



KMCT
DENTAL COLLEGE

Recognised Research Centre of Kerala University of Health Sciences

Recognised by Dental Council of India and Govt. of India

KMCT Medical College Campus, Mukkam, Kozhikode-673602

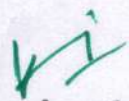
Phone: (0495)2292002, 2292004

E-mail: dental@kmct.edu.in, website: www.kmctdentalcollege.org

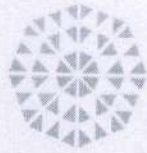
TO WHOM SO EVER IT MAY CONCERN

This is to certify that the information in the attached documents is verified by me and is true to the best of my knowledge.




Principal

Dr. MANOJ KUMAR.K.P
Principal
KMCT Dental College
Manassery, Mukkam



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GENDER EQUITY SENSITIZATION PROGRAMME

WOMEN EMPOWERMENT CELL

(2016-17 to 2020-21)



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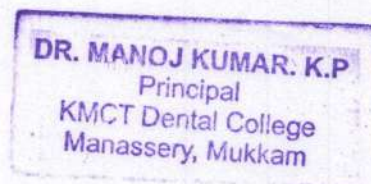
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WOMEN EMPOWERMENT CELL

KMCT Dental College has an active 'Women empowerment cell' guided by a bunch of ever enthusiastic and responsible committee members. Our institutional Women empowerment cell conducts various awareness programs on gender equality sensitization for our students, which turned out to be a great success. Students have shown great interest in sensitization programs as they could learn and be aware of many of the issues faced by the women nowadays, hence they could understand the importance of the state of gender equality.



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Minutes

Date 2016/10/5

1

Summary of First Meeting of the women's cell formation

Agenda: Election of committee members.
: Discussion of line of action, preparatory to

Venue: Principal's office

of the Managing Staff

It is the unanimous decision, to form a women's empowerment cell in the institution. The line of action plan is to have a body or committee that focusses on the issues related to the female students of this college and also try and formulate programs that would help the students. Meeting was attended by the Principal, all department heads.

It was decided to conduct one committee meeting per year and in the instance of any events or issues, emergency meetings may be arranged. The decision was passed by the Principal.

The committee members were selected:-

DR. SANTOSH V.C. - Chairman (Chairman of student grievance too)
DR. ELSY SIMON - Member
DR. Dhanya Huralendharan - Member (anti-ragging committee member)

Attendees:

- 1) DR. Manoj Kumar - Principal + Overseer
- 2) DR. Bina Parashothaman - Dept of Ortho
- 3) DR. Theepitha - Dept of Neurodentistry
- 4) DR. Elsy - Dept of Cons. Admin. for HOD.
- 5) Dr. Harish - Dept of Perio.
- 6) DR. Amith - Dept of Pedo.
- 7) Dr. Dhanya - Dept of Prosth.
- 8) Dr. Rajesh - Dept of Oral Path.
- 9) Dr. Manoj Vargal - Dept of ORL.



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Minutes of meeting of
Committee members of Women's Empowerment
cell (WEC).

Date : 2017/1/6 (Tuesday).

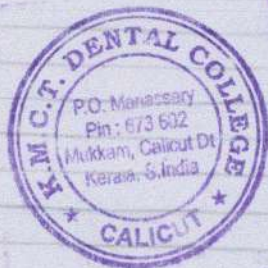
Meeting of committee members of (WEC)
held at 1pm in cabin of chairman Dr Santhosh V.C.
It was decided to conduct annual meeting every
first week of January to review past year actions
and formulation of future plans if any.

Report for the year 2016 since the
constitution of the committee was submitted
by Dr Dhanya Muralidharan (HOD, dept of PHD).
She said that there were no women related
issues to be submitted.

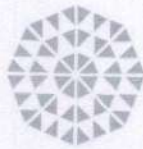
The meeting was adjourned at 1.30pm.

Attendees :

Dr Santhosh V.C -
Dr Dhanya Muralidharan -
Dr Elay P Simon -



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WEC Meeting Minutes

5

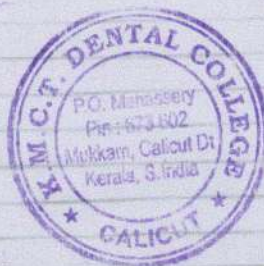
Date: 2018/1/4 (Thursday). Time: 1 pm.

Meeting of committee members was held to review the last year events if any. Meeting was conducted in the cabin of chairman Dr. Sankar V.C. No issues were submitted in the year 2017, that was related to the WEC. A suggestion was put forth by Dr. Dhanya Muralidharan to celebrate women's day in conjunction with the NSS unit of KMCT Dental College. The suggestion was accepted and agreed to take the necessary steps. Meeting was adjourned at 2 pm.

