



THE FEAR OF THE LORD IS THE BEGINNING OF WISDOM

ST. PAUL'S PUBLIC SCHOOL

COIMBATORE - 641025

**COMMITTEE**

**AGAINST**

**SEXUAL HARRASSMENT**

*Our daughters are like pillars carved to adorn a palace*

**- THE BIBLE**

ST. PAUL'S PUBLIC SCHOOL, COIMBATORE - 641025

# **Committee Against Sexual Harassment**

## **Internal Complaints Committee**

**2024-2025**

As per the guidelines issued in CBSE circular vide CBSE/Admin.I/14(6)/2004 dated February 16,2004 on the Sexual Harassment of Women and Students at the work place of Institutes, the Committee Against Sexual Harassment has been constituted.

### **OBJECTIVES:**

- a. Prevent discrimination and sexual harassment against women employees and girl students by promoting gender equity among them.
- b. Make recommendations to the Chairperson for changes / elaborations in the Rules for students and employees 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.
- c. Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- d. Recommend appropriate punitive action against the guilty party to the Chairperson.
- e. Organise orientation programmes for women employees and girl students to sensitize to be proactive to deal with such discrimination, if any.

## **POLICY STATEMENT:**

ST. PAUL'S PUBLIC SCHOOL is committed to provide a safe environment for its employees, free from sexual harassment at workplace. This implies a zero-tolerance policy for any sexual harassment at workplace. All the incidents and the allegations reported will be seriously treated and promptly investigated. Person found guilty will face disciplinary actions including dismissal of the employee from the Services.

## **SCOPE:**

In order to provide a safe and sound workplace environment, ST. PAUL'S PUBLIC SCHOOL has proposed this policy which has been documented and accepted by all of its employees. Most recent issues reported across the world have strengthened the need for the policy to be in place. The intent of the Policy and associated Procedure is as follows.

## **DEFINITION OF SEXUAL HARASSMENT:**

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and or intimidated. It includes situations where a person is asked to engage in sexual activity as a condition of that person's employment, as well as situations which create an environment which is hostile, intimidating or humiliating for the recipient. Sexual harassment can involve one or more incidents and actions constituting harassment which may be physical, verbal and non-verbal. Examples of conduct or behavior which constitute sexual harassment include but are not limited to:

### **1. Physical conduct:**

- Unwelcome physical contact including putting, pinching, stroking, kissing, hugging, fondling, or inappropriate touching

### **2. Verbal conduct:**

- Comments on a worker's appearance, age, private life, etc.
- Sexual comments, stories and jokes
- Sexual advances

- Repeated and unwanted social invitations for dates or physical intimacy
- Insults based on the sex of the worker
- Condescending or paternalistic remarks
- Sending sexually explicit messages (by phone or by email)

### **3. Non-verbal conduct**

- Display of sexually explicit or suggestive material
- Sexually suggestive gestures
- Whistling
- Leering

Anyone can be victim of sexual harassment, regardless of their sex and or the sex of the harasser. ST. PAUL'S PUBLIC SCHOOL recognizes that sexual harassment may also occur between people of the same sex. It is a manifestation of power relationships and often occurs within unequal relationships in the workplace for example between manager or supervisor and employee. Anyone, including employees of ST. PAUL'S PUBLIC SCHOOL, workers, contractors or visitors who sexually harasses another will be reprimanded in accordance with this internal policy.

All sexual harassment is prohibited whether it takes place within ST. PAUL'S PUBLIC SCHOOL premises or outside, including social events, business trips, training sessions or conferences sponsored by ST. PAUL'S PUBLIC SCHOOL. Anyone who is subject to sexual harassment should, if possible, inform the alleged harasser that the conduct is unwanted and unwelcome. ST. PAUL'S PUBLIC SCHOOL recognizes that sexual harassment may occur in unequal relationships (i.e. between a supervisor and his/her employee) and that it may not be possible for the victim to inform the alleged harasser.

The victim can approach one of the designated staff members responsible for receiving complaints of sexual harassment.

**Following are the Details of the Members of the Committee against Sexual Harassment:**

	<b>NAME</b>	<b>DESIGNATION</b>	<b>PROFILE</b>
1.	Mrs. Ramya Swamy. D	Principal	Principal
2.	Mrs. Preethi Diana. C	Co-ordinator	Staff Member
3.	Mr. Gokul Krishnan. S	PET	Staff Member
4.	Kavitha. K	Female Staff Member	Staff Member
5.	Sridevi. S	Female Staff Member	Staff Member
6.	Saru Bala. R	Female Student	Student
7.	Abhishek Paul .P	Male Student	Student