

Sexual Harassment Committee

The **Sexual Harassment Committee** at **Krishna Public School** plays an essential role in ensuring a safe, respectful, and supportive environment for all students, staff, and visitors. The committee's primary function is to prevent, address, and resolve cases of sexual harassment within the school.

COMMITTEE MEMBERS:-

1. Ms ANUPAMA LAMA (COUNSELOR)

Below are the key roles and responsibilities of the Sexual Harassment Committee at **Krishna Public School**:

1. Preventing Sexual Harassment

- **Awareness Programs:** Conduct awareness campaigns, workshops, and training sessions for students, teachers, staff, and parents about sexual harassment, its consequences, and how to prevent it.
- **Promote Respectful Behavior:** Encourage a culture of mutual respect and understanding within the school, highlighting the importance of appropriate conduct and boundaries.
- **Develop Preventive Policies:** The committee is responsible for developing, reviewing, and updating policies and procedures that promote a harassment-free environment, ensuring these align with legal standards.

2. Complaint Redressal Mechanism

- **Establish a Reporting System:** The committee must set up a clear, confidential, and accessible reporting mechanism for victims of sexual harassment to report any incidents safely and without fear of retaliation.
- **Ensure Confidentiality:** Handle all complaints with the utmost confidentiality to protect the privacy of the complainants and to prevent any form of victimization.
- **Provide Immediate Support:** Ensure that the complainant receives immediate support, including counseling, and take action to ensure their safety and well-being.

3. Investigation and Action

- **Investigate Complaints:** The committee is responsible for thoroughly investigating any complaints of sexual harassment, ensuring the process is fair, impartial, and timely.
- **Conduct a Fair Hearing:** Ensure that all parties involved in the complaint are given a fair opportunity to present their side and that all evidence is evaluated impartially.
- **Take Appropriate Action:** Based on the findings of the investigation, the committee should recommend appropriate action in line with the severity of the harassment, which could include disciplinary action against the perpetrator.

4. Support for Victims

- **Provide Emotional and Psychological Support:** Offer counseling and emotional support to the victims of sexual harassment to help them cope with the emotional and psychological impacts of the incident.
- **Provide Legal Support:** If necessary, refer victims to legal professionals for further assistance and guide them through any legal procedures.
- **Ensure Victim Protection:** Take steps to protect the complainant from any further harassment or retaliation and ensure their safety within the school environment.

5. Liaison with External Authorities

- **Coordinate with Law Enforcement:** In cases of severe harassment or criminal activities, the committee is responsible for informing law enforcement authorities as per the requirements of the law.
- **Work with Legal and Welfare Agencies:** Collaborate with external agencies such as child welfare organizations, counselors, and legal experts to ensure comprehensive support for the complainant and address any legal aspects of the case.

6. Monitoring and Follow-up

- **Monitor the Resolution:** Ensure that the action taken to resolve the case is implemented effectively, and follow up with the victim to

confirm that the situation is adequately addressed and no further harassment occurs.

- **Track and Document Incidents:** Maintain a detailed and confidential record of all complaints, investigations, actions taken, and resolutions for accountability and future reference.

7. Policy Development and Review

- **Review and Update Policies:** Regularly review and update the school's sexual harassment policies and procedures to ensure they remain relevant, in line with legal requirements, and effective in addressing complaints.
- **Establish Preventive Measures:** Develop guidelines and protocols that further prevent instances of harassment, including organizing sensitivity training, setting clear behavioral standards, and enforcing the importance of maintaining a safe and inclusive environment for everyone.

8. Promote Safe Practices

- **Encourage Safe Reporting:** Educate students and staff about how to report incidents of sexual harassment safely and responsibly, and assure them that their complaints will be taken seriously.
- **Foster an Inclusive School Culture:** Promote an environment that is inclusive, respectful, and free from any form of harassment, bullying, or discrimination, ensuring all members of the school community feel valued and safe.

9. Engage with Parents and the Community

- **Involve Parents:** The committee should involve parents in promoting awareness and creating a culture of respect and safety within the school community.
- **Conduct Outreach Programs:** Organize outreach activities with local community organizations to strengthen the protective network around students, raise awareness, and address cultural attitudes toward harassment.

10. Regular Monitoring and Reporting

- **Monitor the Effectiveness of Policies:** Continuously evaluate the effectiveness of the school's policies and interventions related to sexual harassment and make necessary adjustments to improve them.
- **Report to Management:** Provide regular reports to the school management regarding the status of complaints, resolutions, and any ongoing challenges in addressing sexual harassment.

By fulfilling these roles and responsibilities, the **Sexual Harassment Committee** at **Krishna Public School** ensures a safe, supportive, and respectful environment where everyone—students, staff, and parents—can work and learn free from harassment, and where any instances of such behavior are promptly addressed.