Attendees:

Dr. Sankar V.C. - Chairman. *[Signature]*
Dr. Dhanya Muralidharan } *[Signature]* members.
Dr. Elsy Simon } *[Signature]*

[Signature]
Dr. MANOJ KUMAR, KP
Principal
KMCT Dental College
Manassery Mukkam



[Signature]
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KMCT DENTAL COLLEGE

Manassery, Kozhikode

Date: 05/03/18

CIRCULAR

Sub : NSS Unit - International Women's Day on March 8th

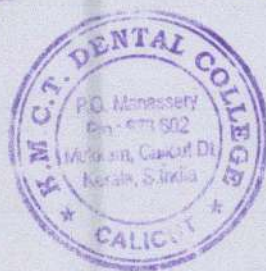
International Women's Day (March 8) is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. The NSS unit is organising an interactive session with Dr Sherly Vasa (BDS Forensic medicine, KMCT Medical college) at lecture hall 1, followed by cultural programmes for students, teaching and non-teaching staff.

The class will be held from 9.30 am to 12.30 pm. All third years, interns and staffs are requested to attend the class. Regular classes as per time table stand cancelled on 05/03/18 from 9.30 am to 12.30 pm for 3rd year BDS students.

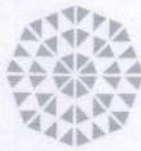
Copy to:

1. All BOD (Dental)
2. Vice principal
3. Administrator
4. Notice board (College)

PRINCIPAL



DR. MANOJ KUMAR. K.P
Principal
KMCT Dental College
Manassery, Mukkam



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WRC Meeting held on .

1/3/2018 (Sunday) 7

Time: 1pm

Venue: Chairman's Cabin).

It was agreed on 4/1/2018, the WRC has decided to celebrate International Women's Day on March 8th/2018 in conjunction to the NSS unit of KMCT Dental College.

Dr. Divya had accepted to see to the arrangements and co-ordinate with Dr. Arun (NSS chairman). Various possible programs were considered. It was decided to conduct an interactive session with a senior female faculty. All

Dr. Shobly Vasa (Head of Forensic medicine, KMCT M.C.)

Meeting was adjourned at 2.30 pm.

Attendees:

Dr. Santhosh V.C - Chairman *[Signature]*

Dr. Divya Muraleedhara - member *[Signature]*

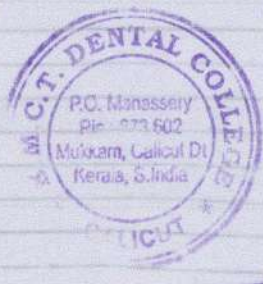
Dr. Arun Simon - member *[Signature]*

[Signature]

Dr. Manoj Kumar K.P.

Principal
Manassery Mukkam

Photos attached



[Signature]
DR. MANOJ KUMAR. K.P
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Regular Annual Meeting

Dated : 8 / 11 / 2019 (Mon)

Time : 1.20 pm

3

Meeting held at chairman chamber.
A review of events of year 2019 and possible
events for 2019. No Meeting was adjourned at
1 pm. It was decided to include one more staff
as committee member.

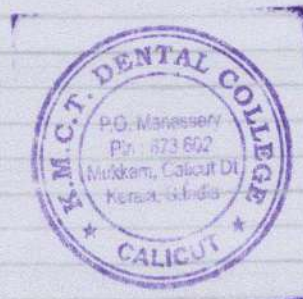
Attendees:

Dr. Sankar V.C. *[Signature]*
Dr. Dhanya Muralidharan *[Signature]*
Dr. Any Simon. *[Signature]*

Dr. J.A. MANOJ K.P.

Principal

11/11/19



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KMCT DENTAL COLLEGE Manassery, Kozhikode

Ref No: KMCT/DC/C/2019/14

16-03-2019

CIRCULAR

As part of World Women's day Kerala University of Health Science has decided to conduct women's day program on 18/03/2019 at 10.am at KMCT Dental college Lecture Hall I.

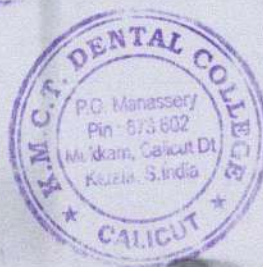
The classes will be based on topic 'Women From old days to till Today'. Regular classes as per time table stand cancelled on 18/03/2019. 10 am to 12 pm for Second year regular, Final year part I reg & Additional.

- All HODs (Dental & Medical)
- Vice Principal
- A.O
- Notice Board

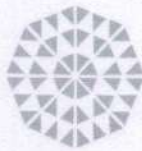
Principal

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ad-hoc - meeting.

11

Date 14/3/2019 (Thursday).

Time : 12 pm.

