



Mount Litera Zee School, Kalaburagi

Prevention of Sexual Harassment at workplace (POSH) 2026-27

Sexual Harassment will not be tolerated. It is a punishable offense.

POSH Policy: The school has a policy on prevention of sexual harassment in place to check the menace of sexual harassment at workplace.

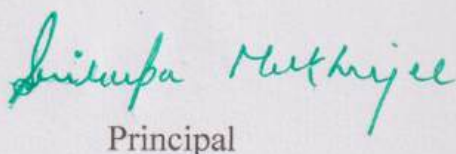
Constitution of Internal Complaint Committee (ICC) will look into the complaints relating to sexual harassment at workplace. The composition of the ICC is as follows:

<u>Particulars</u>	<u>Member Name</u>	<u>Designation</u>	<u>Phone</u>	<u>Email</u>
Presiding Officer	Mrs. Srirupa Mukherjee	Principal	9607157000	principal.gulbaraga@mountlitera.com
Member	Mrs. Ravinder Kaur	Academic Coordinator	8551944413	ravinderkaur2080@gmail.com
Member	Ms. Meharunnisa	School Counselor	8884302222	meharunnisamlzsklbg@gmail.com
External Member	Peter Pereira	Advisor	7507711000	peter.pereira345@gmail.com

Punishment: Depending upon the nature of gravity of the offence, possible punishment will be imposed by the ICC as per the provision of section 13 and 14 of the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

Punishment can be in the form of (i) warning, (ii) written apology (iii) withholding of promotion, (iv) withholding of pay rise or increment, (v) terminating the respondent from service, (vi) deduction of compensation payable to the Aggravated women from the wages of the respondent, (vii) undergoing a counselling session, or carrying out community service.

For information/complaint: The aggrieved woman/man can submit a written complaint against the respondent at principal.gulbaraga@mountlitera.com or to any member of the Internal Complaint Committee.


Principal