

# Sexual Harassment Committees

## INTERNAL COMPLAINTS COMMITTEE (ICC) – FEMALE STAFF/STUDENTS

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### Constitution

This committee is constituted as per the *Sexual Harassment of Women at Workplace Act, 2013* to address complaints of sexual harassment of female employees and students.

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### Composition

### Functions

- Receive complaints of sexual harassment
- Conduct fair inquiry
- Maintain confidentiality
- Recommend action to management

Sr.no	Name	Designation	Role
1	Mrs. Reema D. Kamble	Principal	President
2	Mrs. Pushpa Gedam	Parent	Vice-President
3	Ms. Wuligandha Raut	Teacher	Secretary
4	Mrs. Jyoti Meshram	Parent	Joint Secretary
5	Ms. Anushka Shende	Student	Joint Secretary
6	Mrs. Jyotsna Khune	Teacher	Member
7	Mrs. Kalpana Morande	Teacher	Member
8	Mrs. Nisha Dange	Parent	Member
9	Mrs. Seema Bhurre	Parent	Member
##	Mrs. Amrapali Vaidya	Parent	Member
##	Mrs. Jyoshna Sontakke	Parent	Member

### Complaint Procedure

- Complaint must be submitted **within 3 months**
- Written complaint required
- Inquiry completed within **90 days**

### Action

- Warning / Suspension / Termination
- Police complaint (if required)

## CHILD PROTECTION & SAFETY COMMITTEE (Male)

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### 1. Constitution

Formed as per CBSE safety guidelines and Protection of Children from Sexual Offences Act, 2012 to ensure protection of all students (boys & girls).

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### 2. Composition

Sr.no	Name	Designation	Role
1	Mrs. Reema D. Kamble	Principal	President
2	Mr. Jivan Sondarkar	Parent	Vice-President
3	Mr. Aman Meshram	Manager	Secretary
4	Mr. Pradip Meshram	Parent	Joint Secretary
5	Mr. Ninad Meshram	Student	Joint Secretary
6	Mr. Ankit Kose	Teacher	Member
7	Mrs. Sapna Meshram	Teacher	Member
8	Mrs. Purushottam Jagzape	Parent	Member
9	Mr. Sachin Meshram	Parent	Member
##	Mr. Shamu Maladhare	Parent	Member
##	Mrs. Jyoshna Sontakke	Parent	Member

### Responsibilities

- Ensure **student safety (boys & girls)**
- Address harassment/abuse complaints
- Awareness programs
- Coordinate with police/child authorities

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### Complaint Process

- Complaint through teacher/box/email
- Immediate protection of child
- Report serious cases under POCSO

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### Action

- Counseling
- Disciplinary action
- Legal reporting (mandatory in serious cases)