



Bapuji Vidya Samsthe (R), Honnali

Bapuji Ayurvedic Medical College & Hospital

(Recognised by Govt. of Karnataka and Affiliated to Rajiv Gandhi University of Health Sciences, Bangalore and Approved by NCISM, New Delhi)

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Date 05/05/2026

INTERNAL COMPLAINT COMMITTEE / PREVENTION OF SEXUAL HARRASSEMENT COMMITTEE (POSH COMMITTEE) 2026-27

Following are the members:

Sl No	NAME	DESIGNATION	CONTACT NUMBER
1.	Dr Sheela N.B, Principal & Head of Institute	CHAIRMAN	9480376194 bamcsmg@rediffmail.com
2.	Dr Shubha K Professor/ HOD Agada Tantra	CO ORDINATOR	9448105272
3.	Ms. Yashodha Y. Advocate & Notary	MEMBER	9380991896
4.	Mrs. Kavitha Rao JCI Shivamogga Ngo	MEMBER	6360641830
5.	Dr Sangeeta Anegundi, Associate Professor, PTSR	MEMBER	9036393229
6.	Dr Aparna Reader Dept Of Shalya Tantra	MEMBER	9743490864
7.	Dr. Kavana V Joshi Assistant Professor, Panchakarma	MEMBER	99863 29290

Key Functions of Internal Complaint Committee/ Prevention of Sexual Harassment Committee:

1. **Prevention:**

- Raise awareness about sexual harassment and promote a culture of respect and dignity at the workplace.
- Organize training and educational programs to sensitize employees about what constitutes sexual harassment and the mechanisms to address

2. **Complaints Handling:**

- Receive and address complaints of sexual harassment from employees.
- Conduct a fair and impartial inquiry into complaints while maintaining confidentiality and sensitivity.

3. **Investigation:**

- Form a team to investigate complaints thoroughly and promptly.
- Gather evidence, interview witnesses, and document findings related to the complaint.

4. **Resolution and Redressal:**

- Recommend appropriate actions based on the findings of the inquiry, which may include disciplinary measures against the perpetrator.
- Provide support and assistance to the complainant, including counselling and temporary relief measures if needed.

5. **Policy Development and Review:**

- Develop, implement, and periodically review policies related to the prevention of sexual harassment.
- Ensure that policies are in compliance with legal requirements and best practices.

6. **Record Keeping:**

- Maintain records of all complaints, inquiries, and actions taken.
- Ensure confidentiality of the records and restrict access to authorized personnel only.

7. **Reporting:**

- Submit annual reports on the number of cases received, resolved, and pending to the appropriate authorities.
- Provide feedback to management on trends and areas needing improvement to prevent sexual harassment.

8. **Follow-up:**

- Monitor the effectiveness of the measures taken and ensure that the workplace remains free from harassment.
- Follow up with the complainant to ensure that there is no retaliation or further issues.




PRINCIPAL

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