

CMH Lahore Medical College & Institute of Dentistry

Anti-Harassment Policy for Students

1. Policy Title

Anti-Harassment Policy for Students of CMH Lahore Medical College & Institute of Dentistry.

2. Purpose

This policy aims to provide a safe, respectful, and dignified academic and clinical environment, free from harassment, discrimination, bullying, or abuse of authority. It ensures protection, clear reporting channels, and accountability mechanisms in line with the Punjab Government's *Protection Against Harassment of Women at the Workplace (Amendment) Act, 2012* and PMDC directives for medical/dental institutions.

3. Scope

This policy applies to all CMH LMC-IOD students and individuals engaged in academic, clinical, hostel, or extracurricular activities of the institution.

4. Definitions

- a) **Harassment:** Unwelcome conduct (verbal, non-verbal, physical, visual) that creates an intimidating or offensive environment.
- b) **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, includes online sexual harassment.
- c) **Bullying/Intimidation:** Repeated behavior intended to humiliate, ridicule, or undermine including cyber bullying.
- d) **Retaliation:** Any adverse action against a complainant or witness.

5. Core Principles

- a) Zero tolerance for harassment.
- b) Confidentiality in all proceedings.
- c) Impartial and fair investigation.
- d) Timely resolution of complaints.
- e) Protection against retaliation.
- f) Awareness and training for prevention.

6. Institutional Structure

a) Anti-Harassment Committee (AHC):

- I. Chairperson (DY Chief Executive)
- II. Vice Principal Academics (Member)
- III. Dean Institute of Dentistry (Member)
- IV. Dean SHaPE (Member)
- V. AD Student Affairs (Member)
- VI. Director SAHS (Member - If case related to SAHS students)
- VII. Director Nursing (Member - If case related to nursing students)
- VIII. Any additional member on required basis.

b) Focal Persons:

- I. Prof. Ambreen Tauseef, Prof. Waqar Ahmed Siddiqui
- II. Prof. Muhammad Afzal, Prof. Saira Atif,

7. Prohibited Conduct

- a) Sexual advances, inappropriate touching, or remarks.
- b) Offensive jokes, slurs, or degrading remarks.
- c) Hazing / ragging or coercion.
- d) Cyber harassment, bullying, or online abuse.
- e) Misuse of authority to exploit or intimidate.

8. Reporting Mechanism

- a) Complaints may be lodged with:
 - I. Focal Person(s) - addressed to Chairperson AHC
- b) Written complaints should include incident details, details of involved person, date, time, evidence, and witnesses (if any).

9. Investigation Procedure

- a) Complaint acknowledged within 3 working days.
- b) Accused notified within 5 working days.
- c) Initial review followed by full investigation if admissible.
- d) Confidential hearings with both parties.
- e) Investigation report finalized within 10 working days.
- f) Decision of the committee shall be communicated in writing to complainant and accused.

10. Sanctions & Remedies

- a) Depending on severity: - Warning (verbal/written) - Mandatory apology / counseling
- b) Suspension from classes / clinical duties - Restriction of hostel facilities
- c) Expulsion from institution - Referral to law enforcement (if required)
- d) Heavy fine (AHC Committee members will decide)

11. Appeals

- a) Appeals may be filed within 7 working days to the Chief Executive / Principal
- b) Decision on appeal by the Chief Executive / Principal shall be final and could not be challenged in any court of law.
- c) The accused at no stage of the proceeding shall be represented by any advocate / council.

12. Record-Keeping & Reporting

- a) AD Student Affairs will maintain confidentiality of all records of submitted cases.
- b) Outcome of any case will be shared with the administration on a need basis.

13. Confidentiality

- a) Identities of complainants and accused protected.
 - b) Information shared strictly on need-to-know basis.
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Chief Executive / Principal

CMH LMC-IOD

Date: 7th Oct 25