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Rajiv Gandhi University of Health Sciences, Karnataka

4th T Block, Jayanagar, Bengaluru 560041.

registrar@rguhs.ac.in; +91-80-29601928

No. RGUHSB/RRAC/AUTH(NOTI)/1/2025

Date: 30.12.2025

NOTIFICATION

Sub: Constitution of Oversight Committee for POSH Compliance in the Affiliated Institutions at RGUHS.

- Ref: 1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
2. Minutes of the 202nd Syndicate meeting held on 25.06.2025
3. Notification of even no. dated 17.07.2025

In order to oversee the effective implementation of the Prevention of Sexual Harassment (POSH) Policy in all the affiliated institutions of the Rajiv Gandhi University of Health Sciences (RGUHS), and in accordance with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, an Oversight Committee for POSH Compliance in the Affiliated Institutions of RGUHS is hereby constituted.

The Committee shall function as per the best practices and regulatory standards laid down under the POSH Act. The tenure of the Committee shall be three (3) years from the date of issue of this Notification.

1.	DR. SHEELA MANE Syndicate Member, RGUHS 9845038861 sheela.mane29@gmail.com	Chairman
2.	DR. VEERABHADRAIAH T A President, IMA-KSB, Bengaluru & Syndicate Member, RGUHS Mobile: 9845491293 drveerabhadraiah@gmail.com	Member
3.	DR. YOGANANDA REDDY Y.C President, KMC, Bengaluru & Syndicate Member, RGUHS 9844085120 reddy.yogananda@yahoo.com	Member
4.	DR. YASHODHA DARSHAN Syndicate Member, RGUHS 9483043552 yash101@live.in	Member

5.	DR. SURESH S KANAKANNAVAR Senate Member, RGUHS 9448033228 kanakannavar@gmail.com	Member
6.	DR. VINUTHA RAO Senate Member, RGUHS 9980181331 drvinuthamvm@gmail.com	Member
7.	SMT. VAISHALI SREEJITH Senate Member, RGUHS 9845325069 vaishalisreejith9@gmail.com	Member
8.	DR. G M SANJEEV Director (SWF), RGUHS, Bengaluru 8884569266 swf@rguhs.ac.in	Member
9.	DR. SURESH KRISHNA Assistant Registrar, RGUHS, Bengaluru 9008582999 drkrishnaraju@gmail.com	Member
10.	DR. RAJASHREE. R Deputy Registrar, RGUHS, Bengaluru 9448581266 drrajashreerguhs@gmail.com	Member Secretary

Terms of Reference:

1. To oversee, monitor, and ensure effective implementation of the institutional POSH policy in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and allied regulations.
2. To formulate and issue guidelines within two (2) weeks from the formation of this Committee to ensure effective implementation of POSH compliance in all affiliated institutions.
3. To provide independent assurance to the University management regarding POSH compliance, policy adherence, and effectiveness of redressal mechanisms.

Scope and Responsibilities:

1. Monitor adherence to statutory guidelines, recommend improvements, assist in policy updates, and ensure that all committee proceedings are fair and confidential.
2. Review training and awareness programs conducted by POSH Committees in affiliated institutions and suggest improvements as required.
3. Assess quarterly reports from institutional POSH Committees to ensure documentation, redressal, and resolution of cases.

4. Ensure that all records are properly maintained, and confidentiality norms are strictly enforced.
5. Address breaches or non-compliance and report serious violations to the competent authorities for necessary action.
6. Recommend disciplinary measures against erring officials, faculty, or students of affiliated institutions.

Meetings and Reporting:

1. The Oversight Committee shall meet at least four times a year; additional meetings may be convened as necessary.
2. Minutes of each meeting shall be recorded, maintained, and shared with the University authorities.
3. Major concerns and recommendations shall be presented in annual governance reports.
4. The Member Secretary shall report key issues and proceedings to the Syndicate annually or as required in exceptional circumstances.
5. The Committee shall collect quarterly reports from all affiliated institutions on:
 - Cases and preventive measures related to sexual harassment and women's safety.
 - Reports from Local POSH Committees and corresponding actions.
 - Disciplinary measures undertaken by the local institutions.

Review and Amendments:

1. The Terms of Reference and Committee performance shall be reviewed annually.
2. Any amendments shall be approved by the University Management for compliance and effectiveness.

Confidentiality and Ethics:

1. All Committee members shall maintain the highest standards of integrity, confidentiality, and professional ethics.
2. Any breach of confidentiality or ethical conduct will be viewed seriously and may lead to removal from the Committee and reporting to competent authorities.

By Order

(Approved in e- Office No.107837)

REGISTRAR

To,
The Members Concerned

Copy to:

1. The Special Secretary to Governor, Raj Bhavan, Bengaluru -560001.
2. Private Secretary to Minister for Medical Education & Skill Development, Room, No.206-207, Vikas Soudha, Dr. B.R Ambedkar Veedhi, Bengaluru.
3. The Personal Secretary to Principal Secretary to Government, Department of Medical Education, M S Building, 4th Gate, 6th Floor, Dr. B.R Ambedkar Veedhi, Bengaluru.

4. All the Members of Authorities of RGUHS.
5. The Dean/Director/Principals of all colleges affiliated to RGUHS.
6. PA to Vice-Chancellor/Registrar/Registrar (Eva)/FO, RGUHS, Bengaluru.
7. All the Members of Senate/Syndicate of RGUHS.
8. All the Section Heads of the University.
9. Webserver- to host on the University website.
10. Guard file / Office Copy.



RGUHS