

No. 58/3, Kattigenahalli, Jala-Hobli, BENGALURU NORTH-560064

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**Chairman:** Smt. K Sumithamma

**Secretary:** Sri. Kiran Kumar Sidde

**ANTI SEXUAL HARASSMENT COMMITTEE**

**Members of Anti Sexual Harassment**

Sl. No	Name of Member	Category	Designation
1	DEEPA SAMPATHI	Principal	Presiding Officer
2	D REVATHI	Co-Ordinator	Member
3	ARCHANA MB	Co-Ordinator	Member
4	BHARATH RAJU	Non-Teaching Staff	Member
5	SHOBHA	Non-Teaching Staff	Member
6	LAKSHMI DAS	Teacher	Member
7	UMA J	Teacher	Member

8	RANJITH	PARENT	Member
9	HARINI	Student Counsellor	Member

### **Objectives of the Committee :**

1. Prevent sexual harassment and ensure a safe and secure school environment.
2. Create awareness among students, teachers, and staff about gender sensitivity.
3. Develop and display a clear policy against sexual harassment.
4. Provide confidential and accessible mechanisms for reporting complaints.
5. Ensure fair, unbiased, and timely inquiry into reported cases.
6. Protect the rights and dignity of both complainant and respondent.
7. Promote workshops, seminars, and awareness drives on gender equality.
8. Build a culture of mutual respect and non-discrimination.
9. Coordinate with parents and authorities when required.
10. Review policies periodically and suggest improvements.

### **POINTS OF CONTACTS**

- 1. NAME: Ms. D. Revathi  
CONTACT NO: 9008543993
- 2. NAME: Ms. Archana MB  
CONTACT NO: 6364517470

## **ACTION PROCEDURE:**

The committee will follow the action procedure to resolve any grievance coming to the committee

- Warning and reminder about the school and state rules
- Counselling by the school counsellor and principal
- Written consent of not repeating the behaviour
- Suspension/ Termination of the services/admission in case of serious offence
- Written affirmation from the students and parents

## **Measures Taken by the School**

- Display of “Zero Tolerance Policy” on sexual harassment at prominent places.
- Orientation programs for students, teachers, and non-teaching staff.
- Gender sensitization workshops and counselling sessions.
- CCTV cameras in common areas for deterrence.
- Complaint/suggestion boxes kept in accessible areas.
- Dedicated ASHC email / helpline for confidential reporting.
- Awareness during assemblies and PTMs.
- Inclusion of child protection & POCSO awareness in life skills classes.
- First-aid and counselling cell.
- Regular monitoring of vulnerable spaces (washrooms, transport, secluded areas).
- Preliminary Review: Case is examined to check if it falls under harassment.
- Report & Recommendations: Findings submitted to Principal/Management within 10 working days.
- Counselling & Support: Provide emotional/psychological support to complainant.

**LEGAL SUPPORT:** If required

MANAGER

PRINCIPAL