



**SPECIFIC
FACILITIES
PROVIDED FOR
WOMEN**

SPECIFIC FACILITIES PROVIDED FOR WOMEN

The Internal complaints Committee was formulated that safe guard the rights and liberties of women and equity among the students and staffs. The committee organises programs to instil the sense of equity and freedom and measures that they can be taken to protect themselves. Apart from orientation programs for first year and third year students, there is awareness program about sensitisation of gender harassment and make the students aware of the committee and how they can approach and file their complaint if any untoward incident happens.. Student members are included in the committee to give their perspective and access to information of what steps are being taken to prevent gender harassment. The student members feel free to speak about their friends experience and students feel free to confide to their brethren. Non-teaching staffs are also included in the committee.

Charts are put up in the college at prominent places to make the students and staff of how to approach and whom to approach in case of an unacceptable situation. Handbook is also released to help the staffs and students to avoid getting into trouble.

The safety and security of staffs and students are important. CCTV cameras are present in all classrooms, clinics, labs and corridors and also outside the college building. There are security guards inside the campus throughout the day and night. Common rooms and separate toilet facilities are present for girls and boys, and also for teaching and non-teaching staffs. There is a counsellor in the medical college to counsel the staffs and students. The mentors also act as counsellors to counsel the students. Students are encouraged to make use of KAVALAN APP to ensure security for women.

SAFETY MEASURES

AWARENESS BOARDS

TAGORE DENTAL COLLEGE & HOSPITAL

Punishment for ragging- Act 7 of 1997

- Cancellation of admission
- Suspension from attending classes
- Withholding/withdrawing scholarship/fellowship and other benefits
- Debarring from appearing in any test/examination or other evaluation process
- Withholding results
- Suspension/expulsion from the hostel
- Rustication from the institution for period, ranging from 1 to 4 semesters
- Expulsion from the institution and consequent debarring from admission to any other Institution.
- Fine of Rupees 25,000/-

The punishment for ragging is two years' rigorous imprisonment. In addition, the court can award compensation to the victim. Where ragging leads to sexual harassment or grievous hurt, the punishment is increased to ten years' imprisonment and an award of compensation. The latter offence is generally non-bailable.

