



Dr. Ram Manohar Lohia Institute of Medical Sciences
Vibhuti Khand, Gomti Nagar, Lucknow-226010

Ph No.(0522) 4918504,6692000 Fax No.- 0522- 4918506, Website- www.drmlims.ac.in

Ref.No.: 950 /Dean/RMLIMS/2021

Date: ...29...05.2021

Office Order

In the matter concerning the caste discrimination the UGC in its letter no F-1-7/2011(ST), dt. 10.02.2021 requested the University to develop a page on the University website for lodging complaints of caste discriminating complaints received from the SCs/STs students, teachers and non-teaching staff. Accordingly, with the approval of Director, Dr.RMLIMS, Lucknow a **Prevention of Caste-based Discrimination Committee (PCDC)** with the following members is hereby constituted to look into the complaints received from the SCs/STs students, teachers and non-teaching staff regarding discrimination.


S.no.	Names of the members	Designation in committee
1.	Dr Satyawati Deswal, Professor and Head department of Nuclear Medicine, Dr.RMLIMS Lucknow	Chairman
2.	Dr Sanjeet Kumar Singh, Associate professor, department of Urology, Dr. RMLIMS Lucknow	Member Secretary
3.	Dr. Virendra Kumar, Associate Professor, Anaesthesiology, Dr.RMLIMS Lucknow	Member
4.	Mrs. Uma Pandey, Deputy Nursing Superintendent, Dr.RMLIMS Lucknow(One representative from paramedical Staff)	Member
5.	Two representatives of the Students (1 male and 1 female including 1 SC/ST) (if the complaint is related to the students)	Member

The committee shall follow the SOP (Standard Operative Protocols) annexed.


(Prof. Nuzhat Husain)
Dean

Copy to for information and necessary action:-

1. P.S. to Director, Dr.RMLIMS, Lucknow.
2. Finance Controller, Dr.RMLIMS, Lucknow.
3. Executive Registrar, Dr.RMLIMS
4. All the above members of the committee, Dr.RMLIMS
5. Computer Programmer, Dr.RMLIMS for the upload of this committee to the designated place in institute's website.


(Prof. Nuzhat Husain)
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Process and Functioning of Prevention of Caste-based Discrimination

Committee (PCDC)

SOP

In the matter concerning ~~the~~ caste discrimination, UGC in its letter no F-1-7/2011(ST), dt. 10.02.2021 and the need to develop a page on the institute website for lodging complaints of caste discrimination from SC/ST students, teachers and non-teaching staff the following SOP is being implemented with the approval of the Director.

Need of the Committee- Discrimination on the basis of caste, locality, social/ economical background or gender is prohibited at this Institute. The Prevention of Caste-based Discrimination Committee (PCDC) shall understand the terms of the letter from UGC in words and spirit, and initiate continuous actions to ensure that no official or faculty member indulge in any kind of discrimination against any community or category of students, faculty or staff members. Sensitizing officials/ faculty members of the campus while dealing with such cases would also be the responsibility of the committee. As per the letter from the University Grants Commission, it was informed that the Officials/ faculty members should desist from any act of discrimination against SC/ ST/ OBC students on grounds of their social origin.

Role of the Committee:-

- The Committee will hear and address complaints regarding caste-based discrimination at Dr RMLIMS Lucknow
- At least one member of the committee shall be from the reserved category.
- The Committee will make recommendations to the Director, based on observations and examinations of complaints.
- Based on the committee's recommendation, the Director shall give the final decision. The Director may further institute, an Enquiry Committee, if required and deemed fit, for further examination of such complaints.
- The Committee will follow relevant Acts and Rules of Government of India and Court Orders etc., as applicable from time to time.

Removal or Addition of member of the committee- The Director may call additional members to the meeting, if required, and shall remove such persons from the committee if the complaint is received against those existing members.

Activities of the Committee- The activity of the Committee is a time-bound activity and requires actions that would need to be initiated whenever necessary and the reports to be provided to the Director.



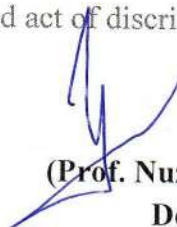
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Process and Functioning

- A complaint about discrimination or harassment as defined by the regulations may be made in writing by the student/ Faculty or staff to the PCDC.
- The written complaint should be submitted to either the Chairman or the Secretary of the Prevention of Caste-based Discrimination Committee.
- The complaint shall include sufficient details of the alleged act of discrimination or harassment.


(Prof. Nuzhat Husain)

Dean