose of seeking admission in such university, with a view to induce or compel such person to pay any fee or fees in respect of any course or programme of study which such person does not intend to pursue.
5. Demand of money more than that specified in the declared admission policy or approved by the competent authority to be charged by such institution:
6. Breach of the policy for reservation in admission as may be applicable.
7. Complaints of alleged discrimination by students from Scheduled Caste, Scheduled Tribes, OBC, women, minority or disabled categories.
8. Non-payment or delay in payment of scholarships to any students that such institution is committed.

*Usha Manjunath*

*Usha Manjunath*  
Director

Ref: IIHMR-B/ACAD/CIR/04/2020  
Date: 1<sup>st</sup> August 2020

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

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Ph: 080 - 61133800  
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GST No.: 29AAAT10517J1ZQ



9. Delay in conduct of examinations or declaration of results beyond that specified in the academic calendar.
10. On provision of student amenities as may have been promised or required to be provided by the institution.
11. Denial of quality education as promised at the time of admission or required to be provided.
12. Non transparent or unfair evaluation practices
14. Refund of fees on withdrawal of admissions as per AICTE instructions from time to time.

**Members:**

Name	Role	Contact details
Dr. Allen P Ugargol	Chairperson	allen.u@iihmrbangalore.edu.in
Mr. Jitendra Singh	Organizing Secretary	jitendra.s@iihmrbangalore.edu.in
Dr. Sarala R	Member	sarala.r@iihmrbangalore.edu.in
Dr. Gyan Chandra	Member	gyan.ck@iihmrbangalore.edu.in
Mr. Nityananda Hegde	Member	nityananda.h@iihmrbangalore.edu.in

*Ushamanjunath*  
**Dr. Usha Manjunath**  
Director

**Copy to:**

- 1) Dean-Academics & Student Affairs
- 2) Warden
- 3) Manager-Accounts
- 4) Manager-Admin & Personnel
- 5) All members of Grievance Redressal Committee
- 6) All Students/Faculty Members/Staff Members through email
- 7) Website



Ref No.: IIMRB-B/ACAD/CIR/02/2021  
Date: 15-03-2021

## INSTITUTE OF HEALTH MANAGEMENT RESEARCH

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: Info@iihmbangalore.edu.in  
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Toll Free No. 1800-572-2728  
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### **Notification**

From : Dr. Usha Manjunath, Director  
To : PGDM Students (2019-21 & 2020-22 Batch)  
Subject : Amendment for the Institute level Grievance Redressal Committee for the Academic Year 2020-21

**This notification is in continuation to notification No. IIMRB-B/ACAD/04/2020 dated August 01, 2020 on the constitution of Grievance Redressal Committee.**

**The Following amendments are made and will take effect from the date of the notification.**

1. Dr Allen Ugargol has been relieved from the Committee, as he has left the Institute.
2. Dr. Kirti Udayai has been appointed as the Organizing Secretary for Grievance Redressal Committee.
3. Dr. Jyoti Vijay has been appointed as the new member of the committee.
4. Appointment of Ombudsperson: Aggrieved students are required to approach the Grievance Redressal Committee for the redressal of their grievances. In case they are not satisfied with the decision of the GRC, they may approach the Ombudsperson, appointed under the AICTE (Redressal of Grievance Students) Regulations, 2019, within a period of fifteen days from the date of receipt of such decision.

As per the notification from AICTE, F. no. 1-101/PGRC/AICTE/Regulation/2019 dated: 12.08.2020, below is the contact details of Ombudsperson.

Dr. Devi Singh  
Former Director, IIM, Lucknow  
C/o Public Grievance Redressal Cell  
All India Council for Technical Education  
Nelson Mandela Marg, New Delhi-110070  
Email: [pubgrv@acite-india.org](mailto:pubgrv@acite-india.org)

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

Ref No.: IIMRB-B/ACAD/CIR/02/2021  
Date: 15-03-2021

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# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
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Toll Free No. 1800-572-2728  
GST No.: 29AAATI051J1ZQ



Below is the revised committee.

