INSTITUTE OF HEALTH MANAGEMENT RESEARCH
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Ref: IIHMR-B/ACAD/CIR/2026-27/02
Date: 1st October 2026

CIRCULAR

To : PGDM Students (First and Second Year)
From : Dr. Rajiv Janardhanan - Director
Subject: **Institute level Internal Complaint Committee for the Academic 2026-27**
Duration: For Academic Year 2026-27

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 (l) 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.

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. **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 employment including transportation provided by the Management of the establishment for undertaking the journey.

The committee will

a) Meet twice in a year and whenever there are any issues and challenges.

b) To sensitize about the committee and its function to all the students and employees of the Institute.

Following will be the members of the Committee:

Name	Designation	Contact No	E-mail Id
Dr. Sarala R	Presiding Officer	9986479275	Sarla.r@iihmrbangalore.edu.in
Dr. Jyoti Vijay	Member	9649533116	jyoti.v@iihmrbangalore.edu.in
Mr Somanna	Admin Officer, Member	96322 62148	somanna.t@iihmrbangalore.edu.in

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Ref: IIHMR-B/ACAD/CIR/2026-27/02
Date: 1st October 2026

Dr Priya Thomas	External women member	9844260706	Priyaj_thomas@yahoo.com
Dr Chethana H S	Woman legal/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
Dr Sradha Suman Rath (Student 2nd Year)	Student Representative	8825547057	sradha.pgdm25@iihmrbangalore.edu.in
Dr Venkatesha Nayak B (Student 2nd Year)	Student Representative	9480560737	Venkatesha.pgdm25@iihmrbangalore.edu.in
Ms Rashmi Kumari	Student Rep. (HHM)	8825372771	rashmi.pgdm26@iihmrbangalore.edu.in
Dr Madhurima .M	Student Rep. (AI &DS)	7416145037	madhurima.pgdm26@iihmrbangalore.edu.in
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Dr K N Priya	Assistant Professor, Organizing Secretary	98849 28432	priya.kn@iihmrbangalore.edu.in

For Institute of Health Management Research, Bangalore

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Dr. Rajiv Janardhanan
Director