

NORTHERN INDIA PUBLIC SCHOOL

Women's Grievance Cell

All female teachers and girls students hereby informed that a women grievance cell is hereby formed for wellness of the female teaching / non teaching staff and girl students.

Grievance/Complaint

Redressal Officer Mr. Mukesh Chandra Sharma Principal NIPS

Head of Harassment

Committee Mrs. Poonam Rathore Co-ordinator NIPS

Member Management Nominee

Dr.Nupur Suman Verma., MBBS.,MS., Sr. Eye Surgeon
HOD Ophthal.,Saraswathi Inst.of Medical Science., Hapur

Dr.Bhavna Yadav Principal Ghaziabad Public School
Ghaziabad

Member

Mrs. Punam Garg

Sr. Teacher NIPS

Ms. Mahima Chaudhary

Teacher NIPS

Mr. Yogendra Verma

Sr. Teacher NIPS



(Mukesh Chandra Sharma)
Principal



(Rakesh Mohan Garg)
Chairman

Note :-For the awareness of female Staff/employees as well as girls student in this regard, the Rules and Regulations of Women's Grievance Cell is prominently notified on the notice board of the School.

NORTHERN INDIA PUBLIC SCHOOL – GAJRAULA

MEASURES BEING TAKEN FOR WOMEN WELFARE

For the welfare of women employees as well as students of the school, the Management has taken various steps as narrated below:

5. Equality in employments without considering gender;
6. Healthy working environment;
7. Proper Healthcare in emergency;
8. Mechanism to watch sexual harassment;

Equality in employments without considering gender;

The management provides equal opportunities to both the genders in employment without any favour and fear. The proportionate percentage of women teachers in the School is more than 60% and we are always committed to promote their skill to give them career advancement by providing better facilities.

Healthy Working environment:

The management is committed to give maximum stress on creating healthy working environment for its staff. It has created many facilities like staff rooms with attached toilets, separate common rooms for girl students, separate toilet facilities on each floor and wing for ladies and gents with proper sanitation. We give more stress on cleanliness and having lush green grounds, proper security arrangements to give feel of security for coming and going back of ladies. The aim of the management & faculty members is to work as family members of NIPS family.

Proper Healthcare in emergency;

The management has made provision to take proper care in case of any emergency relating to healthcare on duty specially for ladies as well as students of the school. The first-aid in such case is done in the school itself and in case of need, sent to residence or hospital as per requirement with two staff members, one of which essentially will be lady. Their family members are also informed telephonically. These provisions are equally applicable for ladies staff as well as students.

Mechanism to watch sexual harassment;

To safeguard the gender specific violence as narrated in the Act for sexual harassment in work place, the management of the school is firmly committed to provide maximum safeguards. The provisions of the Act are made well know to all lady teachers as well as girl students which are again narrated below:

“Sexual harassment includes such unwelcome sexually determined behaviour as physical contacts and advances, sexually coloured remarks, showing pornography and sexual demands, whether by words or actions. Such conduct can be humiliating and may constitute a health and safety problem; it is discriminatory when the women has reasonable grounds to believe that her objection would disadvantage her in connection with her employment, including recruiting or promotion, or when it creates a hostile working environment. For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication)”

In case of any such act, the complaint mechanism made by School is to report the matter to the Principal/Management immediately. The matter will be looked after by the lady members of the Women Grievance Committee to resolve the matter.

For the awareness of female employees as well as girls student in this regard, the matter is prominently notified on the notice board of the Institute.