

# ZERO TOLERANCE

- TOWARDS -

# SEXUAL HARASSMENT AT THE WORKPLACE

THE BGES  
SCHOOL(ICSE)



**Prevention, Prohibition & Redressal  
Sexual Harassment at Workplace Act 2013**

## What is Sexual Harassment?

**Any unwelcome sexually determined behaviour**

Whether directly or by implication as:

- Physical contacts and advances
- A demand or request for sexual favour
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or nonverbal conduct of sexual nature



## RIGHTS OF A WORKING WOMAN

- Works with dignity in safe and secure environment.
- Prevention of sexual harassment.
- Obtaining hearing and relief from complaints committee.
- Seek their own or perpetrator's transfers.

## INTERNAL COMPLAINT COMMITTEE:

Dr. Sudha Tripathi (Presiding Officer) +919836564515  
Mrs. Ankhee Gupta +918961476268  
Mrs. Clara Gomes +919836774782  
Mrs. Jyoti Singh +918777673734  
Headmaster +919831024589

You may also contact the **DISTRICT OFFICER**, Kolkata  
if the matter is not redressed by ICC.

**Phone:** (033)2214-1843/ 2214-1431/ 2250-5166

**Email:** jtcpcrime@kolkatapolice.gov.in

**Toll Free # 100**



**REPORT  
SEXUAL  
HARASSMENT  
AT WORKPLACE**