



Report on Compliance & Implementation of the POSH Act, 2013

Date: 27 June 2025

Submitted To: The Principal, The Shri Ram Universal School

1. Introduction

The **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** (POSH Act) mandates safe, respectful environments in workplaces and educational institutions. At The Shri Ram Universal School, compliance reflects our commitment to student and staff welfare.

2. Objectives of the POSH Act

- Prevent harassment through policy measures.
- Prohibit gender-based misconduct.
- Provide fair redressal mechanisms.
- Promote gender sensitivity.

3. POSH Compliance Measures at The Shri Ram Universal School

a) Formation of the Internal Committee (IC)

- Fully constituted IC with Presiding Officer, faculty/staff representatives, and legal expert.

b) Awareness & Sensitization Programs

- **Staff Workshops:**
 - Annual mandatory POSH training conducted on 16/05/2025
 - Topics covered: Definition of harassment, reporting protocols, and victim support.
 - **Attendance documented** (see Annexure A).
- **Students:** Age-appropriate sessions on consent and digital safety (Grades 6–12).

c) Display of Rights & Reporting Mechanisms

- POSH guidelines displayed in staff rooms, notice boards, and intranet.

d) Reporting & Redressal Procedure

- Confidential submission via email, drop-box, or oral reporting.
- Investigations completed within 90 days.

4. Current Status: Zero Reported Cases

No complaints filed as of 27/05/2025, reflecting our culture of respect and proactive prevention.

5. POSH Act (2013) Training Summary

Legal Framework

- Definition: Sexual harassment includes unwelcome physical contact, sexual remarks, demands for favors, or showing explicit material (*Sections 3–4*).
- Categories:
 - *Quid Pro Quo* (e.g., "Promotion for sexual favors").
 - *Hostile Work Environment* (e.g., sexist jokes, staring, pornography).

Key Concepts

- Consent: Must be explicit, voluntary, and ongoing (silence ≠ consent).
- Impact > Intent: Behavior is harassment if the recipient perceives it as such.

Complaint Process

- Timeline: File within 3 months (proposed amendment: 1 year).
- Confidentiality: Identity of complainant/respondent protected; breaches penalized.
- False Complaints: Action taken if proven malicious (*not* for unsubstantiated claims).

Employer Duties

- Form an Internal Committee (IC).
- Conduct annual training.
- Ensure no retaliation against complainants/witnesses.

Penalties

- Warning, pay freeze, termination, or compensation.

Trainer Details

- Ms. Nidhi Kaushik, Operations, Shri Educare Ltd

6. Conclusion

Our school reaffirms its commitment to a harassment-free environment through rigorous POSH compliance, continuous training, and vigilant governance.

Submitted by,

Firoz

School Counselor

The Shri Ram Universal School

Attachments: Annexure A: Staff POSH Workshop Attendance Sheet, Annexure B: IC Member List



Annexure A: Staff POSH Workshop Attendance Sheet

	9:30 - 10:30 am	11:00 - 12:30 pm	1 - 2 pm
1. DIRANSHU KARKAR	<u>Diranshu</u>	<u>Diranshu</u>	<u>Diranshu</u>
2. Preeti Pandhir	<u>Preeti</u> 16/06/25	<u>Preeti</u> 16/06/25	<u>Preeti</u> 15/06/25
3. Manika Singh	<u>Manika</u>	<u>Manika</u>	<u>Manika</u>
4. Sneha Rawat	<u>Sneha</u> 16/06/25	<u>Sneha</u>	<u>Sneha</u> 16/06/25
5. Anshu Singh	<u>Anshu</u> 16/06/25	<u>Anshu</u> 16/06/25	<u>Anshu</u> 16/06/25
6. Nidhi Dixit	<u>Nidhi</u> 16/06/25	<u>Nidhi</u> 16/06/25	<u>Nidhi</u> 16/06/25
7. Ruchi Sharma	<u>Ruchi</u> 16/06/25	<u>Ruchi</u> 16/06/25	<u>Ruchi</u> 16/06/25
8. Garima Agarwal	<u>Garima</u>	<u>Garima</u>	<u>Garima</u>
9. Prashant Sharma	<u>Prashant</u>	<u>Prashant</u>	<u>Prashant</u>
10. Akansa Malhotra	<u>Akansa</u>	<u>Akansa</u>	<u>Akansa</u>
11. Nikita Sharma	<u>Nikita</u>	<u>Nikita</u>	<u>Nikita</u>
12. Navika Mittal	<u>Navika Mittal</u>	<u>Navika</u>	<u>Navika</u>
13. DEVENDRA SINGH RATHORE	<u>Devendra</u>	<u>Devendra</u>	<u>Devendra</u>
14. Rahul Khandelwal	<u>Rahul Khandelwal</u>	<u>Rahul Khandelwal</u>	<u>Rahul Khandelwal</u>
15. Astha Kanjia	<u>Astha Kanjia</u> 16/06/25	<u>Astha Kanjia</u>	<u>Astha Kanjia</u>
16. Pramod Kumar	<u>Pramod</u> 16/06/25	<u>Pramod</u> 16/06/25	<u>Pramod</u> 16/06/25
17. Sahil Kumar	<u>Sahil</u>	<u>Sahil</u> 16/06/25	<u>Sahil</u> 16/06/25
18. Paridhi	<u>Paridhi</u>	<u>Paridhi</u>	<u>Paridhi</u> 16/06/25
19. Feroz (PSY)	<u>Feroz</u>	<u>Feroz</u>	<u>Feroz</u>
20. Manav Gauri	<u>Manav</u>	<u>Manav</u>	<u>Manav</u>
21. VIKRANT PANDEY	<u>Vikrant</u>	<u>Vikrant</u>	<u>Vikrant</u>
22. Sonu	<u>Sonu</u>	<u>Sonu</u>	<u>Sonu</u>
23. Shivani Pandey	<u>Shivani</u>	<u>Shivani</u>	<u>Shivani</u>
24. Rishi Pandey	<u>Rishi Pandey</u>	<u>Rishi</u>	<u>Rishi</u>
25. Gouri Shantana	<u>Gouri Shantana</u>	<u>Gouri Shantana</u>	<u>Gouri Shantana</u>
26. Neel Shrivastava	<u>Neel</u>	<u>Neel</u>	<u>Neel</u>

27	Furqan Ahmad	Furqan	Furqan	Furqan
28	Rame	Rame	Rame	Rame
29	Prisali	Prisali		Prisali
30	Rayni	Ry		Ry
31	Tarun	Tarun	Tarun	Tarun
32	Froz	Froz	Froz	Froz
33	Pinki Gautam	Pinki	Pinki	Pinki
34	Feroz C/Sy	Feroz	Feroz	Feroz

Annexure B: POSH IC Members

Sr. No.	Name	Designation in IC	Contact
1	Ms. Bhawna Khanna	President	9810402098
2	Mr. Prshant Sharma	Faculty Rep.	9971023292
3	Ms. Navadha Mittal	Faculty Rep.	8448620402
4	Mr. Deep Mali	Non-Teaching Rep.	9899683368
5	Ms. Reema	Legal Expert	9643580519