



**CIR.NO:-31**

**Date:25-01-2025**

**CONSTITUTION OF THE INTERNAL COMPLAINTS COMMITTEE/  
PREVENTION OF SEXUAL HARASSMENT (POSH) COMMITTEE**

In compliance with the *Vishaka Guidelines* issued by the Hon'ble Supreme Court of India in the landmark case *Vishaka & Others vs. State of Rajasthan (1997)*, and in accordance with the provisions of *The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013*, the Prevention of Sexual Harassment (POSH) Committee of G.D. Goenka Public School, Kanpur, has been reconstituted as follows:

Sl. No.	Name	Designation/Contact Details	Position
1.	Ms. Monika Datt	Principal	Presiding Officer
2.	Ms. Jyoti Agarwal	Director	Vice President
3.	Ms. Mridula Srivastava	Teacher	Secretary
4.	Mr. Sunil Shukla	Sports Head	Member
5.	Ms. Alisha Lyall	Staff Nurse	Member
6.	Ms. Shweta Sabharwal	Teacher	Member
7.	Ms. Ankita Singh	Teacher	Member

The Internal Complaints Committee (ICC) of this institution has been constituted in accordance with the *Vishaka Guidelines* and the provisions of *The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013* (hereinafter referred to as "The Act").

This committee shall be well-versed in the requirements of *The Act* and is entrusted with the responsibility of implementing its provisions effectively.

The ICC will function with the following objectives:

- To prevent discrimination and sexual harassment against women, by promoting gender amity amongst students and employees.
- To lay down the procedures for the prohibition, resolution, settlement, and prosecution of sets of discrimination and sexual harassment against women, by the students and the employees.
- To deal with the cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support and services to the victimized and termination of the harassment.
- To recommend appropriate punitive action against the guilty party.
- The Committee shall be well conversant with the process of conducting enquiry, interim relief, redressal, and other provisions as laid down in the Gazette of India, notification dated 2<sup>nd</sup> May, 2016.
- To prevent incidents of sexual harassment at the workplace by promoting a culture of

safety, dignity, and equality.

- To create awareness about the rights and responsibilities outlined in *The Act*.
- To provide a safe, impartial, and confidential platform for addressing and resolving grievances related to sexual harassment.
- To ensure compliance with all statutory obligations under *The Act* through regular monitoring and reporting.
- To foster a respectful and inclusive workplace environment for all members of the institution.

The committee reaffirms its commitment to upholding the principles of fairness, justice, and zero tolerance toward harassment.

The Presiding Officer and all the members of the Committee shall hold office from the date of their nomination for a period not exceeding 03 years or till the reconstitution of the Committee for the reason of transfer/resignation/retirement (as the case may be) of the Presiding Officer/Member/External Member, whichever is earlier.

This circular supersedes the previous circulars related to the composition of Sexual Harassment Committee/POSH/ICC.

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G.D. GOENKA PUBLIC SCHOOL Principal

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1. The Website Manager, G.D. Goenka Public School, Kanpur with a request to upload the circular on school's website.
2. Notice Board.
3. Spare Copies for circulation.