

MBS International School, Dwarka, New Delhi
Sexual Harassment Prevention Committee
Session 2023-24



Introduction

“It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment by taking all steps require.”

Educational institutions are also bound by the Supreme Court’s directive and the Act. MBS International School, Dwarka, New Delhi is committed to creating and maintaining an environment that is free of all forms of gender violence, sexual harassment, and discrimination on the basis of sex/gender. Following this, the institute is committed to upholding the Constitutional mandate ensuring the above-mentioned human rights of all those who fall within its jurisdiction. As directed by the act the school has constituted a committee called “Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace.” The policy has been made keeping in mind the above facts.

Policy against Sexual Harassment of Women in the Workplace

Sexual harassment is a serious criminal offence, which can destroy human dignity and freedom. The Parliament of India passed the “Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act,” in the year 2013. The ACT provides protection against sexual harassment of women at the workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected therewith or incidental thereto.



Aims & Objectives of the Sexual Harassment Prevention Committees

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women in the Workplace are as follows:

- To develop a policy against sexual harassment of women in the organisation.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
- To ensure the implementation of the policy through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness of sexual harassment in its various forms.
- To prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- To Deal with cases of discrimination and sexual harassment against students and women, in a time-bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- Recommend appropriate punitive action against the guilty party to
- Conduct orientation program/ seminars for women employees and girl students to sensitize them to be proactive to deal with such discrimination if any.
- Sensitizing employees about sexual harassment issues.
- Conduct workshops on POCSO.
- The entire School premises and every Class room is under CCTV surveillance which is personally monitored by the Head of School.



Composition and Duties of the Sexual Harassment Prevention Committee

Constituting an Internal Complaints Committee at a workplace is a necessary obligation as per the Sexual Harassment of Women under threat Workplace Act, 2013. The Committee has a major role to play in the fulfillment of objectives laid down under the Act. This article focuses on the constitution, composition, powers, and duties of the Committee. It also elaborates upon the qualifications and disqualifications of the members of the Committee, among other things.

The committee is NOT to act as a moral police; neither will it intrude on anyone's privacy. The role of the Committee is to create awareness about sexual harassment and deal with and recommend punishment for non-consensual acts of sexual harassment, and curtail sexual expression within the campus. Members are expected to be sensitive to the issue and not let personal biases and prejudices (whether based on gender, caste, or class) and stereotypes (e.g., predetermined notions of how a "victim" or "accused" should dress up or behave) affect their functioning as members of the committee.

- To create and ensure a safe environment that is free of sexual harassment, including safety from persons/visitors coming into contact at the workplace.
- To publicist the policy in English and Hindi widely, especially through notice boards and distribution of pamphlets.
- To publicists in English, Hindi the names and phone numbers of members of the Committee.

Amendments in the Policy:

The policy will be suitably amended as per modifications in the prevailing laws. In case of need, the committee may amend the policy from time to time. As per the Supreme Court of India Directive, it is mandatory to ensure the safety of women at the workplace.



MBS International School
Sector-11, Dwarka, New Delhi
Sexual Harassment Committee

In pursuance of order NoDe.23 (216)/Sch Br/1276 dated 02-09-2013 of Directorate of Education, Govt. of NCT of Delhi and circular No CBSE/Admin.1/14 (60)/2004 dated 16-02-2004 of CBSE regarding constitution of Sexual Harassment Committee in the school, the managing Committee of the school is pleased to constitute the same as under:

Members of Sexual Harassment Committee

	Name	Designation	Designation in Committee
1	Mr. Atul Wadhawan	Principal	Chairperson
2	Ms. Nandita Sikarwar	Vice Principal	Member
3	Ms. Savita Chillar	Jr. Head Mistress	Member
4	Ms. Amita Arora	Sr. Coordinator	Member
5	Ms. Shivani Ahuja	Jr. Coordinator	Member
6	Ms. R K Vandana	PRT	Member