

Abhyaas International School

CBSE # 1031209

CERTIFICATE OF 'GRIEVANCE REDRESSAL MECHANISM'

This is to certify that the Grievance Redressal Committee for the protection of children from sexual offences Act 2012' is made under the circular dated with the under mentioned name of members with the given responsibility and accountability for the Act in which the members are made very well aware of their roles and duties and will be served the same.

S.No.	Name	Cell No.
1.	Rashmi Jain (Committee Chairperson)	8982868211
2.	Shubham Yadav (Secretary)	8319471188
3.	Sonu Sharma (Member)	9770431575
4.	Khushi Upadhyay (Member)	7974736413
5.	Jayesh Songara(Member)	9827121253
6.	Pooja Katore	9009364265
7.	Ranu Panwar(Student Member)	9977793125
8.	Kuldeep Singh (Student Member)	9926020053

Accountability and responsibility of the committee:

1. Teachers, Management and all the employees of institutions are aware about the provisions of the Act and some members are trained to cast a duty and report instance of child abuse if any , as in Sections 19(I)and 21.
2. In-house inductions sessions are held timely for all the teachers.
3. CCTV cameras are installed everywhere in school premises to monitor such kind of cases if any.
4. Monitoring and providing healthy environment in school premises.
5. Frequent counseling and guidance sessions are held timely to train teachers regarding gender related issues and to promote gender equality and sensitivity.
6. Complaint and suggestion box are provided on each floor for written complaints.
7. Different programmes as Karate and self defense training programs are held for empowerment of girls.
8. Toll free number and child helpline are displayed on notice board along with the names of teachers designated to handle such cases.

CERTIFICATE OF 'GRIEVANCE REDRESSAL MECHANISM'

This is to certify that the Grievance Redressal Committee for the prevention of sexual harassment of women at workplace, as per 'The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013' is made under the circular dated with the under mentioned name of members where the committee has created awareness that in case, any person approaches any of the committee members, others must be informed immediately as well as a written complaint must be taken from the aggrieved person and necessary action should be taken through counseling session. In case the matter will not be sorted, enquiry should be conducted and matter must be sorted within 10 days. The members are told to be vigilant all the time to ensure that such incident should not take place. The members are made very well aware of their roles and duties and will be served the same.

1.	Rashmi Jain (Committee Chairperson)	8982868211
2.	Shubham Yadav (Secretary)	8319471188
3.	Sonu Sharma (Member)	9770431575
4.	Khushi Upadhyay (Member)	7974736413
5.	Jayesh Songara (Member)	9827121253
6.	Pooja Katare	9009364265

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (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”.

Introduction

School Name : Abhyaas International School, Barnagar (M.P) is co-educational institution up to Primary level. As on date strength of the school is 759 and in staff there are more than 15 women employees and 241 girls students. As per the provisions of ‘Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013’, it is obligatory for a school to constitute a Sexual Harassment Redressal Committee for female employees / girls (students) in the school.

To comply with the guidelines and provisions of the ‘Act’, the School Management constituted a well equipped and empowered ‘five members committee’ immediately after the said ‘Act’ came into existence. The members of the committee are well versed and acquainted with provisions of the ‘Act’.

Objective of the ‘committee:-

Keeping the essence of the ‘Act’ in view, the school management has set some goals to be accomplished by the committee, which is elaborated in the following manner.

- Provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace.
- Display at any conspicuous place in the workplace, the penal consequences of sexual harassments.
- Organise or attending workshops and awareness programmes at regular intervals for sensitizing the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed
- Ensure necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry.
- Assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;
- Make available such information to the Internal Committee or the Local Committee, as the case be, as it may require having regard to the complaint made under sub-section (1) of section 9 of the Act.

- Treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;
- monitor the timely submission of reports by the Internal Committee


Principal
Abhyas International School
Barnagar