Name	Role	Contact details
Dr. Kirti Udayai	Organizing Secretary	kirti.u@iihmrbangalore.edu.in
Mr. Jitendra Singh	Member	jitendra.s@iihmrbangalore.edu.in
Dr. Sarala R	Member	sarala.r@iihmrbangalore.edu.in
Dr. Gyan Chandra	Member	gyan.ck@iihmrbangalore.edu.in
Mr. Nityananda Hegde	Member	nityananda.b@iihmrbangalore.edu.in
Dr. Jyoti Vijay	Member	jyoti.v@iihmrbangalore.edu.in

  
**Dr Usha Manjunath**  
Director

**Copy to:**

- 1) Associate Dean-Academics & Student Affairs
- 2) Warden
- 3) Manager-Accounts
- 4) Manager-Admin & Personnel
- 5) All members of the Grievance Redressal Committee
- 6) All Students/Faculty Members/Staff Members through email
- 7) Website

For Institute of Health Management Research, Bangalore

  
Director



Ref: IHMR-B/ACAD/CIR/2021/002  
Date: 15<sup>th</sup> March 2021

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: info@ihmrbangalore.edu.in  
Website: www.ihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ

**INTERNAL CIRCULAR**

**To :** PGDM Students (First & Second Year)  
**From :** Dr. Usha Manjunath – Director  
**Date :** 15<sup>th</sup> March 2021  
**Subject:** Institute level Grievance Redressal Committee for the Academic Year 2020-21

The Institute level Grievance Redressal Committee for the Academic Year 2020-21 is formed with the following members.

To ensure transparency by Technical institutions imparting technical education, in admissions and with Paramount Objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances.

**Grievances including the following complaints:**

1. Making admission contrary to merit determined in accordance with the policy of the Institute.
2. Irregularity in the admission process adopted by the Institute.
3. Refusing admission in accordance with the declared admission policy of the Institute.
4. Withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a person for the purpose of seeking admission in such university, with a view to induce or compel such person to pay any fee or fees in respect of any course or programme of study which such person does not intend to pursue.
5. Demand of money more than that specified in the declared admission policy or approved by the competent authority to be charged by such institution:
6. Breach of the policy for reservation in admission as may be applicable.
7. Complaints of alleged discrimination by students from Scheduled Caste, Scheduled Tribes, OBC, women, minority or disabled categories.
8. Non-payment or delay in payment of scholarships to any students that such institution is committed.

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IHMR-B/ACAD/CIR/2021/002  
Date: 15<sup>th</sup> March 2021

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GST No.: 29AAATI0517J1ZQ

9. Delay in conduct of examinations or declaration of results beyond that specified in the academic calendar.

10. Any complaint other than the above mentioned.

**Members:**

Dr. Usha Manjunath	Chairperson
Dr. Kirti Udayai	Organizing Secretary
Dr. Sarala R	Member
Dr. Manjunatha R	Member
Mr. Abhinav Kumar	Student Representative

*Usha Manjunath*  
**Dr. Usha Manjunath**  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IHMR-B/ACAD/CIR/2022/002

Date: 6<sup>th</sup> Oct 2022

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# 319, Near Thimmareddy Layout  
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GST No.: 29AAAT10517J1ZQ



**INTERNAL CIRCULAR**

**To :** PGDM Students (First & Second Year)

**From :** Dr. Usha Manjunath – Director

**Date :** 6<sup>th</sup> Oct 2022

**Subject:** Institute level Grievance Redressal Committee for the Academic Year 2022-23

The Institute level Grievance Redressal Committee for the Academic Year 2022-23 is formed with the following members.

To ensure transparency by technical institutions imparting technical education, in admissions and with Paramount Objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances.

**Grievances including the following complaints:**

1. Making admission contrary to merit determined in accordance with the policy of the Institute.
2. Irregularity in the admission process adopted by the Institute.
3. Refusing admission in accordance with the declared admission policy of the Institute.
4. Withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a person for the purpose of seeking admission in such university, with a view to induce or compel such person to pay any fee or fees in respect of any course or programme of study which such person does not intend to pursue.
5. Demand of money more than that specified in the declared admission policy or approved by the competent authority to be charged by such institution:
6. Breach of the policy for reservation in admission as may be applicable.
7. Complaints of alleged discrimination by students from Scheduled Caste, Scheduled Tribes, OBC, women, minority or disabled categories.
8. Non-payment or delay in payment of scholarships to any students that such institution is committed.