WARNING
Ragging is a crime



GPS Map Camera

Rathinamanga



Google

Tagore dental College and hospital, Tamil Nadu, India

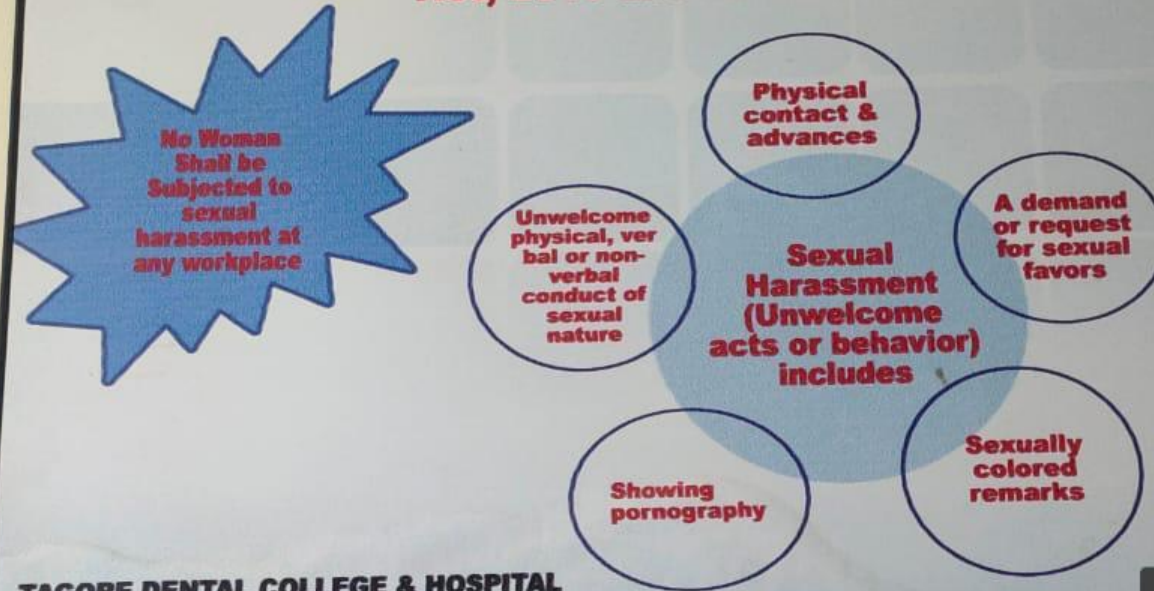
Tagore dental College and hospital

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Long 80.138°

23/08/22 10:15 AM

**A welcomed step - The sexual Harassment of Women at
Workplace (prevention, Prohibition and Redressal)
Act, 2013 and its Rules**



TAGORE DENTAL COLLEGE & HOSPITAL



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Tagore dental College and hospital, Tamil Nadu, India

Tagore dental College and hospital

Lat 12.860248°

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DEFINITION OF SEXUAL HARASSMENT AT WORK



- As defined by supreme Court guidelines (Vishakha vs State of Rajasthan, August 1997), sexual harassment includes such unwelcome sexually determined behaviour as
 - ▶ Physical contact.
 - ▶ A demand or request for sexual favours.
 - ▶ Sexually coloured remarks.
 - ▶ Showing pornography.
 - ▶ Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature, for example, leering, telling dirty jokes, making sexual remarks about a persons body etc.

TAGORE DENTAL COLLEGE & HOSPITAL



GPS Map Camera



Tagore dental College and hospital, Tamil Nadu, India

Tagore dental College and hospital

Lat 12.860248°

Long 80.138°

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THE MOST COMMON
FORMS OF WORKPLACE
SEXUAL HARASSMENT

55% SEXUALLY
SUGGESTIVE
COMMENTS
OR JOKES

INTRUSIVE
QUESTIONS
ABOUT PRIVACY OR
PHYSICAL APPEARANCE

50% INAPPROPRIATE
STARING OR
LEERING

21% UNWELCOME
PHYSICAL
CONTACT

31%



GPS Map Camera



Tagore dental College and hospital, Tamil Nadu, India

Tagore dental College and hospital

Lat 12.860248°

Long 80.138°

23/08/22 10:18 AM



 GPS Map Camera



Rathinamanga
Tagore dental College and hospital, Tamil Nadu, India
Tagore dental College and hospital
Lat 12.860248°
Long 80.138°
23/08/22 10:15 AM

Complain for Ragging

Dr Chitraa R Chandran

9840425789

Dr S Balagopal

9444054514

Dr S Venkatakrishnan

9841109234



TAGORE DENTAL COLLEGE & HOSPITAL



GPS Map Camera

Rathinamanga



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Tagore dental College and hospital, Tamil Nadu, India

Tagore dental College and hospital

Lat 12.860248°

Long 80.138°

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CCTV CAMERA SURVEILLANCE

FEEDS FROM ALL CCTV CAMERA MONITORED BY PRINCIPAL



CCTV CAMERA SURVEILLANCE



CHILDREN
PLAY ROOM



GPS Map Camera

Rathinamanga

A red location pin on a white map background, indicating the current location.

Google

Tagore dental College and hospital, Tamil Nadu, India

Tagore dental College and hospital

Lat 12.860248°

Long 80.138°

23/08/22 10:13 AM




CCTV CAMERA SURVEILLANCE



GPS Map Camera

Rathinamangalam, Tamil Nadu, India
Tagore dental college and hospital, Tamil Nadu 600127, India
Lat 12.860266°
Long 80.137907°
27/08/22 11:33 AM



KAVALAN APP



KAVALAN

CITIZEN SAFETY APP

AMTEX¹
SPMCR, CHENNAI

REGISTER

English | தமிழ்

COMMOM ROOM

GIRLS COMMON ROOM



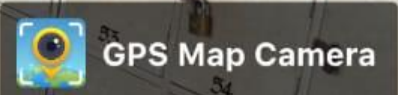
Tagore dental College and hospital, Tamil Nadu, India

