

As per the revised guidelines for Prevention of Sexual Harassment, Management of school has done amendment in Sexual Harassment Committee for session 2025-26 onwards and members of revised committee are listed as below:

S.No.	Name	Designation	Contact numbers
1.	Ms. Rajni Sharma	Chairperson	9056640640
2.	Ms. SandhyaPhull	Investigator	9877375757
3.	Ms. Baljinder Kaur	Investigator	89686 10893
4.	Mr. Lakhwinder Singh	Investigator	98150 11910
5.	Ms. Jagjeet Kaur	Investigator	85680 91487
6.	Ms. Deepti Maini	Support Co-ordinator	74170 61393
7.	Ms. Neha	Communication Officer	97790 72400
8.	Mr.Ramesh (NGO – VISHESH)	NGO Member and Counsellor	87250 41298

Whole team works under the supervision of Mr.Rajesh Kumar Choudhary (Principal DIPS School , Karol Bagh, Jalandhar)

SEXUAL HARASSMENT COMMITTEE

Sexual Harassment shows Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Sexual harassment includes many things...

- Actual or attempted rape or sexual assault.
- Unwanted pressure for sexual favors.
- Unwanted deliberate touching, leaning over, cornering, or pinching.
- Unwanted sexual looks or gestures.
- Unwanted letters, telephone calls, or materials of a sexual nature.
- Unwanted pressure for dates.
- Unwanted sexual teasing, jokes, remarks, or questions.
- Referring to an adult as a girl, hunk, doll, babe, or honey.
- Whistling at someone.
- Cat calls.
- Sexual comments.
- Asking about sexual fantasies, preferences, or history.
- Personal questions about social or sexual life.
- Sexual comments about a person's clothing, anatomy, or looks.
- Kissing sounds, howling, and smacking lips.
- Telling lies or spreading rumors about a person's personal sex life.
- Neck massage.
- Touching an employee's clothing, hair, or body.
- Giving personal gifts.
- Hanging around a person.
- Touching or rubbing oneself sexually around another person.
- Looking a person up and down (elevator eyes).
- Staring at someone.
- Sexually suggestive signals.
- Making sexual gestures with hands or through body movements.

Sexual Harassment is a serious criminal offence, which can destroy human dignity and freedom To safe guard the interest of the children and women employees, **DIPS SCHOOL KAROL BAGH** has constituted an Internal Complaints Committee under the Sexual Harassment students, and Women at

Workplace (Prevention, Prohibition and Redressal) Act, 2013. The committee shall deal with sexual harassment at work place and creates a mechanism for redressal of complaints. The Committee deals with issues relating to sexual harassment at the school. **It is applicable to all students and staff.**

- This will contribute to realization of their right to gender equality, life and likely in working conditions everywhere. The sense of security will improve women's participation in work resulting in their economic empowerment and inclusive growth.
- The committee will deal with the complaint related to sexual harassment of all students female employees at workplace.

Objective : The objectives of the Committee are:

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and 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 Director.
- Deal with cases of discrimination and sexual harassment against students and 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 Director.
- Conduct orientation program/ seminars for women employees and girl students to sensitize to be proactive to deal with such discrimination if any.
- Sensitizing employees about sexual harassment issues.
- Conduct workshops on POCSO

POCSO

- **The Protection of Children from Sexual Offences Act (POCSO), 2012** was enacted to provide a robust legal framework for the protection of children from offences of sexual assault, sexual harassment and pornography, while safeguarding the interest of the child at every stage of the judicial process.

- The Protection of Children from Sexual Offences Act of 2012 (POCSO Act) was passed to provide a strong legal framework for protecting children from sexual abuse and exploitation. The POCSO Act for students defines certain crimes against them and imposes severe penalties for such crimes.
- The Act came into force with effect from 14th November 2012
- The consenting age mentioned under the Act is 18 yrs. Prior to the legislation of POCSO, the consenting age was 16 years. However, the Convention on the Child Rights raised this age to 18 years.
- The man committed the offence of sexual assault under POCSO. The punishment for committing sexual assault on a child is minimum 3 years imprisonment, which can extend to 5 years imprisonment, as well as payment of fine. Penetrative sexual assault is a more serious offence than sexual assault.