Venue : Chairman's Office.

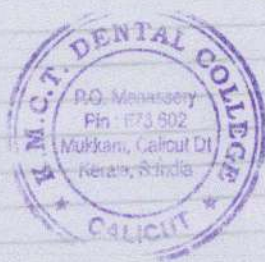
Agenda: Women's day celebration.

KUHS has decided to conduct women's day program on 15/3/2019 at KMCT. The women's cell has decided to help with the organizing of the program and make necessary arrangements.

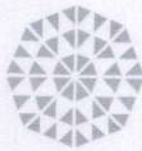
VX

Dr. Manoj K.P.
Principal
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MA



DR. MANOJ KUMAR. K.P
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ENQUIRY COMMITTEE REPORT

An enquiry committee comprising of: Chairman of Student's Grievance Redressal forum, Dr Santhosh VC (Professor), Chairman of Women's cell, Dr Elsy Simon (Professor), member of Anti-ragging cell, Dr Dhanya Muralidharan (Reader); was constituted on 17/8/2019, in response to a complaint received from Dr Dushyanthan, father of Ms. Sanida D, II year BDS student of Kmct Dental College, regarding the harassment of his daughter by Linta V, intern of 2012 batch on 16/8/2019, and earlier harassment by seniors.

The committee members conducted an enquiry on the circumstances leading to the incident mentioned in the complaint, that happened on 16/8/2019. The enquiry involved interrogation of the aggrieved, Sanida D and the accused Linta V. Written statements were taken from both, for impartial assessment of their version of the incident. In the statement, Sanida claims to have been victimized by seniors of 2012 batch lead by Linta V and in particular on 16/8/2019, she was verbally abused publicly, humiliated and physically assaulted by Linta V at 2.45 pm at "New Brother's hotel" near KMCT dental college. However, in the statement submitted by Linta V, she claims that Sanida had instigated an unprovoked verbal exchange between them by publicly insulting her character, attire and parents which eventually led to a push and shove at the premises of the said hotel.

On receiving the written statements, the committee enquired with some of Sanida's and Linta V's batchmates, namely Ashiya, La deeda, Saranya, Ebin and Fathima, for information of any previous incidences between the two. The students namely, Minnath and Aparna who were with Sanida and Linta at the time of the incident were also interrogated.

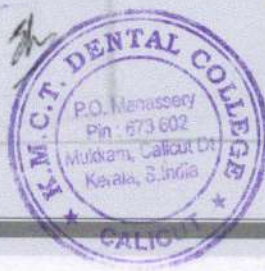
The assessment regarding the incident which took place at New Brother's hotel on 16/8/2019 revealed that the interaction between Linta V and Sanida was initiated by Sanida, as affirmed by both the witnesses, Minnath and Aparna. However, there is lack of clarity as to how the verbal exchange resulted in physical exchange.

Regarding to the complaint of constant victimization of Sanida by the 2012 batch seniors lead by Linta V, no convincing evidence has been found regarding Linta V's role in personally humiliating Sanida since first year, through the enquiry of her room-mates and batchmates at that time.

However, taking into consideration the said mental trauma suffered by Sanida, the committee has decided to issue a stern warning to Linta V, to stop any form of contact with Sanida; personally, through social media, mobile or any other means, in future and a written assurance of the same will be taken from Linta V and her parents.

Considering the fact that Sanida had initiated the verbal interaction on 16/8/2019, the committee advises Sanida to inform the principal or the administering officer of any unpleasant issues with seniors immediately without taking matters into her own hands, to avoid escalation of matters. The necessary action will be taken by the concerned authorities who are there to protect the rights of the students and maintain a healthy environment conducive for learning in the campus.

Dr Santhosh V.C
Dr Dhanya Muralidharan
Dr Elsy Simon



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Ad-hoc Meeting

13

Date: 17/05/2019

Venue: Ch... Principal's office.

Time: 10 AM.

Agenda: Redressal of mental & physical harassment
complaint submitted by BDS student.
Ms. Sanida D.

It was conveyed to the chairman by A.O
Ms. Supatha Sharma and the principal regarding the
said incident and an ad-hoc meeting of
WEC was held in the presence of
principal Dr. Manoj Kumar and administrative
officer Mrs. Ms. Supatha Sharma.

As representatives of WEC, the chairman and
member have been directed to form an inquiry panel
and conduct a detailed enquiry, following
which a report is to be submitted to the principal.

