



UMABEL EDUCATIONAL FOUNDATION

Reg. No.: E - 4587 / PUNE Dated: 6th June 2006

BoB-PRIMAAN International School (BPIS)
Morning Star Nursery (MSN)

Committee Against Sexual Harassment Internal Complain Committee (ICC)

With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places advising to establish a permanent committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the work places. It has further advised to be proactive by developing a conducive atmosphere on the work places, where the status of woman is respected and they are treated with. Keeping the above guidelines in view "Umabel Educational Foundation (UEF) the Trust at its schools "BoB-Primaan International School" (BPIS) and "Morning Star Nursery" (MSN) has constituted a Committee Against Sexual Harassment.

Composition

The Committee consists of members of the faculty, administration, service staff, PTA committee Member, students' representative and a Third Party member of the society. The members of the committee for the current academic year are:

Sr. No.	Name	Cell No.	Intercom No.	Email Id
1	Mrs. Suparna Banerjee Principal (Convener)	9822383222 020-25691319	201	massban@gmail.com
2	Mrs. Priti Agale (Member of Faculty)	9011999282	203	bpis@sevenseducation.in
3	Dr. Ashok D. Jagdale (Management Rep)	9822326450 020 -27660478	-	adjagdale64@yahoo.com
4	Mr. Kuldeep Meshram (Admin. Rep)	9168275547	204	bpis@sevenseducation.in
5	Mrs. Suvarna Gaikwad (Parent & Teacher)	8600060615	-	bpis@sevenseducation.in
6	Mrs. Deepa Temgire (Service Staff Rep.)	9689401333	207 / 208	bpis@sevenseducation.in
7	Mr. Rajesh Ankush Agale PTA Committee Chairman.	9158000684	-	rajesh.agale@synchron.com
8	Adv. (Mr.) Pradip Nandi (Third Party Expert)	9960610813	-	Pradip.n@legasis.in
9	Std. X (Head Girl) Students' Representatives	-	-	-

Objective

The objectives of the Committee are:

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees;
- Make recommendations to the Director for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees;
- 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;
- Recommend appropriate punitive action against the guilty party to the Director.

Procedure for Approaching Committee

The Committee deals with issues relating to sexual harassment at the Schools and its campus run by "Umabel Educational Foundation". 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 Convener of the Committee. If the complaint is made to any of the Committee members, they may forward it to the Convener 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 behaviour (whether directly or by implication) as:

- Physical contact and advances;
- Demand or request for sexual favours;
- Sexually coloured remarks;
- Showing pornography; and
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

(Vishaka judgment by Supreme Court. A copy attached here with)

The following is also sexual harassment and is covered by the committee:

- Eve-teasing,
- Unsavoury remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.

Dated: 04/01/2016

Arun Banerjee
Managing Trustee
Umabel Educational Foundation (UEF)
Founder, Chairman and Managing Director
BoB-Primaan Internaional School (BPIS)
Morning Star Nursery (MSN)