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IHMR-B/ACAD/CIR/2022/002

Date: 6<sup>th</sup> Oct 2022

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9. Delay in conduct of examinations or declaration of results beyond that specified in the academic calendar.

10. Any complaint other than the above mentioned.

**Members of the Committee:**

Name of the Members	Role	Signature
Dr. Sarala R	Chairperson	
Dr. Gyan C Kashyap	Member Secretary	
Shri. K J Reddy	Member	
Mr. Jitendra Singh	Member	
Mr. Nityananda Hegde	Member	
Mr. Satish Singh	Member	
Ms. Aryaka N K	Member	
Mr. Madhusudan Nair	Ombudsperson	
Mr. Rajendra Hiremath	Student Representative	

Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

Director



# **Institute Level Internal Committee**

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Ref: IHMR-B/ACAD/CIR/04/2018

Date: 1<sup>st</sup> August 2018

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
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Bangalore - 560 105.  
Ph: 080- 61133800  
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Website: www.bangalore.ihmr.org  
GST No.: 29AAAT10517J1ZQ



**INTERNAL CIRCULAR**

**To :** PGDHM students (First and Second Year)  
**From :** Dr. Usha Manjunath - Director  
**Date :** 1<sup>st</sup> August 2018  
**Subject:** Institute level Internal Complaint Committee for the Academic Year 2018-19

IHMR is committed to follow the guidelines stipulated by Hon'ble Supreme Court of India with regard to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and to providing work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment.

**POLICY:**

**1. APPLICABILITY**

This policy is known as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (hereinafter referred to as 'Policy') under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules (hereinafter referred to as the Act) and is applicable to all employees of IHMR Society deployed at the workplace who are either;

On the rolls of the establishment and/or Engaged through the Contractor(s) or as enumerated in clause (I) of section 2 of the Act.

**2. OBJECTIVE**

This Policy has been formulated keeping in view the provisions under the Act and rules there under. The said Policy is to define the guidelines and the process to be followed in order to provide protection against sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment in addition to the matters connected therewith or incidental thereto. For any doubt or further clarification, reference be made to the Act and its Rules.

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director



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Ref: IHHMR-B/ACAD/CIR/04/2018  
Date: 1<sup>st</sup> August 2018

## INSTITUTE OF HEALTH MANAGEMENT RESEARCH

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Email: info.bangalore@iihmr.org  
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GST No.: 29AAAT10517J1ZQ



### ABBREVIATIONS

In this Policy document, unless there is anything repugnant to the subject or context thereof, the words and expressions as stated below shall have following 8 meanings:-

- i. **CE- Complainant Employee:** Refers to any woman employee (as per section 2(a) of the Act) who has lodged a complaint of sexual harassment by another employee (hereinafter referred to as 'respondent employee').
- ii. **ICC- Internal Complaint Committee** constituted as per the Act.
- iii. **MANAGER/IENT-** Management means Trustee Secretary/ Chairman/ President/ Director/ Dean/ Registrar/ GM-Corporate (Admin, HR and Planning) or such other Officer or Officers/ nominee or nominees as may be authorized in this behalf by the Trustee Secretary/ Chairman/ President/ Director and notified in the Notice Board of the establishment.
- iv. **RE- Respondent Employee:** Refers to any employee against whom the complaint for sexual harassment has been lodged.
- v. **WORKPLACE-** as per clause O of the Act which includes all offices, branches and state/project offices located anywhere in India. It also includes any place visited by the employees arising out of or during the course of employment including transportation provided by the Management of the establishment for undertaking the journey.

Following will be the members of the Committee:

Dr. Kanagaraj K – Chairperson

Ms. Aryaka - Organizing Secretary

Dr. Manjunatha R – Member

Dr. Shweta Kumari – Member

Mr. Madhusudan – (Advocate High Court) – Member

Dr. Rabab Hassan Abbasi – Student Representative (2nd year)

Dr. Modupalli Alekhya Ramesh – Student Representative (1st year)