Tagore dental College and hospital

Lat 12.860248°

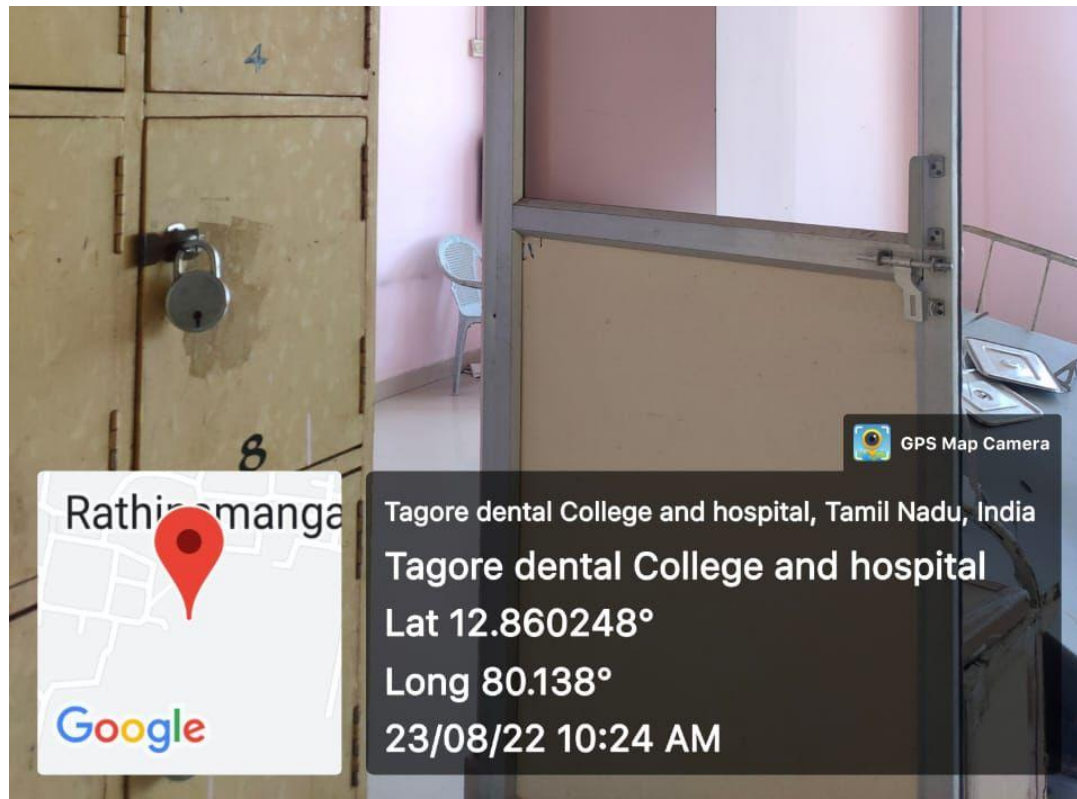
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GIRLS COMMON ROOM



Tagore dental College and hospital, Tamil Nadu, India
Tagore dental College and hospital
Lat 12.860248°
Long 80.138°
23/08/22 10:24 AM

CHILDREN PLAY AREA



 GPS Map Camera

Rathinamanga



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Tagore dental College and hospital, Tamil Nadu, India
Tagore dental College and hospital
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**INTERNAL
COMPLAINT
COMMITTEE**

INTERNAL COMPLAINT COMMITTEE

COMMITTEE MEMBERS

INTERNAL COMPLAINT COMMITTEE icc@tagoredch.in

Tagore group of institutions is headed by Professor M Mala, M.A, M Phil, an educationist and philanthropist. As a female headed institution, women equity is prioritized and gender harassment prevention is of prime concern.

According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, right to education, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive principles of State policy.

In pursuance of guidelines issued by Supreme Court, UGC and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, Anti-Sexual Harassment Cell (Internal Complaints Committee) is reconstituted to provide for the effective enforcement of the basic human rights of gender equality and guarantee against sexual harassment and abuse, and to provide conducive atmosphere in the campus, to all the staff members, employees and students of Tagore Dental College.

