

INDIA TODAY CONVENT ACADEMY

SEXUAL HARASSMENT COMMITTEE (2025-2026)

PROTECTION OF CHILDREN'S FROM SEXUAL OFFENCE (POSCO) ACT 2012 AND SEXUAL HARASSMENT OF WOMEN AT WORK PLACE ACT 2013

The protection of children from sexual offence Act- 2012 (POSCO) provides protection to all children under the age of 18 years from sexual abuse. Sexual harassment can be defined as “Unwelcome” Sexually determined behavior (Whether directly or by implication) as:-

- ❖ Physical contact and advances.
- ❖ Demand or request for sexual favor
- ❖ Sexually coloured remarks.
- ❖ Showing Pornography.

Sexual harassment of women at work (prevention, prohibition) and Redressal Act, 2013 and rules framed there under, the complaints committee earlier, constituted under the Vishakha guidelines and norms laid down by the Hon'ble Supreme Court of India has now been constituted of the above act. The act comes into force from 9 December 2013.

Internal complaint committee consisting of the following members has been constituted for ensuring safe, Secure and supporting environment for the students as well as for the safe members. The of committee areas:-

The committee will take immediate action on reported cases misbehavior or any kind of sexual abuse in the school premises.

We have adopted measures proposed by CBSE and are following guidelines that may be issues by the relevant state authorities on safety and security of school children so in this regards we also conduct counseling proposed by UP Government i.e “ Anti Romeo squad” by team from police department for awareness about sexual abuse in girls.

Committee members meeting:- Gender sensitization meeting is being conduct on a quarterly basis where POSCO Act is discussed. The members are trained to attend to adolescence related issues. They are primarily made aware to notice the behavior pattern of children. This includes sudden decline in performance, lack of interest depression etc. the teachers are trained how to deal with such student also trained to talk to parents on this subject.

Student Workshop:- In order to provide a safe, protective and conductive environment we keep conducting workshop wherein children are taught to differentiate between good touch and bad touch. They are encouraged not to hide things and to report to their teacher. There is also provision of receiving complaints if any complaints so far.

CCTV Cameras:- The entire school premises and every classrooms is under CCTV surveillance which is personally monitored by the head of the institution.

**Internal Complaints Committee on Sexual Harassment for
Students under POSCO Act,2012**

SL.NO	NAME	M/F	DESIGNATION/REPRESENTATIVE
1	MS.RENU SAINI	F	PRINCIPAL
2	MRS.PARUL SHARMA	F	TEACHER REPTESSENTATIVE
3	MR.AMIT KUMAR	M	TEACHER REPTESSENTATIVE
4	MRS.PRIYA JAIN	F	TEACHER REPTESSENTATIVE
5	MS.VANSHIKA SHARMA	F	STUDENT REPTESSENTATIVE (XI th)
6	MR.LOVE GOYAL	M	STUDENT REPTESSENTATIVE (XI th)
7	MRS.PREETI SHARMA	F	PARENT'S REPTESSENTATIVE

**Internal Complaints Committee on Sexual Harassment of women
At work place Act,2013**

SL.NO	NAME	M/F	DESIGNATION/REPRESENTATIVE
1	MR.KUMAR GOURAV	M	MANAGER
2	MS.RENU SAINI	F	PRINCIPAL
3	MRS.ANUPAMA SHARMA	F	ADMINISTRATIVE MEMBER
4	MRS.PRIYA JAIN	F	TEACHER REPTESSENTATIVE
5	MR.VINOD KUMAR	M	TEACHER REPTESSENTATIVE
6	MR.AKSHAY KUMAR	M	DISCIPLINE INCHARGE
7	MRS.RUBY RANI	F	DISCIPLINE INCHARGE