*Usha Manjunath*

Dr. Usha Manjunath

Director

Director

Institute of Health Management Research

#319, Hulimangala, Near Thimmareddy

Electronic City, Hulimangala Post, Bangalore

Ph: 01-80-30533800 Fax: 01-80-61133804

Email: info.bangalore@iihmr.org Website: www.bangalore.iihmr.org

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director



Ref: IIHMR-B/ACAD/CIR/04/2019  
Date: 1<sup>st</sup> August 2019

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GST No.: 29AAATI0517J1ZQ



**INTERNAL CIRCULAR**

**To :** PGDHM students (First and Second Year)  
**From :** Dr. Usha Manjunath - Director  
**Date :** 1<sup>st</sup> August 2019  
**Subject:** Institute level Internal Complaint Committee for the Academic Year 2019-22

IIHMR is committed to follow the guidelines stipulated by Hon'ble Supreme Court of India with regard to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and to providing work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment.

**POLICY:**

**1. APPLICABILITY**

This policy is known as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (hereinafter referred to as 'Policy') under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules (hereinafter referred to as the Act) and is applicable to all employees of IIHMR Society deployed at the workplace who are either;

On the rolls of the establishment and/or Engaged through the Contractor(s) or as enumerated in clause (1) of section 2 of the Act.

**2. OBJECTIVE**

This Policy has been formulated keeping in view the provisions under the Act and rules there under. The said Policy is to define the guidelines and the process to be followed in order to provide protection against sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment in addition to the matters connected therewith or incidental thereto. For any doubt or further clarification, reference be made to the Act and its Rules.

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IIHMR-B/ACAD/CIR/04/2019  
Date: 1<sup>st</sup> August 2019

## INSTITUTE OF HEALTH MANAGEMENT RESEARCH

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### ABBREVIATIONS

In this Policy document, unless there is anything repugnant to the subject or context thereof, the words and expressions as stated below shall have following 8 meanings:-

- i. **CE-** Complainant Employee: Refers to any woman employee (as per section 2(a) of the Act) who has lodged a complaint of sexual harassment by another employee (hereinafter referred to as 'respondent employee').
- ii. **ICC-** Internal Complaint Committee constituted as per the Act.
- iii. **MANAGER/IENT-** Management means Trustee Secretary/ Chairman/ President/ Director/ Dean/ Registrar/ GM-Corporate (Admin, HR and Planning) or such other Officer or Officers/ nominee or nominees as may be authorized in this behalf by the Trustee Secretary/ Chairman/ President/ Director and notified in the Notice Board of the establishment.
- iv. **RE-** Respondent Employee: Refers to any employee against whom the complaint for sexual harassment has been lodged.
- v. **WORKPLACE-** as per clause O of the Act which includes all offices, branches and state/project offices located anywhere in India. It also includes any place visited by the employees arising out of or during the course of employment including transportation provided by the Management of the establishment for undertaking the journey.

### Following will be the members of the Committee:

- Dr. Sarala R – Chairperson  
Mr. Jitendra Singh - Organizing Secretary  
Dr. Allen P Ugargol – Member  
Mr. K J Reddy – Member  
Mr. Madhusudan – (Advocate High Court)– Member  
Mr. Surya Prakash – Member  
Dr. Sahiti Purnima G – Student Representative (2nd year)  
Dr. Tahera Khan – Student Representative (1st year)

*Usha Manjunath*  
Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IIHMR-B/ACAD/CIR/05/2020

Date: 1<sup>st</sup> August 2020

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

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Hulimangala Post, Electronic City  
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Email: Info@iihmrbangalore.edu.in  
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Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ



**Notification**

**From :** Dr. Usha Manjunath, Director  
**To :** PGDM Students (2019-21 & 2020-22 Batch)  
**Date :** 1<sup>st</sup> August 2020  
**Subject:** Institute level Internal Complaint Committee for the Academic Year 2020-21

IIHMR is committed to follow the guidelines stipulated by Hon'ble Supreme Court of India with regard to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and to providing work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment.

