



SRI RAMAKRISHNA DENTAL COLLEGE AND HOSPITAL

Educational Service: SNR Sons Charitable Trus { }
Affiliated to the Tamil Nadu Dr. M.G.R. medical University, Chennai
Recognised by Dental Council of India, New Delhi
{Accredited by NAAC, AN ISO 9001:2015 Certified Institution}



ZERO TOLERANCE POLICY (ZTP) AGAINST SEXUAL HARASSMENT

- 1) We committed to provide safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment.
- 2) We operate a zero tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment.
- 3) Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment. Further accused can face legal actions like FIR.
- 4) All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.
- 5) In this organization no one will be victimized for making complaint for sexual harassment.
- 6) In case of Physical, Verbal or any other Sexual Harassment, immediately complaint to following authorities,

Internal Complaint Committee (ICC) Members

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|--|---|
| 1) Dr. J.Dinakar - Principal Member (Mob.9843129572) | 8) Dr. A.Krithika - Member (Mob.9894032925) |
| 2) Dr. Sidra Bano - Chairperson (Mob. 9620554862) | 9) Dr.Pavithrarani- Member (Mob.9789321747) |
| 3) Dr. Surya - Member (Mob.9443733557) | 10) Dr.Munshi - Member (Mob.9894327778) |
| 4) Dr. Jenny - Member (Mob.9080933322) | 11) Dr.Bharathan - Member (Mob.9789871715) |
| 5) Dr. Nachammai - Member (Mob.9080933322) | 12) Dr.Minu Koshy- Member (Mob.9047446769) |
| 6) Dr.Harshini - Member (Mob.8296494566) | 13) Dr.Mithra - Member (Mob.9790463891) |
| 7) Dr. Sheela - Member (Mob.9655986919) | 14) Dr.Syed Ershad Ahmed- Member (Mob.7418832754) |

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Sexual harassment includes physical contact and advances; a demand or request for sexual favors; making sexually colored remarks; showing pornography; or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.