

Ford School & College
Kazipur, Naini, Prayagraj

Sexual Harassment Committee

Sl.No	Name	Post	Designation	Sign
1.	Mrs.Rajni Singh	Chairman	Principal	
2.	Mrs Alice Williams	Secretary-I	Teacher	
3.	Mr.Shivam Singh	Secretary-II	Teacher	
4.	Mrs.Usha Robinson	Member	A.Co-ordinator	
5.	Miss.MaryHemaRanjana Singh	Member	Teacher	
6.	Mrs.AnitaMasih	Member	Teacher	
7.	Mrs.Vanadana Mary Dwyer	Member	Teacher	
8.	Mrs.VandanaLal	Member	Teacher	
9.	Miss.Uroos Fatima	Member	Teacher	

Introduction:-

- 1- Ford School & College is running under the Sam Higginbottom Educational & Charitable Society. It is co-education institute upto 8th std level and affiliated to CBSE, New Delhi. As on data strength of the school is 19 women's employees and 94 girls(students). As per the provisions of sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013. It is obligatory for the school to constitute a sexual harassment committee for female employee girls(students) in the school.
- 2- The present members of the complaints committee to deal with the complaints committee to deal with the complaints of sexual harassment in accordance with the guidelines laid down by the Supreme Court of India and the act mentioned at para 1 above relating to sexual harassment of women workers at work place and girls (students).

Committee against sexual harassment with regard to the Supreme Court Judgement in 1977 and guidelines issued in act passed by parliament in 2013 in this regard to provide for against sexual harassment at work places, the University Grant Commission(UGC) has issued circulars since 1993, to all the institutions, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the university and colleges. It has further advised the Institutions to be practice by developing a conducive ,atmosphere on the campus ,where the status of woman is respected and they are treated with dignity.

Objective-The objective of the committee are:-

- a) Prevent discrimination and sexual harassment against woman employees and girls students by promoting gender amity among them.
- b) Make recommendation to the chairperson for changes /elaborations in the rules for students and employees in the prospectus and the bye-laws, to make them gender just and lay down procedure for the prohibition ,resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.

- c) 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.
- d) Recommend appropriate portion action against the guilty party

Sexual harassment

- (a) Physical contact and advances.
- (b) Demand or request for sexual favours.
- (c) Sexually coloured remarks.
- (d) Showing pornography.
- (e) Ere-teasing.
- (f) Unsoavoury remarks.
- (g) Jokes causing or likely to cause or embarrassment.
- (h) Innventors and taunts.
- (i) Gender based insults or sexist remarks.
- (j) Unwelcome sexual in any manner such as over telephone(abnoxious telephone calls)and the likes.
- (k) Touching or brushing against any part of the body and the like.
- (l) Displaying pornographic or the other offensive or devogatory pictures, cartoons, pamphlets or saying.
- (m) Forcible physical touch or molestation.
- (n) Physical continment against one's will any other act likely to violate one's privacy.