



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, School of Allied Health Sciences (SAHS) and Institute of Nursing (IoN).

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 as well as SAHS and IoN 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):

- (1) Chairperson (DY Chief Executive / Vice Principal Admin & Policies)
- (2) Vice Principal Academics (Member)
- (3) Dean Institute of Dentistry (Member)
- (4) Dean SHaPE (Member)
- (5) AD Student Affairs (Member)
- (6) Director SAHS (Member - If case related to SAHS students)
- (7) Chief Nursing Instructor – IoN (Member - If case related to nursing students)
- (8) Any additional member on required basis.

b. Focal Persons:

- (1) Prof. Ambreen Tauseef, Prof. Waqar Ahmed Siddiqui
- (2) 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:
 - (1) 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.

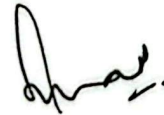
12. Record-Keeping & Reporting

- 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.

Date: 8 Jul 2026



Dy CE / Vice Principal