

**OFFICE OF THE DEAN & PRINCIPAL,
FAKIR MOHAN MEDICAL & COLLEGE & HOSPITAL, BALASORE**

Remuna, Balasore, Odisha-756019

Tel.: 06782-224901, Email: dean.fmmchb@gmail.com, Web: www.blsmch.nic.in

NOTICE

(Under Section 19 (B) of

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act & the Rules, 2013)

Objective:

This institution has a strict policy to provide protection against sexual harassment of women and redressal of complaints in the time bound manner under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act & the Rules, 2013. Any person found guilty shall face severe penal consequences under this act.

Penalty for Sexual Harassment:

Internal Complaint Committee (ICC) arrives at the conclusion that the allegation against the respondent has been proved. It shall recommend to the employer to take following actions as stipulated in sec.-13:

- Sexual harassment will be treated as misconduct in accordance with the provisions of the service rules applicable to the respondent.
- Deduct from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the complainant or to her legal heirs. ICC shall determine compensation with regard to sec.-15:
 - The mental trauma, pain, suffering and emotional distress;
 - The loss in the career opportunity due to the incident;
 - Medical expenses for physical or psychiatric treatment;
 - The income and financial status of the respondent;
 - Feasibility of such payment in lump sum or in installments.

INTERNAL COMPLAINT COMMITTEE

(As constituted w.e.f 01.03.2024 for 3 years under section 4 of the
Sexual Harassment of Women at Workplace Act & the Rules, 2013)

Sl. No.	Name	Designation	Contact Number
1	Dr. Madhusmita Panda, Prof. & HOD Anatomy, FMMCH, Balasore	Presiding Officer	9437220057
2	Smt. Manorama Bhuyan, OAS (SAG), Registrar (Administration), FMMCH, Balasore	Member	9438728710
3	Dr. Nivedita Karmee, Prof. & HOD Comm. Medicine, FMMCH, Balasore	Member	7008458418
4	Dr. Ajit Kumar Nayak, Prof & HOD Dept. of O&G, FMMCH, Balasore	Member	9338008554
5	Smt. Sujatarani Panda, Secretary, Sadhana Foundation (NGO)	Member	9439377769

Sd/-

Dean & Principal,

Fakir Mohan Medical & College & Hospital, Balasore