**Refer to the notification of IIHMR Policy on Sexual Harassment, the ICC Committee is constituted as under**

Name	Role	Contact Details
Dr. Sarala R	Chairperson	sarala.r@iihmrbangalore.edu.in
Ms. Aryaka N K	Organizing Secretary	aryaka.nk@iihmrbangalore.edu.in
Dr. Allen P Ugargol	Member	allen.u@iihmrbangalore.edu.in
Dr. Jyoti Vijay	Member	jyoti.v@iihmrbangalore.edu.in
Ms Nancy Agarwal	Member	nancy.a@iihmrbangalore.edu.in
Mr. Madhusudan – (Advocate High Court)	Member	madhu_nair2008@yahoo.com
Mr. Surya Prakash, Project Director, BCT	Member	suryaprakash.blr@bctngo.org

**Three nominated student representatives are part of the committee, however, will be present only in cases involving students.**

*Usha Manjunath*

*Usha Manjunath*  
Director



Ref: IHMR-B/ACAD/CIR/05/2020  
Date: 1<sup>st</sup> August 2020

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

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Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ.



**Student Representatives**

Name	Role in Committee	Contact Details
Dr. Tahera Khan 2019- 21 Batch	Member	tahera.pgdm19@iihmbangalore.edu.in
Mr. Shivaram M 2020- 22 Batch	Member	sivaraamm.pgdm20@iihmbangalore.edu.in
Ms. Apoorva Uday Munagekar 2020- 22 Batch	Member	apoorvauday.pgdm20@iihmbangalore.edu.in

*Usha Manjunath*  
**Dr. Usha Manjunath**  
Director

**Copy to:**

- 1) Dean-Academics & Student Affairs
- 2) Warden
- 3) Manager-Accounts
- 4) Manager-Admin & Personnel
- 5) All members of ICC Committee
- 6) All Students/Faculty Members/Staff Members through email
- 7) Website

*Usha Manjunath*  
Director



Ref: IHMR-B/ACAD/CIR/2021/02  
Date: 4<sup>th</sup> October 2021

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# 319, Near Thimmareddy Layout  
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Ph: 080 - 61133800  
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**INTERNAL CIRCULAR**

**To :** PGDM Students (First and Second Year)  
**From :** Dr. Usha Manjunath - Director  
**Date :** 4<sup>th</sup> October 2021  
**Subject:** Institute level Internal Complaint Committee for the Academic Year 2021-22

IHMR is committed to follow the guidelines stipulated by Hon'ble Supreme Court of India with regard to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and to providing work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment.

**POLICY:**

**1. APPLICABILITY**

This policy is known as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (hereinafter referred to as 'Policy') under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules (hereinafter referred to as the Act) and is applicable to all employees of IHMR Society deployed at the workplace who are either:

On the rolls of the establishment and/or Engaged through the Contractor(s) or as enumerated in clause (I) of section 2 of the Act.

**2. OBJECTIVE**

This Policy has been formulated keeping in view the provisions under the Act and rules there under. The said Policy is to define the guidelines and the process to be followed in order to provide protection against sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment in addition to the matters connected therewith or incidental thereto. For any doubt or further clarification, reference be made to the Act and its Rules.

For Institute of Health Management Research, Bangalore

*Ushamajunath*  
Director



Ref: IHMR-B/ACAD/CIR/2021/02

Date: 4<sup>th</sup> October 2021

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**ABBREVIATIONS**

In this Policy document, unless there is anything repugnant to the subject or context thereof, the words and expressions as stated below shall have following 8 meanings: -

- i. **CE-** Complainant Employee: Refers to any woman employee (as per section 2(a) of the Act) who has lodged a complaint of sexual harassment by another employee (hereinafter referred to as 'respondent employee').
- ii. **ICC-** Internal Complaint Committee constituted as per the Act.
- iii. **MANAGEMENT-** Management means Trustee Secretary/ Chairman/ President/ Director/ Dean/ Registrar/ GM-Corporate (Admin, HR and Planning) or such other Officer or Officers/ nominee or nominees as may be authorized in this behalf by the Trustee Secretary/ Chairman/ President/ Director and notified in the Notice Board of the establishment.
- iv. **RE-** Respondent Employee: Refers to any employee against whom the complaint for sexual harassment has been lodged.
- v. **WORKPLACE-** as per clause O of the Act which includes all offices, branches and state/project offices located anywhere in India. It also includes any place visited by the employees arising out of or during the course of employment including transportation provided by the Management of the establishment for undertaking the journey.

