



KMCT/GOI/CO/1/2019

# KMCT

KUNHITHARUVAI MEMORIAL CHARITABLE TRUST

KMCT MEDICAL COLLEGE & HOSPITAL  
KMCT DENTAL COLLEGE  
KMCT AYURVEDA MEDICAL COLLEGE  
NATIONAL COLLEGE OF PHARMACY  
KMCT COLLEGE OF ARCHITECTURE, MANASSERY  
KMCT COLLEGE OF NURSING  
KMCT COLLEGE OF ALLIED HEALTH SCIENCES  
KMCT SCHOOL OF NURSING  
KMCT NATIONAL HOSPITAL INSTITUTE OF HEALTH SCIENCES  
KMCT COLLEGE OF ARTS & SCIENCE, Kozhikode  
KMCT POLYTECHNIC COLLEGE, KUTTIPIPPURAM  
KMCT LAW COLLEGE  
KMCT ARTS & SCIENCE COLLEGE, KUTTIPIPPURAM  
KMCT COLLEGE OF ENGINEERING  
KMCT SCHOOL OF BUSINESS  
KMCT POLYTECHNIC COLLEGE, KALANTHODE  
KMCT COLLEGE OF ENGINEERING FOR WOMAN  
NATIONAL HOSPITAL COLLEGE OF NURSING  
KMCT COLLEGE OF TEACHER EDUCATION  
KMCT TEACHERS TRAINING INSTITUTE  
KMCT COLLEGE OF ARCHITECTURE, KALANTHODE

17-05-2019

## TO WHOMSOEVER IT MAY CONCERN

KMCT Group of Institutions is committed to upholding a healthy working environment that enables employees and students to work and study without fear of prejudice, gender bias and sexual harassment.

The management of KMCT Group of Institutions, has therefore put in place a policy against sexual harassment in the workplace and has constituted an Internal Complaints Committee (ICC), in adherence to the Kerala University of Health Science and Government of Kerala and the guidelines outlined by the Honourable Supreme Court of India, to consider and redress the complaints of any Sexual Harassment.

This Policy extends to all employees and students of the institution. Internal Complaints Committee (ICC) of the KMCT Group of Institutions will take all necessary and reasonable steps to assist the affected person in terms of support and preventive action. A Committee is constituted containing 4 members of KMCT Group of Institutions and 1 member from Outside as External Member. The external Member will be a paid member, as he is being paid his fees as per the sittings of the committee. The following were the members of the Committee.

- 1) Dr. Lathi Nair, Principal, KMCT Medical College - Chairperson
- 2) Dr. Dhanya Muralidharan, Associate Professor, Public Health Dentistry, KMCT Dental College - Member
- 3) Mrs. Jareena. E, Assistant Professor, National College of Pharmacy - Member
- 4) Mr. Manu Jose. P, HR Manager, KMCT - Non Teaching Staff - Member
- 5) Mr. Anand Kumar V K, Advocate - External Member

Any employee or student who feels that he/she is being sexually harassed directly or indirectly may submit a complaint of the alleged incident to the Chairperson, Internal Complaint Committee in writing (hard copy) with his/her signature.

**For KMCT Group of Institutions.**

  
Dr. K. M. Nayas

**CEO & Executive Trustee**



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