

**COMMITTEE AGAINST WOMEN SEXUAL
HARASSMENT CHILD ABUSE
MANAGEMENT COMMITTEE**



With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places and schools, CBSE has issued circulars since 2004 to all the schools, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and bullying at the schools. The Protection of Children from Sexual Offences Act & Rules, 2012 deals with all manners of sexual offences, reporting mechanisms and subsequent penal consequences. Keeping this in mind, the Government of NCT of Delhi hopes to tackle the issues with a set of multidisciplinary prevention guidelines which are supported by legal provisions under the Delhi Juvenile Justice (Care and Protection of Children) Rules, 2009 and the Protection of Children from Sexual Offences Act 2012. These guidelines serve as a method for numerous stakeholders from teachers to community welfare associations to the police to ensure that all possible steps are taken to prevent Child Abuse and empower children to "recognize symptoms of potentially abusive situations. It has further advised the schools to be proactive by developing a conducive atmosphere on the campus, where the status of woman/ girl student is respected and they are treated equally without any bias or discrimination. Keeping the above guidelines in view, ZENITH INTERNATIONAL SCHOOL, AJITGARGH, Sikar has constituted a Committee against Sexual Harassment and Posco act.

COMPOSITION

The Committee consists of members of the faculty, administration, service staff and students representatives. The members of the committee for the current academic year 2025-2026

Sl. NO.	Name	Designation	Mobile no.
1	Mrs. Ninu Sain	Committee Head	8824941778
2	Mr. Satyanarayana Jat	Secretary	9829723182
3	Shubham Mangawa	Member	9782808863
4	Rahul Rollaniya	Member	9785988939
5	Vikram Singh Samota	Member	9929107893
6	Ajeet Chodhary	Member	7224885404
7	Ranjani Sonkariya	Member	9887196574
8	Dilkosh	Member	9001317088
9	Bhoomi Jangid	Student Member	9902882060
10	Manvi Jangid	Student Member	7073171884
11	Samiksha Saini	Student Member	9928101435
12	Tanvi Prajapat	Student Member	7014656291
13	Pardhyuman Singh	Student Member	9636467681
14	Deepti Kanwar	Student Member	9799510574

PROCEDURE FOR APPROACHING COMMITTEE

The Committee deals with issues relating to sexual harassment and child abuse at the Sherwood Convent School, Gurgaon. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Chairman of the committee. If the complaint is made to any of the Committee members, they may forward it to the Chairman of the Committee against Sexual Harassment. Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually colored remarks
- Allow children to engage in sexually provocative games with each other
- Showing pornography
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.
- Other unwelcome physical, verbal or non - verbal conduct by the committee

The following is sexual harassment and is covered by the committee

- Eve-teasing, Unsavory remarks, Innuendos and taunts
- Jokes causing or likely to cause awkwardness or embarrassment
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls)
- Touching or brushing against any part of the body and the like
- Displaying pornographic or offensive or derogatory pictures, cartoons, or saying.
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy.

PROCEDURE FOR DEALING WITH COMPLAINTS

Filing of a Complaint.

If any associate believes that she/he has been subjected to sexual harassment, such person may file a complaint with any member of the committee. The committee member on receiving a complaint will intimate the committee head. The committee head would arrange for a meeting within a week of receipt of the complaint for discussing the complaint raised. Complaints must be brought within 30 working days of the incident of sexual harassment. Complaints brought after that time period will not be pursued absent extraordinary circumstances.

The determination of whether the complaint was timely or whether extraordinary circumstances exist to extend the complaint period must be made in conjunction with the legal team. Every attempt will be made to get the complainant to provide the complaint in writing. The complaint shall include the circumstances giving rise to the complaint, the dates of the alleged occurrences and names of witnesses, if any. The complaint shall be signed by the complainant.