



Government of Maharashtra

Government Medical College, Alibag, District Raigad.

District General Hospital Complex, Beach Road, Alibag, District Raigad

Email- deangmcalibag@gmail.com

Phone No. 02141-299214

www.gmchalibag.in/gmch

DECLARATION OF THE INTERNAL COMMITTEE

Government Medical College, Alibag, Dist - Raigad

(Constituted under Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and guided by the principles of the Protection of Children from Sexual Offences (POCSO) Act, 2012)

1. Constitution and Mandate:

The Internal Committee (IC) of Government Medical College, Alibag, is hereby constituted to ensure a safe, secure, and harassment-free environment for all employees, students, and visitors. The committee is dedicated to the prevention, prohibition, and redressal of sexual harassment in accordance with the POSH Act, 2013, and acknowledges its responsibilities regarding the safety of minors under the POCSO Act, 2012, within the institution's premises.

2. Committee Composition:

The following members have been appointed to the Internal Committee:

Sr.	Name of Member	Designation	Committee Role	Contact No.
1	Dr. Bhavana Bharambe	Professor	Presiding Officer	8097884303
2	Dr. Shruti Dhale	Professor	Member	9323829633
3	Dr. Santosh Waghmode	Associate Professor	Member	8329529428

4	Dr. Rupali Kavitate	Assistant Professor	Member	9029979721
5	Mrs. Vanita Mhatre	Staff Nurse	Member	7350831429
6	Mrs. Namrata Ransing	Social Service Superintendent	Member	8623921375
7	Ms. Anuja Nashikkar	Advocate	Member (External)	7798556424

Official Contact Email: icgmcalibag@gmail.com

3. Definition of Sexual Harassment:

Under the POSH Act, sexual harassment includes, but is not limited to, the following unwelcome acts or behavior (whether directly or by implication):

- Physical contact and advances
- A demand or request for sexual favors
- Making sexually colored remarks
- Showing pornography
- Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature

4. Reporting Mechanism:

Any individual who is a victim of sexual harassment or is aware of any incident of sexual harassment within the institution is strongly encouraged to immediately inform the committee and file a formal complaint. Complaints can be submitted to any committee member or sent via the official email provided above.

5. Commitment to Confidentiality and Fair Inquiry:

The Internal Committee guarantees that all complaints will be handled with strict confidentiality. Inquiries will be conducted impartially, adhering to the principles of natural justice and the timelines mandated by the POSH Act, 2013.

6. POCSO Act Compliance:

Given the medical and educational nature of the institution, all staff and students are mandated to report any suspicion or knowledge of offenses against minors (individuals under 18 years of age) to the designated authorities and law enforcement immediately, in strict compliance with the POCSO Act, 2012.


Dean
DEAN,
Government Medical College,
Alibag-Raigad
Alibag

Date - 21/07/2025