

SEXUAL HARASSMENT COMMITTEE

This committee has been formed at NEW INDIA HIGH SCHOOL, PINJORE to address issue under THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013.

The purpose of this committee is to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints sexual harassment and for matters connected therewith or incidental thereto.

The following committee members are:

| Title | Name | Designation |
|-------------------|--------------------|-------------|
| Presiding Officer | Ms. Balvinder Kaur | Principal |
| Member | Ms. Anita Syal | Coordinator |
| Member | Ms. Rajvinder Kaur | PRT |
| Member | Ms. Meenu Chauhan | PGT |
| Member | Ms. Kanchan | TGT SOS |

Sexual harassment is a serious criminal offence, which can destroy human dignity and freedom. In an effort to promote the well being of all women employees at the work place the following code of conduct has been prescribed:-

- It shall be the duty of the employer to prevent or deter the commission of any act of sexual harassment at the work place.
- Sexual harassment will include such unwelcome sexually determined behavior by any person either individually or in association with other persons or by any person in authority whether directly or by implication such as:
 1. Eve-teasing
 2. Unsavory remark
 3. Jokes causing or likely to cause awkwardness or embarrassment
 4. Innuendos and taunts
 5. Gender based insults or sexist remark
 6. Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
 7. Touching or brushing against any part of the body and the like
 8. Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
 9. Forcible physical touch or molestation.
 10. Physical confinement against one's will and any other act likely to violate one's privacy.

The Role of the Committee

- To act as Inquiry Authority in a complaint of sexual harassment.
- To ensure that complainant and witnesses are not victimized or discriminated because of their complaint. To take proactive measures towards sensitization of all those.

Principal