



SRM CONVENT SCHOOL

Affiliated to C.B.S.E., New Delhi (Affiliation No. 1631465)

School Code. 23677

SEXUAL HARASSMENT COMMITTEE

(Session 2024-25)

List of the members of SEXUAL HARASSMENT COMMITTEE

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|---------------------------|-------------|
| 1. Mr. Jawahar Lal Mittal | (President) |
| 2. Dr. Sheenam Samuel | (Principal) |
| 3. Ms. Summet Kaur | (Teacher) |
| 4. Ms. Rajdeep Kaur | (Teacher) |
| 5. Ms. Ritika | (Teacher) |
| 6. Ms. Mukta Nagar | (Teacher) |
| 7. Ms. Priyanjali | (Parent) |
| 8. Ms. Mahi Goyal | (Parent) |

Jawahar Lal Mittal

Dr. Sheenam Samuel

*Summet Kaur
Rajdeep Kaur*

Ritika Singh

Mukta

*Priyanjali
Mahi Goyal*

Dr. Sheenam Samuel
Principal (M.A., B.Ed.)
SRM CONVENT SCHOOL
Affiliation No. 1631465
Ludhiana, Distt. Ludhiana

Dr. Sheenam Samuel

Date:- 08-04-2024.

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

“Always, in all ways, invest in Bloom”

Concerning 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 workplaces 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. The Protection of Children from Sexual Offences Act 7 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 women/female students is respected and they are treated equally without any bias or discrimination. Keeping the above guidelines in view, SRM Convent School has constituted a Committee Against Sexual Harassment...

PROCEDURE FOR APPROACHING COMMITTEE

The Committee deals with issues relating to sexual harassment and child abuse at the SRM Convent School. It applies 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 behaviour (whether directly or by implication) as:

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

The following is sexual harassment and is covered by the committee:

- Eve-teasing, Unsavoury 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 the 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 sayings.
- Forcible physical touch or molestation.

- Physical confinement against one's will and any other act likely to violate one's privacy.

FUNCTIONS AND ROLE OF THE COMMITTEE

1. WORKSHOPS AND TRAINING MODULES:

SRM Convent School will conduct workshops and peer training sessions for students, parents, and teachers, twice a year. The aim of these workshops will be:

- * What constitutes abuse and exploitation?
- * Manner of reporting and complaining (how and to whom)
- * To address the nature, cause, and effect of abuse
- * To counter and deal with the consequences constructively
- * Self-disclosure and safety guidelines for potential instances ahead

2. ROLE OF STUDENT REPRESENTATIVES:

The committee will elect and appoint 15 student representatives (Senior & Junior School) who will play the following roles:

- * Act as peer complaint mediators, with whom the students can discuss their issues
- * Participate in peer workshops and work with teachers towards a plan of action
- * Create peer facilitators within their grades, who keep track of any cases
- * Report and observe the misbehaviour of any student for possible abuse/issue

3. EMPLOYEE AWARENESS ABOUT POCSO AND CHILD PROTECTION RIGHTS:

- * An annexure highlighting safety rules will be circulated and signed by each employee which makes them aware of their rights as well as duties
- * The act against any form of abuse will be put up at a visible board for easy access
- * The complaint protocol and manner of reporting will be written alongside and made visible through notice boards and displays.

4. MEETINGS AND TIMELY DISCUSSIONS OF THE COMMITTEE:

The Committee will also hold timely meetings, to discuss the plan of actions, potential cases, queries and updates which will be supervised by the Principal Dr. Sheenam Samuel. This will ensure the functioning and progress of the implemented ideas within the school.

Sexual Harassment- Committee 2024-25

The School complaints committee members are as follows.

1. Ms. Jawahar Mittal

Jawahar Mittal

2. Dr. Shanam Samuel

Shanam Samuel

3. Ms. Sumit- Kaur

Sumit-Kaur

4. Ms. Rajdeep Kaur

Rajdeep Kaur

5. Ms. Ritika

Ritika Singh

6. Ms. Muska Singh

Muska

7. Ms. Poojyali

Poojyali

8. Ms. Mahi Goyal

Mahi Goyal