As per the guidelines of UGC and the Supreme Court, a Committee against Sexual Harassment/ (ICC) Internal Complaints Committee at Tagore Dental College has been established to provide a healthy and congenial atmosphere to the staff and students of the College. It functions to be proactive by developing a conducive atmosphere on the campus, where the women are respected and they are treated with dignity. The cell has been established to spread awareness on women centric issues. With this view in mind, this cell organize activities pertaining to women's issues emanating time to time in society and the media, sensitizing gender consciousness. The students are earnestly exhorted to take an active part in the activities of the cell. The ICC handles issues related to women's welfare.

Objectives of the Committee

1. To prevent sexual harassment by promoting gender amity among staff, students and other employees.
2. To deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized, prevention and termination of the harassment.
3. To uphold Women's Right to Protection against Sexual Harassment and for the prevention and redressal of sexual harassment of women.
4. To evolve a permanent mechanism for the prevention, prohibition and redressal of sexual harassment of women.
5. To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.

6. To undertake all necessary and reasonable steps including the constitution of appropriate committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.

Dr C J Venkatakrishnan	Chairperson
Dr Bhuvaneswari	Presiding Officer
Dr Premalatha	External Expert
Dr Sree Sucharitha	External Expert
Dr Jayaprakash	Member
Dr Helen Mary Abraham	Member
Dr Mary Antony Praba	Member
Mr Selvakumar	Member
Mrs K Shobana	Member
Ms Meghana	Student Member
Mr.J.Sivasurya	Student Member
Ms Archana	Student Member
Mr Akilash	Student Member
Mr Harris	Student Member
Ms Sharmistha	Student Member
Mr Shreeyan Nayar	Student Member
Ms Janani Bargavi N	Student Member
Ms P Keerthi	Student Member
Mr Tanish	Student Member

INTERNAL COMPLAINT COMMITTEE

COMMITTEE COMPOSITION



TAGORE DENTAL COLLEGE & HOSPITAL

Rathinamangalam, Melakkottaiyur Post, Chennai -600 127. Ph : 044-30102222

Recognized by The Dental Council of India, New Delhi

Affiliated to the Tamilnadu Dr. M.G.R. Medical University, Chennai.

INTERNAL COMPLAINTS COMMITTEE (ICC)

COMMITTEE COMPOSITION

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S NO	DESIGNATION	ROLES & RESPONSIBILITIES
1	Chairman of Committee	<ul style="list-style-type: none"> • Heads the committee and plays a major role in implementing gender equity in the campus. • Takes appropriate decision when a complaint is filed.
2	Presiding Officer	<ul style="list-style-type: none"> • Incharge of arranging meetings. • Documents the meetings and other programmes. • Checks regularly for complaints in the mail id • Helps in organizing the guest lectures and sensitization programme
3	External Expert	<ul style="list-style-type: none"> • Gives input on gender sensitization • Attends the monthly meetings and gives valuable suggestions to faculty and students against gender harassment
4	Member	<ul style="list-style-type: none"> • Actively participates in meetings and lectures, workshops etc. • Communicates with students and other faculties • Receives complaints if there are any gender harassment issues • Reports any issues from teaching and non teaching faculty
5	Student Member	<ul style="list-style-type: none"> • Student representee from all the batches and • Complaint on behalf of other students would be reported by them • They suggest any safety or needs required by other students of their class

