



**Committee for prevention of Sexual Harassment of Women at Workplace: 2024-25
(Prevention, Prohibition and Redressal) Act – 2013**

“An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto”.

Following the Internal Complaints Committee under the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) ACT, 2013 and rules framed there under, the complaints committee earlier constituted under the guidelines and norms laid down by the Hon'ble Supreme Court of India and others, vide circular dated 30 May 2013, has now been constituted as per section 4 (1) of the above act. The act requires that every employer constitutes an internal complaints committee (ICC) at each office or branch with 10 or more employees.

The present members of the Complaints Committee to deal with the complaints of sexual harassment in accordance with the guidelines laid down by the Supreme Court of India relating to sexual harassment of women workers at work places and students are as follows -:

1. Ms. Anindita Paul – Vice Principal
2. Ms. Ruchi Kathpalia – HM Junior
3. Dr. Priyanka Chopra – Parent Rep (XI)
4. Ms. Punya Bhasin – School Psychology Facilitator
5. School's Legal Representative

The objective of the committee are -:

1. Preventing discrimination and sexual harassment against women, by promoting gender equality among students and employees.
2. Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring supportive service to the victimized and termination of the harassment.
3. Recommend appropriate punitive action against guilty party to the principal.
4. To ensure that complainant and witnesses are not victimized or discriminated because of their complaint. To take proactive measures towards sensitization of all those.

The New Act of Parliament 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013' [SHWW (PPR) Act] has received the assent of the President of India and promulgated on 22nd April, 2013.

- In exercise of the powers conferred by Section 29 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), the Central Government notified Rules on 09th December, 2013.
- Office Memorandum was circulated by Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) dated 27th November 2014 on 'The Alignment of Service Rules with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013'. The Bill defines sexual harassment at the work place and creates a mechanism for redressal of complaints. It also provides safeguards against false or malicious charges. Every employer is required to constitute an Internal Complaints Committee at each office or branch with 10 or more employees.
- The Complaints Committees have the powers of civil courts for gathering evidence,
- The Complaints Committees are required to provide for conciliation before initiating an inquiry, if requested by the complainant.

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Principal



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