



**PoSH Act**  
Sexual Harassment  
of Women  
at Workplace Act



## **The POSH Act refers to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.**

1. Our school is committed to creating a safe, inclusive, and respectful environment for all students, teachers, staff, and stakeholders. This POSH policy aims to prevent and address any form of sexual harassment and ensure gender respect within the school community.

2. This policy applies to all students, faculty, staff, and visitors within the school premises and during school-related activities, including online interactions.

3. Sexual Harassment Sexual harassment includes, but is not limited to:

- Unwelcome physical contact or advances
- Inappropriate or suggestive comments, jokes, or gestures
- Display of sexually explicit materials
- Verbal or written abuse of a sexual nature, including digital communication
- Any act that creates an intimidating, hostile, or offensive environment

### **4. Gender Respect Guidelines**

All individuals shall be treated with respect, regardless of their gender identity.

Gender-based discrimination, stereotypes, or biases shall not be tolerated.

The school shall promote gender sensitivity through awareness programs and training.

#### **5. Reporting and Complaint Mechanism**

A designated POSH Committee will be established to handle complaints confidentially and fairly.

Any individual facing harassment can report the incident to a teacher, counselor, or committee member.

The school will ensure a prompt and impartial investigation, following principles of natural justice.

Strict confidentiality will be maintained to protect the dignity of all parties involved.

#### **6. Consequences of Violation**

Disciplinary action will be taken against anyone found guilty of sexual harassment.

Actions may include counseling, warnings, suspension, or other measures as deemed appropriate by the school authorities.

#### **7. Awareness and Training**

Regular workshops and sessions will be conducted to educate students and staff on gender sensitivity and POSH guidelines.

The school shall incorporate POSH awareness into its curriculum and extracurricular activities.

**8. Conclusion** Our school upholds zero tolerance for sexual harassment and is dedicated to fostering an environment of equality, dignity, and mutual respect. We encourage all members of the school community to uphold these principles and contribute to a safe and positive atmosphere for all.

## IC MEMBERS

SR. NO.	NAME	DESIGNATION
1	MS. AJAYA KUAMRI	PRESIDING OFFICER
2	MS. KOMAL ARORA	ADMIN
3	MS. SUSHA RAGHAV	SR. BLOCK INCHARGE
4	MS. ANUJA DUBEY	BLOCK INCHARGE
5	DR. YUKTI ARORA	EXTERNAL MEMBER

**Sexual harassments destroys lives,  
careers, and reputations—think before  
you act."**

