VIDYA VIKASA ACADEMY

ANTI-SEXUAL HARASSMENT COMMITTEE (2026-27)

Members of the Committee with contact details

Sr. No	Name of Member	Position	Designation	Contact Number
1.	Mr. Pradeesh Kalangadan	Principal	Presiding Officer/In-Charge	9739133455
2.	Mrs. Haribha Barkath Ali	Teaching Staff	Member	91642 99533
3.	Mrs. Manasa M	Counsellor	Member	7259223087
4.	Mrs. Sakshi BH	Non-Teaching Staff	Member	91876 33455
5.	Ms. Deepa TB	Non-Teaching Staff	Member	94816 91016
6.	Mrs. Asma Banu	Teacher	Member	8073 899 778
7.	Ms. Archana R	Teacher	Member	99804 46817

Objectives of committee

- To prevent any kind of harassment of staff
- To provide protection to women at workplace
- Awareness of staff on the same and setting up complaint procedure
- Preventive measures
- Setting up complaint procedure
- Complaint procedure
- Point of Contact
- Action Procedure

Aims and Objectives of the Committee

- Sexual harassment at a workplace is considered violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourages women's participation in work, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth.
- With more and more women joining the workforce, both in organized and unorganized sectors, ensuring an enabling working environment for women through legislation is felt imperative by the Government. The proposed legislation contains provisions to protect every woman from any act of sexual harassment irrespective of whether such woman is employed or not.
- To comply with the directives of Hon'ble Supreme Court of India requiring all employers to develop and implement a policy for prevention of sexual harassment at the workplace.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the workplace.

- To follow and implement the Act enjoining all employers to constitute an "Internal Complaints Committee" and lay down guidelines for redressal of complaint related to sexual harassment of Women at the workplace.

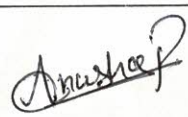
Preventive measures taken in campus –

- Create and maintain a culture of polite behaviour and mutual respect at workplace
- CCTV installed at all common places
- Staff oriented on rules and consequences of flouting the rules
- Periodic meeting with staff on one-to-one basis by committee members to know about their welfare
- Do's and don'ts explained implicitly to staff about verbal and non-verbal boundaries to be followed at work place

Secretary
Vidya Vikasa Educational Trust
Chitradurga

PRINCIPAL
VIDYA VIKASA ACADEMY
Swamy Vivekananda Road
IUDP Layout
Chitradurga 577501

Signatures of members:

Sr. No	Name of Member	Position	Signature
1.	Mr. Pradeesh Kalangadan	Principal	
2.	Mrs. Haribha Barkath Ali	Teaching Staff	
3.	Mrs. Manasa M	Counsellor	
4.	Mrs. Shobha Shankar	Non-Teaching Staff	
5.	Ms. Anusha P	Non-Teaching Staff	
6.	Mrs. Pavitra V	Teacher	
7.	Ms. Deekshitha M	Senior School Student	