

Ref: IIHMR-B/ACAD/CIR/2025-26/03

Date: 18th September 2025

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



CIRCULAR

To : PGDM Students
From : Dr. Usha Manjunath - Director
Date : 18th September 2025
Subject: Internal Committee (IC , POSH)
Duration: For Academic Year 2025-26

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 (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.

3. 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: -

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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')
- ii. **IC - Internal 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 employment including transportation provided by the Management of the establishment for undertaking the journey.

Following will be the members of the Internal Committee:

Name	Designation	Contact No	E-mail Id
Dr. Sarala R	Professor, Dean Academics, Presiding Officer	9986479275	Sarala.r@iihmrbangalore.edu.in
Dr. Jyoti Vijay	Faculty, Member	9649533116	jyoti.v@iihmrbangalore.edu.in
Mr Nityananda Hegde	Admin Officer, Member	9108309899	nityananda.h@iihmrbangalore.edu.in
Dr Priya Thomas	Priya Thomas External women member	9844260706	Priyaj_thomas@yahoo.com
Dr Chethana H S	Woman legal knowledge/social work	9845078319	dr. Chethana.hs@gmail.com
Ms. Jyotiprava Satpathy	Academic Officer, Member	9606673102	jyoti.ps@iihmrbangalore.edu.in
Dr Surya Prakash	NGO, BCT	9844141569	suryaprakash.blr@bctngo.org
Mr. Vinod Kumar	Civil Service Member	8105803233	vinu49@gmail.com

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Mr Koushik Kumar (Student 2 nd year)	Student Representative	9444810142	kumarkoushik2@gmail.com
Ms Yeshwanthi (Student 2 nd year)	Student Representative	9566722538	yeshwanthi2001@gmail.com
Dr Sradha Suman Rath (Student 1 st Year)	Student Representative	8825547057	sratha.pgdm25@iihmrbangalore.edu.in
Dr Venkatesha Nayak B (Student 1 st Year)	Student Representative	9480560737	Venkatesha.pgdm25@iihmrbangalore.edu.in
Dr. Deepashree M R	Assistant Professor, Organizing Secretary	9036785102	deepashree.mr@iihmrbangalore.edu.in

The committee will

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

For Institute of Health Management Research, Bangalore

Usha Manjunath

Dr. Usha Manjunath
Director

