

CONFLUENCE WORLD SCHOOL POSH POLICY

Mission Statement of the School

To prepare committed, responsible young citizens by instilling advanced skills through inquiry and rigorous assessments who are culturally rooted with a global perspective, are in harmony with self, community and nature; have the courage to take risks with integrity and academic honesty, apply what they have learned for a purpose and make appropriate decisions and choices bringing in positive change in themselves and the community..



Sexual Harassment at Workplace Prevention and Redressal Policy

Confluence world school is committed to providing a safe environment for its entire staff (both teaching as well as non-teaching) free from discrimination of any sort and from harassment at work including sexual harassment. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimised for making such a complaint. It is the right and the duty of our staff to speak up against sexual harassment at the workplace.

Definition of Sexual Harassment

Sexual harassment is unwelcome, non-consensual conduct of a sexual nature which makes a person feel offended, humiliated and or intimidated. It includes situations where a person is asked to engage in sexual activity as a condition of that person's employment/recruitment as well as situations which create an environment which is hostile, intimidating or humiliating for the recipient.

Examples of Sexual Harassment

Physical Misconduct:

- Unwelcome physical contact including patting, pinching, hugging, etc.
- Physical violence, including sexual assault.
- Blocking space, standing too close.
- The use of job-related threats or rewards to solicit sexual favours.

Verbal Misconduct:

- Comments on appearance, age, private life, body parts, sexual appeal, or objectifying language.
- Sexual comments, stories and jokes.

- Repeated and unwanted social invitations for dates or physical intimacy.
- Insults or demeaning remarks based on sex, gender, sexuality, or sexual orientation.
- Sending unwanted flirtatious or sexually explicit messages (by phone, WhatsApp, text, email, etc.).

Non-Verbal Misconduct:

- Display of sexually explicit or suggestive material.
- Sexually suggestive gestures.
- Whistling, vocalizing.
- Leering, staring at body parts.
- Intimidating stares.

Complaint Redressal

Confluence world school has formed an Internal Committee (IC) according to the guidelines in relevant legislations. The following are the IC members and either all or any of them can be approached by a complainant. It would be best if a written complaint is submitted and if requested, the IC can help in drafting/writing the complaint. The written complaint should have all possible details of the incident/misconduct, along with dates and names of witnesses or any evidence, if available.

Internal Committee (IC) Members

S.No.	Name	Designation
1	Ms. Chitra Sharma	Principal
2	Ms. Sonia Prabhakar	Counselor
3	Adv. Laxmi Shenoy	Advocate
4	Ms. Vidya Pillai	HR

Procedure for Complaint Handling

The IC will act on the complaint in accordance with the procedure and timelines mandated in the 2013 Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. The complainant can complain within 90 days of the sexual harassment incident, however if for reasonable and understandable reasons, there is a delay, the IC will accept the complaint.

The IC will provide full support to the complainant and ensure confidentiality, fairness, and no retaliation. The investigation will be completed within 90 days of receiving the written complaint. The IC has powers of a civil court and will conduct thorough investigations. The IC will finalize punitive action for the respondent (if found guilty) which could include monetary deductions, redeployment, transfer, demotion, dismissal, or termination of contractual terms.

The image shows a handwritten signature in black ink, which appears to be 'Chitra Sharma'. Below the signature is a blue circular official stamp. The stamp contains the text 'CONFLUENCE WORLD SCHOOL' around the top edge, 'PRINCIPAL' in the center, and 'BANGALORE' at the bottom. There is a small logo in the center of the stamp.