

SRV PUBLIC SCHOOL, RASIPURAM
COMMITTEE FOR 'SEXUAL HARASSMENT'

This is to certify that the school formed a committee for sexual harassment and child abuse for the academic year 2020-21 and mentioned below are the role of the committee.

The members of the committee are

- 1 Mr,Ravi , Committee Head
- 2.Mrs. Mrs .Rakhee A.Singh ,Member
- 3.Mrs.Seetha Lakshmi Member
4. Mrs Anuradha Member
5. Mrs Sinduja ,Member
- 6 .Mrs. Prema, Member.
- 7.Head boy or Head Girl
8. Any two parents

1 Procedure for approaching committee

The Committee deals with issues relating to sexual harassment and child abuse at the SRV Public school, Rasipuram. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Chairman of the committee. If the complaint is made to any of the Committee members, they may forward it to the Chairman of the Committee against Sexual Harassment. Here it should be noted that according to the Supreme Court guideline 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 favors;
- Sexually colored remarks;
- Allow children to engage in sexually provocative games with each other
- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. •

Showing pornography; and

- Other unwelcome physical, verbal or non – verbal conduct by the committee:
- The following is sexual harassment and is covered by the committee:
Eve-teasing, Unsavory remarks, Innuendos and taunts,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls)
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or offensive or derogatory pictures, cartoons, or sayings.
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy.

Disciplinary Action

The disciplinary action will be commensurate with the nature of the violation (students)

Warning ,Written apology

Bond of good behavior Debaring entry into hostel campus Suspension for specific period of time

Withholding results , Debaring from exams

Debaring from contesting elections

Debaring from holding leadership posts or membership of Committees

Expulsion Denial of admission , Any other relevant mechanism

The disciplinary action will be commensurate with the nature of the violation (employees)

Warning ,Written apology

Bond of good behavior, Adverse remark in the Confidential Report

Debaring from supervisory duties ,Denial of membership of statutory bodies

Denial of re-employment, Stopping of increments /promotion

Reverting , demotion ,Suspension

Dismissal ,Any other relevant.

Training

1. Make the elimination of sexual harassment a top priority. Empower teachers to take a stand against inappropriate name-calling and sexual comments. Talk about the problem, hold inservices, and bring in guest speakers to show the entire staff that this issue is important and that harassment is not acceptable adolescent behavior. Elicit staff participation in developing and implementing a plan to educate themselves, the students, and the parents about sexual harassment.
2. Educate students about sexual harassment. Students must be taught the difference between friendly teasing and bullying, between flirting and harassment. Behavior expectations must be clearly defined and explained; fair and consistent consequences need to be outlined and reinforced.

3. Get parents involved. Parental involvement is critical to long-term behavior modification. In many cases, parents will need to be educated about sexual harassment and its harmful effects in order to help them identify harassment and respond appropriately. When harassment occurs, parents of victims and perpetrators need to be informed of the details so that the emotional and developmental needs of both parties can be addressed. Family involvement and possibly outside counseling may be needed to avoid long-term emotional damage and to modify inappropriate behavior.
4. Teach students how to deal with harassment. Ignoring the situation can often lead to a cycle of ongoing harassment and victimization. A perpetrator gets an emotional payoff from seeing others afraid and upset. Students must learn to be assertive and establish strong personal boundaries. They must tell their classmates to stop when their behavior is offensive and inappropriate. Bystanders, too, must speak out against harassment when it occurs. If students become moral spectators, there is little hope for change.

If harassment continues, students need to seek help from teachers, counselors, and administrators. Students are often embarrassed to report sexual harassment because of its degrading nature. They need to know that the harassment is not their fault, nor is it a reflection on them. They need to keep asking for help until the harassment stops; it may take two or three interventions before the behavior is modified. That students continue to seek help is in the best interests of all, unresolved conflicts can emotionally damage the victim, harden the consciousness of the perpetrator, and possibly lead to lawsuits for the school system.

Just as a lifeguard listens and looks for the signs of swimmers in danger, administrators must be on constant vigil to protect students from the needless suffering of sexual harassment. School personnel must never turn a deaf ear to students' seemingly trivial cries for help. Sexual harassment is not something young people need to learn to tolerate. Rather, it must be confronted and stopped so that schools can be safe and positive places for children to learn.

Developed a policy and procedures to identify

Possible child abuse and respond appropriately

Formed a committee

Conducting seminars and workshops by inviting speakers from outside

Conducting competitions like slogan writing , Art , Poster making and Essay writing

Fixed a few CCTV cameras

Installed GPS system

Maintained the proper records of non teachings staff as like drivers conductors peons and other support staffs

Fixed a few CCTV Cameras

Constructed a compound wall

Provided 24 hours security service

CORRESPONDENT

PRINCIPAL