**Following will be the members of the Committee:**

Mr Piyush Kumar	- Presiding Officer
Dr. Jyoti Vijay	- Member
Mr. Suresh Babu	- Member
Mr. Nityananda Hegde	- Member
Dr. Deepashree M R	- Member
Ms. Kruthi I G	- Member
Dr. Suryaprakash	- NGO Member
Mr. Narsimaha Reddy	- Civil Services Member
Mr. Arpit Thakur	- Student Representative
Dr. Kanak Pushkarna	- Student Representative
Dr. Aarohi N Salwe	- Student Representative

Term of the Committee Members: Three years

*Usha Manjunath*  
**Dr. Usha Manjunath**  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IHMR-B/ACAD/CIR/2022/003  
Date: 6<sup>th</sup> Oct 2022

## INSTITUTE OF HEALTH MANAGEMENT RESEARCH

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GST No.: 29AAAT10517J1ZQ



### INTERNAL CIRCULAR

**To :** PGDM Students (First and Second Year)  
**From :** Dr. Usha Manjunath - Director  
**Date :** 6<sup>th</sup> Oct 2022  
**Subject:** Institute level Internal Complaint Committee for the Academic Year 2022-23

IHMR is committed to follow the guidelines stipulated by Hon'ble Supreme Court of India with regard to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and to providing work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment.

#### **POLICY:**

##### **1. APPLICABILITY**

This policy is known as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (hereinafter referred to as 'Policy') under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules (hereinafter referred to as the Act) and is applicable to all employees of IHMR Society deployed at the workplace who are either:

On the rolls of the establishment and/or Engaged through the Contractor(s) or as enumerated in clause (i) of section 2 of the Act.

##### **2. OBJECTIVE**

This Policy has been formulated keeping in view the provisions under the Act and rules there under. The said Policy is to define the guidelines and the process to be followed in order to provide protection against sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment in addition to the matters connected therewith or incidental thereto. For any doubt or further clarification, reference be made to the Act and its Rules.

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- i. **CE- Complainant Employee:** Refers to any woman employee (as per section 2(a) of the Act) who has lodged a complaint of sexual harassment by another employee (hereinafter referred to as 'respondent employee').

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IHMR-B/ACAD/CIR/2022/003  
Date: 6<sup>th</sup> Oct 2022

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- ii. **ICC- Internal Complaint Committee** constituted as per the Act.
- iii. **MANAGEMENT-** Management means Trustee Secretary/ Chairman/ President/ Director/ Dean/ Registrar/ GM-Corporate (Admin, HR and Planning) or such other Officer or Officers/ nominee or nominees as may be authorized in this behalf by the Trustee Secretary/ Chairman/ President/ Director and notified in the Notice Board of the establishment.
- iv. **RE-** Respondent Employee: Refers to any employee against whom the complaint for sexual harassment has been lodged.
- v. **WORKPLACE-** as per clause O of the Act which includes all offices, branches and state/project offices located anywhere in India. It also includes any place visited by the employees arising out of or during the course of employment including transportation provided by the Management of the establishment for undertaking the journey.

Following will be the members of the Committee:

Name of the Members	Role	Signature
Dr. Sarala R	Presiding Officer	
Dr. Jyoti Vijay	Member	
Mr. Suresh Babu B K	Member	
Mr. Nityananda Hegde	Member	
Ms. Kruthi I G	Member	
Dr. Deepashree M R	Member	
Dr. Suryaprakash	Member	
Mr. Narsimha Reddy	Civil Services Member	
Mr. Arpit Thakur (Student)	Member	
Dr. Kanak Pushkarna (Student)	Member	
Dr. Aarohi N Salve (Student)	Member	

Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

Director

**Institute level SC / ST  
Committee**



Ref: IHMR-B/ACAD/CIR/05/2018  
Date: 1<sup>st</sup> August 2018

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

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GST No.: 29AAAT10517J1ZQ



**INTERNAL CIRCULAR**

To : PGDHM students (First and Second Year)  
From : Dr. Usha Manjunath – Director  
Date : 1<sup>st</sup> August 2018  
Subject: Institute level SC/ST Committee for the Academic Year 2018-19

The Institute level SC/ST committee for the Academic Year 2018-19 is formed with the following members.

*The committee decided to*

- Meet twice in a year and whenever there are any issues and challenges.
- To sensitize about the SC/ST committee and its function to all the students and employees of the Institute shortly.

