POSH COMMITTEE
Academic Session 2026 -27

As per the provisions of Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act 2013, it is obligatory for the school to constitute a Sexual Harassment Committee for female employees/girls (students) in the school. The present members of the complaints committee have to deal with the complaints of sexual harassment in accordance with the guidelines laid down by Hon'ble Supreme Court of India and the Act mentioned at Para 1 above relating to sexual harassment of women workers at work places and girls (students).

OBJECTIVES:

The objectives of the Committee are-

- Prevent discrimination and sexual harassment against women employees and girl students by promoting gender amity among them.

- Make recommendations to the Chairperson for changes/ elaborations in the Rules for students and employees in

- the Prospectus and the Bye-Laws, 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.

- 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 Recommend appropriate punitive action against the guilty party to the Chairperson.

Mount Litera Zee School Nagpur

Members of the Committee

Organize orientation programs for women employees and girl students to sensitive them to be proactive to deal with such discrimination, if any

Sr No	NAME OF THE MEMBERS	OFFICIAL POSITION IN THE SCHOOL	DESIGNATION IN COMMITTE
1	Anjana Sihare	Teacher	Presiding Officer
2	Vandana Paul	External	Member
3	Abhay Kumar Sontakke	Principal	Member
4	Rashi Hirani	Teacher	Member
5	Bhavana Kakkad	Teacher	Member
6	Nitesh Gurao	Teacher	Member
7	Vishal Bhasin	External	Member

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PROCEDURE FOR FILING COMPLAINTS:

- sexually determined behavior (whether directly by implication) as:
- Physical contact and advances. Complaints may be oral, by email (suggestions.ngp@mountlitera.com) or in writing. If the complaint is oral, it will be converted into a written form by the Sexual Harassment Committee member who received the complaint and authenticated by the complainant under his/her signature as soon as possible.

- Upon the receipt of a complaint by any member of the committee, the member should forward it to suggestions.ngp@mountlitera.com). The grieved one may also lodge her complaint directly on the given email.

- Moreover, the complaint can also be lodged telephonically to the mobile Number(s) of the members of the committee which are available on our website.

- If the complainant does not like to reveal her name for any grievance, she can drop the grievances in the drop box placed in the school premises.

- Here it should be noted that according to the Supreme Court guidelines Sexual harassment can be defined as unwelcome

- Demand or request for sexual favors.

- Sexually colored, remarks

- Showing pornography

- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature (Vishaka judgment by Supreme Court) and the Act passed by the Parliament in this regant



The following will also be treated as sexual harassment and are covered by the committee.

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

CONCLUSION:

The school will ensure that all women employees and girl students will feel safe and secure in the premises. The policy will be implemented and reviewed by the Committee from time to time as per the need. The school reserves the right to amend, abrogate, modify, and rescind/reinstate the entire policy or any part of it any time.

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