



ज्ञान विज्ञान सहितम्
Navjeevan Society, Amravati

Deepshikha Gurukul Sainik School



Udise No. 27070600110

Chikhaldara - 444807, District Amravati

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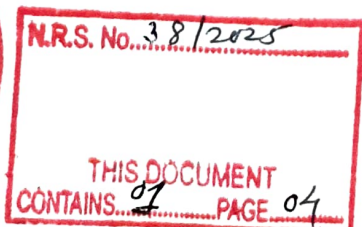
SEXUAL HARRASSMENT COMMITTEE

DEEPSHIKHA GURUKUL SAINIK SCHOOL, CHIKHALDARA, is running under the Navjeevan Society. It is a co-education institute up to XII grade. As on date, the strength of the school is 2 Women employees and 6 girls (students). As per provisions of the 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 complaint's committee deal with the complaints of sexual harassment in accordance with the guidelines laid down by the Supreme Court of India and the Act mentioned at Para 1 above relating to sexual harassment of women workers at work places and girls.

Composition / Members of the Committee				
S. No.	Name	Designation		Signature
1.	Mrs. Pooja Charjan	Secretary RS Foundation	Chairperson	
2.	Miss. Arpita Chavhan	Computer Op.	Member	
3.	Mr. Leeledhar Singrol	PGT	Member	
4.	Mr. Kshitij Gautam	PGT	Member	
5.	Harshita Itankar	Student Council	Member	
6.	Suvarna Khandare	Student Council	Member	

COMMITTEE AGAINST SEXUAL HARASSMENT

In light of the landmark Supreme Court judgment of 1997 and the subsequent legislation passed by parliament in 2013, driven by upholding the fundamental human right of gender equality and safeguarding against sexual harassment and abuse, particularly within workplace environments, the University Grants Commission (UGC) has consistently issued directives since 1998. These directives extend to all educational institutions, urging them to establish dedicated Permanent Cell and Committees to address issues related to sexual harassment of women. Against this backdrop, and keeping in their campuses, furthermore, institutions are mandated to proactively cultivate an inclusive and respectful atmosphere where the dignity and status of women are upheld. In alignment with these principles, it is imperative that educational institutions across India to prioritize the development and implementation of comprehensive guidelines and Protocols to effectively combat instances of sexual harassment and violence, ensuring the safety and well-being of all members of their academic communities.



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PROCEDURE FOR FILING COMPLAINTS

* Anyone within the institution who experiences or witnesses sexual harassment may complain with the committee.

* Complaints may be made orally, via email (Principal@ipcollege.in), or in writing. In the case of oral complaints, they will be promptly documented by the Committee Member receiving the complaint and authenticated by the complainant's signature.

* The identity of the complainant will be kept strictly confidential throughout the process.

PROCEDURE FOR FILING A COMPLAINT/GRIEVANCE WITHOUT REVEALING IDENTITY

If the complainant does not like to reveal her name for any grievance, she can drop the grievance in the drop box placed outside the counselling room. Here, it should be noted that according to the Supreme Court guideline, Sexual harassment could be defined as unwelcome sexually determined behaviour (whether directly or by implication) as by the parliament in this regards.

- a) Physical contact and advances
- b) Demand or request for sexual favours.
- c) Sexually coloured remarks
- d) Showing pornography.
- e) Other unwelcome Physical, Verbal or non-Verbal conduct of a sexual nature (Vishaka judgement by supreme court) and the Act passed

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

- a) Eve-teasing
 - b) Unsavory remarks
 - c) Jokes causing awkwardness
 - d) Innuendos and taunts
 - e) Unwelcome sexual overtones
 - f) Gender-based insult
 - g) Touching or brushing
 - h) Displaying Offensive Material
 - i) Forcible Physical touch
 - j) physical confinement
 - k) Stalking
 - l) Blackmail or Threats
 - m) Forced Exposure
 - n) Inappropriate Gifts or Gesture
 - o) Sexual Propositions or pressure
 - p) Cyberbullying
 - q) Exclusion or Isolation
 - r) Mockery or Ridicule
 - s) Sexual Harassment by proxy
 - t) Consensual Relationships
- Procedure for dealing with Complaints.




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Procedure For Dealing With Complaints

Filing of a complaint –

- Any associate who believes they have experienced sexual harassment may file a complaint with any member of the committee.
- Upon receiving a complaint, the committee member will inform the committee head.
- A meeting will be arranged within one week of receiving the complaint to discuss the raised concerns.
- Complaints must be brought within 30 working days of the incident, and efforts will be made to obtain a written complaint including details of the incident, dates, and names of witnesses; signed by the complainant.

Process of Enquiry

- The complainant will prepare a detailed statement of incidents/allegations, which will be shared with the accused.
- The accused will be given an opportunity to respond to the allegations within a specified time frame.
- Confidentiality of statements and evidence obtained during the inquiry process will be maintained.
- Verbal hearings will be conducted with both parties, and testimonies of relevant persons will be taken, ensuring no retaliation against witnesses.
- The committee will make a decision after reviewing all evidence and statements fairly.
- Both parties will be informed of the investigation results upon its completion.
- Both parties will be informed of the investigation results upon its completion.
- The committee may make interim recommendations such as suspension, transfer, or change of work location pending the outcome of the complaint.
- The investigation report with recommendations will be prepared within 4 weeks of filing the complaint.
- If harassment is found to have occurred, prompt remedial action will be taken, including restoring lost perks or conditions to the complainant and disciplinary action against the accused, which may include termination.
- Documents related to the complaint will be maintained confidentially.

Decision and Action

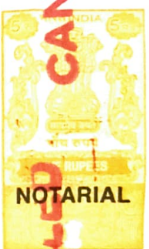
Once the investigation is completed, a determination will be made regarding the validity of the harassment allegation. If it is determined that harassment has occurred; prompt remedial action will be taken. The committee members will share the investigation details and findings thereof with the appropriate functional head and agree on the applicable disciplinary action.

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This may include some or all of the following:

A. The case of academic/administrative/technical/non-teaching staff/management disciplinary action could be in the form of one or more of the following:-

- Warning
- Written apology
- Adverse remarks in the confidential Report.
- Debarring from supervisory duties.
- Denial of re-employment.
- Stopping of increments/promotion.
- Reverting/demotion.
- Transfer, if applicable.
- Dismissal
- Any other relevant mechanism.

B. Case of students, disciplinary action could be in the form of:-

- Warning
- Written apology.
- Withholding result
- Debarring from exams.
- Debarring from holding posts.
- Expulsion
- Denial of admission
- Any other relevant mechanism.

Conclusion:

The school will ensure that all women employees and girls students feel safe and secure in the premises. The committee will implement and review the policy. The school reserves the right to amend and frame the policy, effectively, to ensure its continued relevance and effectiveness in addressing sexual harassment.




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Deepshikha Gurukul Sainik Scho
Chikhaldara

SIGNED BEFORE ME



ADV. SUSHIL KUMAR
Advocate & ...
GOVT. OF ...
Tulsi Kala Nagar, ...
Near VHS ...
Tq. Achalpur, Amravati, Maharashtra
Reg. Sr. No. 29131

AFFIDAVIT

Solemnly affirmed before me
by Shri/Smt. Dr. Kashinath M. Kulkarni
R/o Chikhaldara
Tal. Chikhaldara Dist. Amravati
Who is Identified by Adv. S.B. Nandekar
to whom he / she is personally known

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