

## **PENAL CONSEQUENCES OF SEXUAL HARASSMENT**

VidyaGyan is committed to providing a work environment that ensures everyone is treated with dignity and respect. The organization is also committed to promoting an environment that is open & conducive to the growth of its members & other stakeholders. The organization will not tolerate any form of unlawful harassment and is committed to take all necessary steps to ensure that its members and other stakeholders are not subjected to any form of harassment.

Anyone violating the Policy for Prevention & Redressal of Sexual Harassment at Workplace is subject to disciplinary action as per the Disciplinary policy of the Organization. The nature and severity of disciplinary action against the guilty will be commensurate with the seriousness & gravity of the conduct reported and established by the Committee. This could range from but will not be limited to:

- Mandatory written apology
- Mandatory training and/or counselling sessions
- A letter of warning that will be filed in the personal file
- Immediate transfer to a different location / department
- Withholding of increment / promotion or both
- Dismissal / termination from the services of the organization
- Any other action that the committee may deem fit

### **CASH (Committee Against Sexual Harassment) Members at VidyaGyan School – BULANDSHAHR**

1. Ms. Meenambika Menon
2. Mr S.K Maheshwari
3. Ms. Sangeeta Rai
4. Ms. Shalini Almadi
5. Ms Seema Rajput Verma (External Member)

  
**School Administrator**  
**VidyaGyan School**  
**Dulhera, Sikandrabad**  
**Bulandshahr (U.P.)**

  
Principal 17-1-23  
VidyaGyan School  
Dulhera, Sikandrabad  
Bulandshahr (U.P.)