PRESIDING OFFICER

CHAIRMAN OF THE COMMITTEE/ PRINCIPAL

**PROTOCOL FOR
GENDER
HARASSMENT
RELATED
COMPLAINTS**

**For complaints mail to
icc@tagoredch.in**

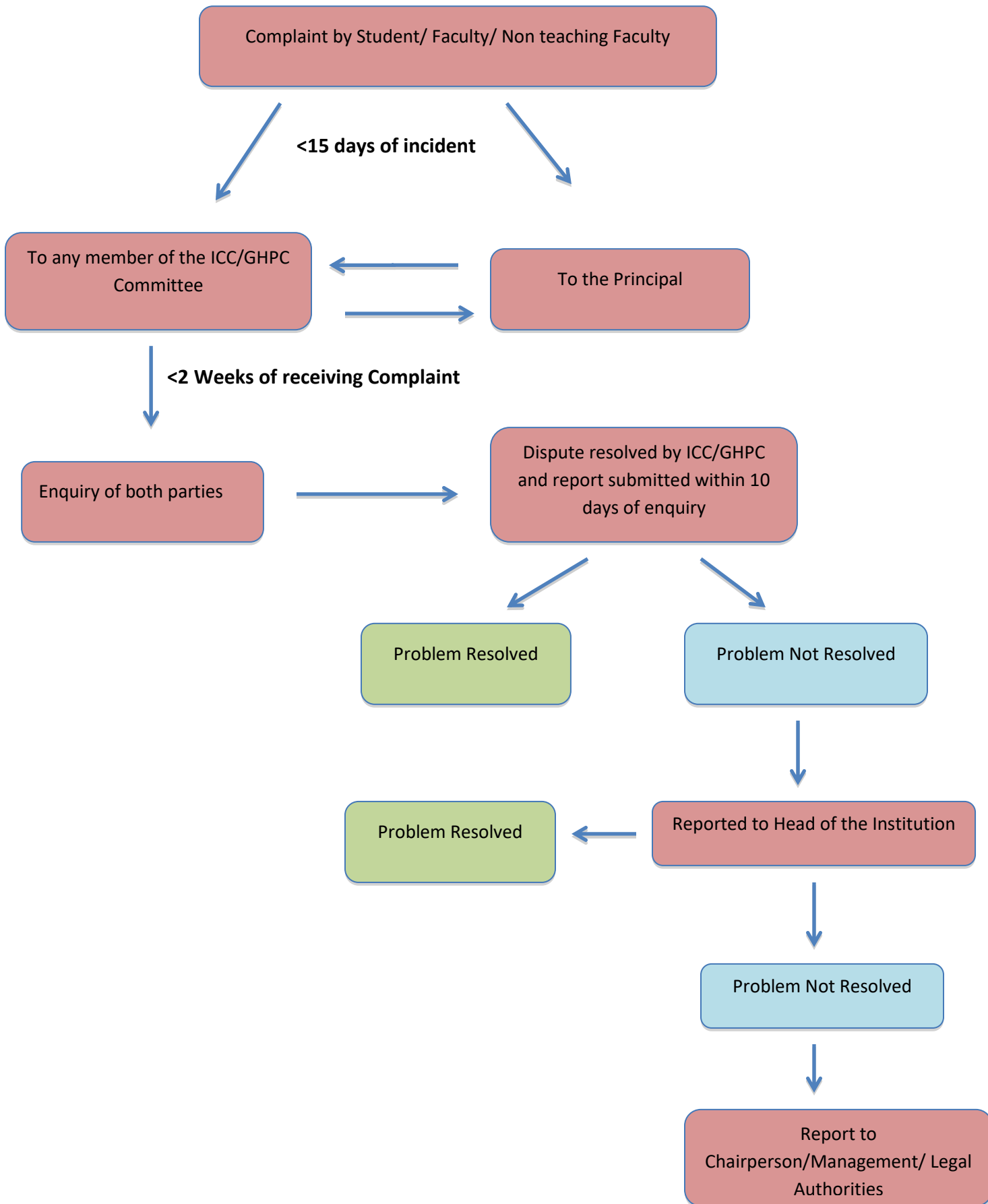
PROCEDURE FOR REGISTERING COMPLAINTS

All complaints must be brought by the complainant in person or through message or email or letter to any member of the Internal Complaint committee. The complaint can be brought by another person on behalf of the complainant also. The committee on receiving the complaint, will schedule a meeting and decide whether an investigation, intervention or some other assistance is needed.

