



CBSE Aff. No. 1730051
School Code : 10482
GST No.: 08AAATL0792J1ZE

L K SINGHANIA EDUCATION CENTRE

GOTAN - 342 902 Rajasthan (India)
ISO 9001, 14001 & 22000 Certified by Lloyd's Register, U.K.
Member INDIAN PUBLIC SCHOOLS' CONFERENCE
Participating Institution in the UNESCO ASP Net

INTERNAL COMPLAINT COMMITTEE - POSH (2026-27)

In accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the rules framed thereunder, LK Singhania Education Centre (LKSEC), Gotan is committed to providing a safe, secure, inclusive, and respectful workplace where every employee is treated with dignity and is protected against sexual harassment. The institution maintains a zero-tolerance approach towards any form of sexual harassment and is dedicated to fostering a work environment that promotes equality, mutual respect, professionalism, and ethical conduct.

To ensure compliance with the statutory requirements and to provide an effective mechanism for the prevention, prohibition, and redressal of complaints of sexual harassment, LKSEC constitutes an **Internal Committee (IC)** under the POSH Act, 2013. The Committee is responsible for creating awareness, receiving and inquiring into complaints in a fair, impartial, confidential, and time-bound manner, recommending appropriate corrective measures, and promoting a workplace culture that upholds the dignity, safety, and rights of all employees. The Internal Committee shall function with the principles of natural justice, confidentiality, impartiality, and sensitivity, ensuring that every complaint is addressed in accordance with the provisions of the POSH Act and the institution's policies.

Keeping the above guidelines in view, LK SINGHANIA EDUCATION CENTRE, GOTAN, has constituted a Committee to Prevent Sexual Harassment of Women at the Workplace and the members are as follows -

INTERNAL COMPLAINT COMMITTEE (POSH)				
Sr. No.	Designation / Category	No. of Members	Name of Person	Eligibility / Responsibility
1	Presiding Officer	1	Dr Krishna Maan, Head Mistress, Junior School	A woman employee employed at a senior level in the School. In the absence of a senior woman employee, the Presiding Officer shall be nominated from another office/administrative unit of the same employer or from another workplace of the employer, as provided under Section 4(2)(a) of the Act.
2	Employee Member	1	Mr Pranay Kumar, Vice Principal	Employee preferably committed to the cause of women or having



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3		1	Ms Manibha Dutta, Senior PGT	experience in social work or legal knowledge.
4	External Member	1	Ms. Abhilasha Choudhary, Legal Department, JKWC, Gotan	A representative from a Non-Governmental Organisation (NGO), association committed to the cause of women, or a person familiar with issues relating to sexual harassment, women's rights or labour laws.

Note: The As per the POSH Act 2013, the Chairperson for the ICC shall be the senior most women employee.

Krishna Saigal
Head of Education
J K Cement Education Vertical



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