

Sexual Harassment Committee

April 04, 2024

As per orders of the Hon'ble Supreme Court of India and CBSE letter Ref. No: - 47C/CBSE/GEN/A, an Internal Complaint Committee (ICC) against Sexual Harassment of Women at Workplace was constituted at Akal Academy, Manawan according to the guidelines of the Hon'ble Court, more than half of its members are women.

Following members were appointed: -

Chair Person: Headmistress	Ms. Paramjeet Kaur
Vice- Headmistress	Ms. Sukhjeet Kaur
Admin Executive	Ms. Kuljeet Kaur
House Director	Mr. Bhupinder Singh
Floor Coordinator	Mr. Simranjeet Singh
N.G.O. Member	Ms. Jaspreet Dhillon

Women Security Committee will discharge duties as under:-

1. To take care of the social, emotional and psychological behaviour of students in a close collaboration with class incharges, floor incharges and students.
2. Providing very congenial, loving and healthy environment to the students so that they can share their heart before the members.
3. A minimum of two meetings of students per session will be conducted by the counseling committee.
4. Taking decisions on cases of Sexual Harassment if any, subject to the final decision from the SMC.
5. Making provision of special counseling sessions for both boys and girls (students) and teachers separately.


Headmistress
AKAL ACADEMY
Manawan (Moga)

Internal Complaints Committee

Akal Academy Manawan

Meeting – 1

Date: 15.04.2024

Day: Monday

A meeting of the Internal Complaints Committee on Sexual Harassment of Women at Workplace was held on Apr. 15, 2024 (Monday).

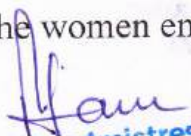
Agenda of Meeting:

1. Objectives of the ICC
2. Lodging a complaint.
3. Scope and process of conciliation and settlement.

Proceedings:

The objectives of the IC were explained in detail. The members were made aware that the committee is accountable to provide safe work place to all women employees and its only objective is to punish the wrong doers.

They were also informed that a written complaint was necessary within three months of the crime. The members were advised to keep the identities confidential if any case comes to the light. The scope of prevention, prohibition and redressal was discussed and the committee decided to have a counseling session with the women employees.


Headmistress
AKAL ACADEMY
Manawan (Moga)

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Meeting – 2

Date: 20.05.2024

Day: Monday

A meeting of the Internal Complaints Committee on Sexual Harassment of Women at workplace was held on May 20, 2024 (Monday).

Agenda of Meeting:

1. Awareness about the Act.
2. Whom to consult

Proceedings:

Counseling Session

The women employees of all ranks were called for a counseling session. The counselor Ms. Paramjeet Kaur apprised the employees of their right to have a safe and conducive environment at school which is exclusive of all types of discrimination based on their gender the employees were informed where, when and how to lodge a complaint against sexual crime. They were also given the toll free number of the women helpline. They were motivated to 'dare to complain'. Not only this, they were counseled to verify the facts because in case of a false complaint, the complainant can be fined.


Headmistress
AKAL ACADEMY
Manawan (Moga)



Heaven
Headmistress
AKAL ACADEMY
Manawan (Joga)



Hani
Headmistress
AKIL ACADEMY
Manawan (Moga)



Han
Headmistress
AKAL ACADEMY
Manawan (Moga)



Aan
Headmistress
AKAL ACADEMY
Manawan (Moga)