

ADARSH PUBLIC SCHOOL

Sexual Harassment Committee

As per the provisions of Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013, it is obligatory for the school to constitute a Sexual Harassment Committee for female employees/girls (students) in the school. The present members:

S.NO.	NAME	DESIGNATION
1	Mr. Naresh Chandra Sharma	Chairperson
2	Mrs. Shweta khanna	Principal
3	Miss.Monika	Teacher
4	Mr. Gowardhan kumar	Teacher
5	Mr. Amit Kumar	Admin Member

Objectives

The objectives of the Committee are:

- (a) Prevent discrimination and sexual harassment against women employees and girl's students by promoting gender amity among them.
- (b) Make recommendations to the Chairperson for changes/ elaborations in the Rules for students and employees in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.

Scope of Coverage

The following will also be treated as sexual harassment and are covered by the committee:

- (a) Eve-teasing.
- (b) Unsavory remarks.
- (c) Jokes causing or likely to cause awkwardness or embarrassment.
- (d) Innuendos and taunts.
- (e) Gender based insults or sexist remarks.

DECISION AND ACTION

- (a) In the case of academic/administrative/ technical/ non-teaching staff/ management, disciplinary action could be in the form of one or more of the following:
 - (i) Warning.
 - (ii) Written apology.
 - (iii) Adverse remarks in the Confidential Report
 - (iv) Debarring from supervisory duties.
 - (v) Denial of re-employment.
 - (vi) Stopping of increments/promotion.
 - (vii) Reverting, demotion.
 - (viii) Transfer if applicable.
 - (ix) Dismissal.
 - (x) Any other relevant mechanism.
- (b) In case of students, disciplinary action could be in the form of:
 - (i) Warning.
 - (ii) Written apology.
 - (iii) Withholding results.
 - (iv) Debarring from exams.
 - (v) Debarring from holding posts
 - (vi) Expulsion.
 - (vii) Denial of admission.

- (viii) Any other relevant mechanism.

(NOTE: The reasons for the action have to be provided in writing. Action will be taken against person(s) who try to pressurize the complainant in any way).

CONCLUSION

The school will ensure that all women employees and girl students will feel safe and secure in the premises. The policy will be implemented and reviewed by the Committee from time to time as per the need. The school reserves the right to amend, abrogate, modify, and rescind/reinstate the entire policy or any part of it any time.