Attendees:

Dr. Manoj Kumar (Principal) ✓✓

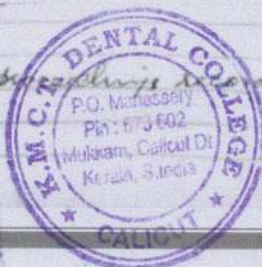
Dr. Santhosh V.C (Chairman WEC/SAR) ✓✓

Dr. Dhanu Malaridhasan (WEC member / Anti-ragging
member) ✓✓

Dr. Elsy Simon (WEC member)

Mrs. Ms. Supatha Sharma (A.O) ✓✓

Dr. MANOJ KUMAR K.P.
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KMCT Dental College
Manassery, Kozhikode



Hard copy of all proceedings filed.

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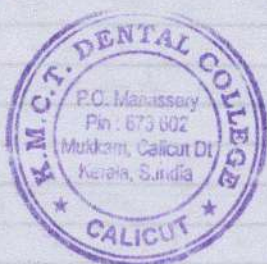
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14

*After submission of report of the enquiry committee,
Action was taken by the Principal and
the problem was resolved.*



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Ad hoc Meeting

15

Date: 28/2/2019.

Time: 10 AM

Agenda: Redressal of harassment complaint submitted by Dr. Lijna Khader, Final MOS Protho Student.

Emergency meeting held at principal's office, attended by all WEC members and AO. to discuss line of action regarding above mentioned complaint. An enquiry committee was formed to include:

Dr. Sankhosh V.C. - WEC chairman

Dr. Dhanya - WEC member

Dr. Elly - WEC member

Dr. Rajesh Muhammed - WEC member.

It was the decision of the principal to include Dr. Rajesh as part of the WEC team and enquiry committee due to the sensitive nature of the complaint against a male faculty.

Attendees:

Dr. Manoj Kumar

Dr. Sankhosh V.C.

Dr. Dhanya Harasidharan

Dr. Elly Simon

Dr. Rajesh Muhammed

Mrs. Sujatha Sharma

DR. MANOJ KUMAR K.P.

Principal

KMCT Dental College

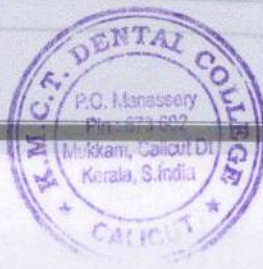
Manassery, Mukkam

Note:

All records filed

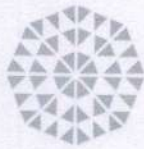
Report submitted

Action taken and the problem was resolved.



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Regular Meeting

19

Date : 6/1/2020 (Monday).

Time : 12 pm.

Venue - Dr. Santhosh's Office.

A routine annual meeting was conducted at 12 pm in the office of WEC chairman. The past year issues and action taken was reviewed. Steps to prevent further such events were deliberated. In light of a possible lockdown due to the pandemic (Covid 19), possible online activities of WEC was considered.

The meeting was adjourned at 1 pm.

Attendees :

Dr. Santhosh

Dr. Dhanya

Dr. Rajesh

Dr. Elsy

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Ad-hoc Meeting

21

Date : 3/10/2020 (Saturday).

Time : 12pm.

Venue : Dr Elay's Office (WEC member).

Agenda: To conduct a webinar in asso. r.
Kerala women's Commission.

In light of the lock down, it was decided
by the principal to conduct webinars based on
women related issues.

It was decided to conduct a ^{2 day} webinar series.

31 Oct 2020 - Pharmaceutical Counselling

23 Oct 2020 - Gender Equality.

Attendees :

Dr Santhosh V. Pr.

Dr Rajesh

Dr Dhanya

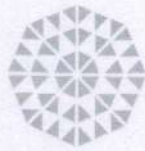
Dr Elay.

Dr. MANOJ KUMAR, K.P.
Principal
KMCT Dental College
Manassery P.O, Mukkam, Kozhikode

Notes: Brochures - soft copy prepared and circulated
through whatsapp with principal's official
grp with principal's instructions.



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Annual Meeting

25

Date : 7/1/2021 (Thurs).

Venue : Dr Dhanya's Office.

Agenda : Review of events of 2020 and
activities of 2021.

It was discussed

Issue post lock down was discussed. There was lack of time for extra curricular programs as there was a need to focus and completion of regular curriculum. However, online programs if possible can be conducted. This was said by Dr. Senthosh. The possibility of conducting a self defence class or health and wellness class for women was discussed.

Attendees

Dr. Senthosh

Dr. Rajeesh

Dr. Dhanya

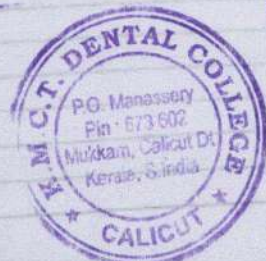
Dr. Shy.

Dr.

Dr.

Dr.

Dr.



DR. MANOJ KUMAR K.P.

Principal
KMCT Dental College
Manassery, Mukkam

DR. MANOJ KUMAR K.P.

Principal
KMCT Dental College
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