Following will be the members of the Committee:

Dr. Manjunatha R – Chairperson

Mr. Suresh Babu – Organizing Secretary

Dr. Anil Sood – Member

Dr. Kanagaraj K – Member

Ms. Saranya Y. – Member



*Usha Manjunath*

Dr. Usha Manjunath  
Director

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

Institute of Health Management Research  
Sy No. 319, Hulimangala, Near Thimmareddy Layout  
Electronic City, Hulimangala Post, Bangalore 560105  
Ph: 91-80-30533800 Fax: 91-80-30533804  
Email: info.bangalore@ihmr.org Website: www.bangalore.ihmr.org



Ref: IHMR-B/ACAD/CIR/05/2019  
Date: 1<sup>st</sup> August 2019

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org  
GST No.: 29AAAT10517J1ZQ



**INTERNAL CIRCULAR**

**To :** PGDIIIM students (First and Second Year)  
**From :** Dr. Usha Manjunath - Director  
**Date :** 1<sup>st</sup> August 2019  
**Subject:** Institute level SC/ST Committee for the Academic Year 2019-20

The Institute level SC/ST committee for the Academic Year 2019-20 is formed with the following members:

The committee decided to:

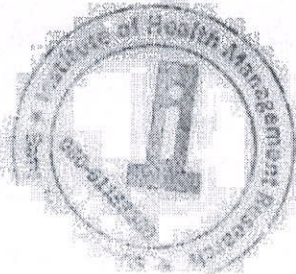
- Meet twice in a year and whenever there are any issues and challenges.
- To sensitize about the SC/ST committee and its function to all the students and employees of the Institute shortly.

Following will be the members of the Committee:

Dr. Manjunatha R - Chairperson  
Mr. Suresh Babu - Organizing Secretary  
Dr. Gyan Chandra - Member  
Dr. Gowthamghosh - Member  
Ms. Nancy Apparwal - Member

*Usha Manjunath*

Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



Ref: IHMR-B/ACAD/CIR/06/2020

Date: 1<sup>st</sup> August 2020

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout

Hulimangala Post, Electronic City

Phase 1, Bangalore - 560 105

Ph: 080 - 61133800

Email: Info@iihmrbangalore.edu.in

Website: www.iihmrbangalore.edu.in

Toll Free No. 1800-572-2728

GST No.: 29AAAT10517J1ZQ



## Notification

**From :** Dr. Usha Manjunath, Director  
**To :** PGDM Students (2019-21 & 2020-22 Batch)  
**Date :** 1<sup>st</sup> August 2020  
**Subject:** Institute level SC/ST Committee for the Academic Year 2020-21

As per AICTE guidelines, an Institute level SC/ST Committee is formed for the prevention of atrocities against SC/ST, **under the Act No. 33 of 1989, Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989.**

*The committee is decided to*

- Meet twice in a year and whenever there are any issues and challenges.
- To sensitize about the SC/ST committee and its function to all the students and employees of the Institute.

In case of any grievance in this regard, students can approach the committee for redressal. The committee will suggest measures to prevent atrocities, if any against the members of SC/ST students in the Institute and will ensure the feeling of security amongst them as per the provisions in the said act.

*Usha Manjunath*

Ref: IHMR-B/ACAD/CIR/06/2020

Date: 1<sup>st</sup> August 2020

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# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: Info@iihmrbangalore.edu.in  
Website: www.iihmrbangalore.edu.in  
Toll Free No: 1800-572-2728  
GST No.: 29AAATI0517J1ZQ



Following are the members of the Committee:

Name	Role	Contact details
Dr. Manjunatha R.	Chairperson	manjunatha.r@iihmrbangalore.edu.in
Mr. Suresh Babu	Organizing Secretary	suresh.b@iihmrbangalore.edu.in
Dr. S. Krishna Kumar	Member	krishna.k@iihmrbangalore.edu.in
Mr. Gowthamghosh	Member	gowtham.b@iihmrbangalore.edu.in
Dr. Jyoti Vijay	Member	jyoti.v@iihmrbangalore.edu.in

*Usha Manjunath*

**Dr. Usha Manjunath**  
Director

Copy to:

- 1) Dean-Academics & Student Affairs
- 2) Warden
- 3) Manager-Accounts
- 4) Manager-Admin & Personnel
- 5) All members of SC/ST Committee
- 6) All Students/Faculty Members/Staff Members through email
- 7) Website

