



LAV KUSH TALENT ACADEMY

SALUMBER DIST. SALUMBER (RAJ)

SEXUAL HARASSMENT COMMITTEE

Ref No: 58
2025

Date: 20 December

S.No.	Name	Designation	Signature
1	Mrs. Jaymala Rathore	Chariperson (Principal)	
2	Mr. Arun Choubisa	Teacher Representative	
3	Mrs. Rashmi Jain	Teacher Representative	
4	Mrs. Pooja Vaishnav	Parent Representative	
5	Mrs. Sharda Tailor	Parent Representative	
6	Mr. Arjun Vats	Teacher Representative	
7	Mr. Mukesh Sharma	Teacher Representative	

Table 1: Sexual Harassment Committee Members

Signature:

Principal
JAYMALA RATHORE
Principal
Lavkush Talent Academy Salumber
Dist. Salumber (Raj)
LAV KUSH TALENT ACADEMY
SALUMBER, DIST. SALUMBER (RAJ.)



LAV KUSH TALENT ACADEMY

SALUMBER DIST.SALUMBER(RAJ)

SEXUAL HARASSMENT COMMITTEE

Ref No: 56

Date: 20 December 2025

Sexual Harassment Committee

S.No.	Name	Designation
1	Mrs. Jaymala Rathore	Chariperson (Principal)
2	Mr. Arun Choubisa	Teacher Representative
3	Mrs. Rashmi Jain	Teacher Representative
4	Mrs. Pooja Vaishnav	Parent Representative
5	Mrs. Sharda Tailor	Parent Representative
6	Mr. Arjun Vats	Teacher Representative
7	Mr. Mukesh Sharma	Teacher Representative

Table 1: Sexual Harassment Committee Members

SEXUAL HARASSMENT COMMITTEE MEETING MINUTES

Date: 20 December 2025**Duration:** 1 Hour**Venue:** School Premises**Conducted by:** Principal Jaymala Rathore**Attendance:** All 7 committee members present

Proceedings

The meeting commenced with Principal Jaymala Rathore welcoming all Sexual Harassment Committee members. The purpose and legal mandate of the committee was explained as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). The committee's role in ensuring a safe, secure, and harassment-free environment for all female staff, teachers, and students was emphasized.



LAV KUSH TALENT ACADEMY

SALUMBER DIST.SALUMBER(RAJ)

Principal Rathore outlined the committee's key responsibilities including receiving complaints, conducting inquiries, recommending appropriate action, and maintaining confidentiality throughout the process.

Key Discussions

Members thoroughly discussed various aspects of preventing and addressing sexual harassment:

- **Legal Framework:** Understanding POSH Act 2013 provisions and school's obligations
- **Committee Composition:** Balanced representation with Chairperson, teacher representatives, and parent representatives
- **Awareness Programs:** Planning regular sessions for staff and students on prevention of harassment
- **Complaint Mechanism:** Establishing clear, confidential, and accessible complaint procedures
- **Investigation Protocol:** Defining fair and time-bound inquiry processes
- **Support System:** Ensuring counseling and support services for complainants
- **Preventive Measures:** Creating awareness through workshops, posters, and orientation programs
- **Documentation:** Maintaining proper records of complaints, investigations, and actions taken

Specific roles were assigned: Chairperson to oversee all proceedings, teacher representatives to assist in investigations and awareness programs, and parent representatives to provide community perspective and support.

Resolutions

1. Unanimous formation and acceptance of the 7-member Sexual Harassment Committee as listed above
2. Committee will conduct mandatory awareness sessions twice per academic year
3. Complaint boxes to be installed at designated locations with clear instructions
4. All complaints will be addressed within 90 days as per POSH Act guidelines
5. Strict confidentiality will be maintained throughout inquiry processes
6. Committee will meet quarterly to review policies and address concerns
7. Annual report on committee activities to be submitted to management

The committee committed to creating and maintaining a safe, respectful, and harassment-free environment for all members of the school community.



LAV KUSH TALENT ACADEMY

SALUMBER DIST.SALUMBER(RAJ)

Adjournment

The meeting concluded successfully with appreciation to all committee members for their commitment. Next committee meeting scheduled within 3 months or as needed based on complaints/concerns.

Signature:

Principal

Lavkush Talent Academy Salumber

JAYMALA RATHORE

PRINCIPAL

LAV KUSH TALENT ACADEMY

SALUMBER,