NO. FMDC/DME 2025

Date ----------

FRONTIER MEDICAL AND DENTAL COLLEGE

Anti-Harassment policy

Minutes of Meeting

Date: 20 August 2025

Time: 10:00 am

Venue: college conference room

Chair: prof Dr. Shireen jawed

Agenda:

1. Review of Draft Anti-Harassment Policy for Medical Students
2. Discussion and Feedback
3. Approval and Implementation Plan

Minutes:

1. **Presentation of the Draft Policy**
   The draft Anti-Harassment Policy was presented by Dr. Madeeha, outlining the key objectives, definitions, reporting procedures, and disciplinary actions. Emphasis was placed on zero tolerance for harassment, confidentiality of reports, and protection against retaliation.
2. **Discussion and Feedback**
   - Prof Dr. Johar Ali suggested clarifying the definitions of verbal, physical, and sexual harassment.
   - The Student Representative requested the inclusion of a clearly defined anonymous reporting mechanism.
   - The Legal Advisor confirmed that the policy complies with national laws and institutional regulations.

- HR proposed regular training sessions and awareness workshops for students and faculty.

Decision: The Anti-Harassment Policy for Medical Students was unanimously approved.

Implementation Plan

- The policy will be officially circulated to all students and staff via email and the institutional website.
- Training and orientation sessions will begin.
- A dedicated reporting system will be launched in coordination with the IT department.

Action Items:

Action Item	Responsible Person	Deadline
Finalize and publish amended policy	Legal Advisor & Dean's Office	25 august 2025
Organize training sessions	HR & Medical Education Dept.	ongoing
Launch reporting system	IT Department	25 august 2025

Prof. Dr. Shireen jawed
DEAN/FMDC

Dr. Aisha Rafeeq
Secretory academic council

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