ENQUIRY PROCEDURES & CONFIDENTIALITY

1. All complaints made to any committee member must be received and recorded by the member, who shall then inform the Chairperson of the Committee about the complaint, who in turn shall call a meeting of the committee.
2. The committee is bound to maintain confidentiality during the time of the enquiry (in order not to prejudice the proceedings).
3. After the report has been finalised, confidentiality should be maintained, if the complainant so desires, by withholding the complainant's name and other particulars that would identify her.
4. The ICC after the receipt of a complaint, establish a prima facie case of sexual harassment on the basis of both the definition of sexual harassment as given in this policy, and the jurisdiction of this policy.
5. In case of a complaint filed by another person on behalf of the complainant (where the complainant is in confinement) the complaint will be investigated in order to explore whether a prima facie case of sexual harassment exists and whether intervention or some other assistance is required.
6. During the enquiry procedure, the complainant and the accused will be called separately so as to ensure freedom of expression and an atmosphere free of intimidation. The complainant will be allowed to be accompanied by one representative during the enquiry.
7. The ICC must submit its report to the Principal of the college not later than one month for punitive action if required.
8. If the complaint is not resolved, the complaint may be referred to the Chairperson of the College or the management or handled legally.
9. The entire process of enquiry should be completed within three months.

STANDARD OPERATING PROCEDURE



COUNSELLING



Dear Students,

WHY SUFFER SILENTLY ? GET HELP EASILY

ACADEMIC RELATED ISSUES

- Forgetfulness
- Unable to Concentrate
- Loss of Interest in Studies/subjects
- Communication
- Fear about Subject (s)
- Time Management Issues



PERSONAL PROBLEMS

- Loneliness
- Habitual Problems
- Unexplainable Anxiety
- Restlessness due to Comparisons Complexes
- Loss of Interest In Friends and Friendships Self and Surroundings
- Feel dull and void due to Personal Loss Friends/ Relatives
- Can't Cope with the Loss of Friendships Relationships
- Any other Issues



CONTACT

D.I.Ravindran
Student Counselor

9840414389

E-mail

ravindrancounselor@tagoredch.in



TAGORE DENTAL COLLEGE & HOSPITAL

Rathinamangalam, Melakkottaiyur Post, Chennai - 600 127. Ph : 044 - 3010 2222

E-mail : tagoredch@gmail.com / admin@tagoredch.in Website : www.tagoredentalcollege.com

Recognized by The Dental Council of India, New Delhi
Affiliated to the Tamilnadu Dr. M.G.R. Medical University, Chennai.

REF: TDC & H/ – AP/21/2023

07.06.2023

To

Mr. D.I. Ravindran

No.71/A, Second Floor, VPS illam, West Jones Road,

West Saidapet, Chennai- 600015

Mobile No.9840414389

Email Id: rawindran@gmail.com

Dear Mr. D.J. Ravindran

Sub: Offer of Appointment – Reg.

The Management is pleased to offer you an appointment in our College as Student Counsellor in the Subject of Psychology.

Your salary has been fixed at Rs. 45,000/- per month, with effect from the date of your joining.

The College working week consists of 36 working hours per person. This excludes lunch break. The normal working hours of the College is from 8.30 a.m. to 3.30 p.m. with 30 minutes lunch break. The College normally works for 6 days in a week.

During probation period, your appointment is terminable by either side with a notice of 1 month. In case you leave the service on your accord, you will be liable to give three months notice or three months pay in lieu of it. However, faculty will not be relieved in the middle of an academic year.

You will be governed by the various College rules and regulations in force from time to time. If you conduct yourself in a manner which would bring the College or its employees into disrepute and / or you are found guilty of misconduct, you will be discharged immediately without any notice or salary in lieu thereof and in such cases you will have no claim from the College whatsoever.




You are requested to report to the Principal, Tagore Dental College & Hospital on 07.06.2023 along with the following documents.

You are requested to sign a copy of this letter in token of your acceptance of this offer and return the same to this office at the earliest.

I congratulate you and wish you all the best.

For **TAGORE DENTAL COLLEGE & HOSPITAL**


7/6/2023
for **PRINCIPAL**

PRINCIPAL
TAGORE DENTAL COLLEGE AND HOSPITAL
RATHINAMANGALAM, VANDALUR POST,
MELAKKOTTAIYUR, CHENNAI - 600 127.

By signing below, I accept the specified terms and conditions of the employment that are in force and may be framed from time to time by Tagore Dental College & Hospital, Chennai - 600 127 and agree to put forth my best efforts to support the goals and objectives of the college. I am reporting for duty on 07.06.2023



SIGNATURE:

DATE :

7/6/23

Copy to: 1. Accounts Department
2. Personal file