



Managed By
Tapi Education Academy

P. P. SAVANI VIDHYAMANDIR

At. Po. Katgadh, Vyara, Dist. Tapi. - Gujarat
AFFILIATED TO CBSE, NEW DELHI

CBSE AFFILIATION NO. : 430600

REF. NO. : PPSVCBSE/VYARA/

DATE : 02/04/2026

SEXUAL HARASSMENT COMMITTEE (PoSH)

P.P. Savani Vidya Mandir is running under the aegis Tapi Education Academy. It is a co-educational school with a total strength of women employees and female students. As per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, it is obligatory for the school to constitute a Sexual Harassment Committee for female employees/girls (students) in the school. The present members of the complaints committee have to deal with the complaints of sexual harassment in accordance with the guidelines laid down by Hon'ble Supreme Court of India and the Act mentioned at Para 1 above relating to sexual harassment of women workers at work places and girls (students). OBJECTIVES: The objectives of the Committee are-

- Prevent discrimination and sexual harassment against women employees and girl students by promoting gender amity among them.
- Make recommendations to the Chairperson for changes/ elaborations in the Rules for students and employees 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 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 Chairperson.
- Organize orientation programs for women employees and girl students to sensitive them to be proactive to deal with such discrimination, if any.

MEMBERS OF THE COMMITTEE:

S. No.	Name of the Members	Official Position in School	Designation in Committee
01	Shri AnkitKumar Pancholi	Principal	Chairperson
02	Smt. Shalini Mishra	Counsellor	Presiding Officer
03	Smt. Rima Gujarathi	PGT	Member
04	Smt. Dipeeka Shekhawat	TGT	Member
05	Ms. Pooja Tiwari	PRT	Member

PROCEDURE FOR FILING COMPLAINTS:

- Complaints may be oral, by email (ppsavani.tapi@gmail.com) or in writing. If the complaint is oral, it will be converted into a written form by the Sexual Harassment Committee member who received the complaint and authenticated by the complainant under his/her signature as soon as possible.

- If the complainant does not like to reveal her name for any grievance, she can drop the grievance(s) in the drop box placed in the school premises.
- 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.
 - Other unwelcome physical, verbal or non-verbal conduct of a sexual nature (Vishaka judgment by Supreme Court) and the Act passed by the Parliament in this regard.
- The following will also be treated as sexual harassment and are 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. 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.
- Physical confinement against one's will and any other act likely to violate one's privacy.

CONCLUSION: The school will ensure that all women employees and girl students will feel safe and secure in the premises. The policy will be implemented and reviewed by the Committee from time to time as per the need. The school reserves the right to amend, abrogate, modify, and rescind/reinstate the entire policy or any part of it any time.




 (Ankitkumar Pancholi)
 Principal

PRINCIPAL
P.P. SAVANI VIDHYAMANDIR
AT. & PO. KATGADH, VYARA
CBSE AFFILIATION NO: 430600