*Usha Manjunath*  
Director



Ref: IIHMR-B/ACAD/CIR/2021/004  
Date: 15<sup>th</sup> March 2021

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hullmangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: Info@iihmrbangalore.edu.in  
Website: www.iihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1Z0

**INTERNAL CIRCULAR**

**To :** PGDM Students (First and Second Year)  
**From :** Dr. Usha Manjunath – Director  
**Date :** 15<sup>th</sup> March 2021  
**Subject:** Institute level SC/ST Committee for the Academic Year 2020-21

The Institute level SC/ST committee for the Academic Year 2020-21 is formed with the following members.

*The committee decided to*

- a) Meet twice in a year and whenever there are any issues and challenges.
- b) To sensitize about the SC/ST committee and its function to all the students and employees of the Institute shortly.

**Following will be the members of the Committee:**

Dr. Usha Manjunath – Chairperson  
Mr. Suresh Babu – Organizing Secretary  
Dr. Sarala R – Member  
Dr. Manjunatha R – Member  
Mr. Abhinav Kumar – Student Representative

*Usha Manjunath*  
**Dr. Usha Manjunath**  
**Director**



For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director

Ref: IHMR-B/ACAD/CIR/2022/004

Date: 6<sup>th</sup> Oct 2022

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout

Hulimangala Post, Electronic City

Phase 1, Bangalore - 560 105

Ph: 080 - 61133800

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GST No.: 29AAATI0517J1ZQ



**INTERNAL CIRCULAR**

**To :** PGDM Students (First and Second Year)  
**From :** Dr. Usha Manjunath -- Director  
**Date :** 6<sup>th</sup> Oct 2022  
**Subject:** Institute level SC/ST Committee for the Academic Year 2022-23

The Institute level SC/ST committee for the Academic Year 2022-23 is formed with the following members.

*The committee decided to*

- Meet twice in a year and whenever there are any issues and challenges.
- To sensitize about the SC/ST committee and its function to all the students and employees of the Institute shortly.

Following will be the members of the Committee:

NAME	ROLE	SIGNATURE
Dr. Sarala R	Chairperson	
Mr. Suresh Babu	Organizing Secretary	
Dr. Subodh S Satheesh	Member	
Ms. Bhavana	Member	
Dr. Mainak Saha	Student Representative	

Dr. Usha Manjunath  
Director



For Institute of Health Management Research, Bangalore

Director



# Online Submission of Grievances available on Institutional website:

The screenshot displays the institutional website for IIMR Bangalore, specifically the 'Mandatory Disclosure' page. The page is divided into two main sections: 'Check Committees of IIMR Bangalore' and 'Submit Your Grievance'.

**Check Committees of IIMR Bangalore**

This section features two buttons at the top: 'FOR STUDENTS' and 'FOR FACULTY'. Below these are seven PDF icons, each representing a different committee or cell:

- Grievance Redressal Committee
- Internal Complaints Committee
- Committee for Welfare of SC/ST Students
- Anti-Ragging Committee
- Innovation Cell
- PR and Media Cell
- Institution Industry Cell

**Submit Your Grievance**

This section includes a circular icon of a student and a prominent blue button labeled 'SUBMIT YOUR GRIEVANCE'.

**Academic Awards Verification**

Academic awards issued by the Institute of Health Management Research Bangalore to students are now available for online verification through the Academic Depository by NSDL Database Management Limited (NDML). Please visit the NDMLAD website for online verification on <https://nad.ndml.in/>

For more information, all verification entities, employers, background check agencies and academic institutions are requested to contact the below officials from NDML for online verification of the awards.

Mr. Sagar Chaukekar sagarc@nsdl.co.in 8169173366   9029042624	Mr. Mohit Ahuja ndmlnad_mohita@nsdl.co.in 7021108048   7387138449
Mr. Nehul Shah nehuls@nsdl.co.in 8097522917   8000572752	Mr. Prashant Prachand prashantd@nsdl.co.in 9820308836

Navigation Link for Online Submission of  
Grievances available on Institutional website:

<https://iihmrbangalore.edu.in/mandatory-disclosure/>

<https://iihmrbangalore.edugrievance.com/>