



# THE SWAMINARAYAN SCHOOL

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For Girls

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## SEXUAL HARASSMENT OF WOMEN AT WORK PLACE COMMITTEE 2023-24

### INTRODUCTION:

In order to check Female harassment, an organization should have clear cut policy to register complaints of such nature and procedure for taking disciplinary action. Such guidelines are already available through Supreme Court judgement, only its implementation is required.

Every organization have an effective employment policy that should ensure well planned career paths based on merit to reduce the vulnerability of individuals and harassment by those who abuse their power and authority.

### SALIENT FEATURES OF THE ACT:

There should be awareness among the staff members about Female harassment and the consequences they may face if they indulge in such an act. They should know their social responsibilities to prevent such incident in their organization.

The staff member subjected to Female harassment must first complain to the committee members constituted for such purposes in the organization, before going to the police.

### CONCLUSION:

Female harassment in a work place is a sensitive issue. It cannot be checked merely providing staff members information about the Female harassment policy or relying on disciplinary action. The organization plays proactive role, provide behavioural support and discuss this aspect as a part of the work routine. The staff must nurture an inclusive, supportive, and respectful environment in the school in order to build a healthy working atmosphere.

Equally important is that the organization supports the victim of Female harassment, and help to overcome the negative effects of such an experience.

Finally, every working women must know that it is high time to stand up and fight for such injustices. Its only then Female harassment in work place can be checked.

Female harassment at a workplace is unwelcome behaviour as it affects not only the terms conditions of employment but also have huge bearing on the working environment of an organization. Therefore, this problem has to be understood looking at its causes and possible remedies for its effective control.

**The Female Harassment committee formed by The Swaminarayan School comprises of the following members:**

S.NO	NAME	Designation	
1.	Mrs. Shweta Khandelwal	Principal	President
2.	Mrs. Sonali Dange	Headmistress	Secretary
3.	Mr. Harish Kothari	Management Member	Member
4.	Mrs. Madhavi Joshi	Teacher	Member
5.	Mrs. Nisha Doshi	Teacher	Member
6.	Mrs. Renu Joshi	Non -teaching	Member
7.	Mr. Pravin Patel	Management Member	NGO Member

*Net*  
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