

ANTI BULLYING/RAGGING AND SEXUAL HARASSMENT POLICY

Global Public School is committed to providing a safe and respectful learning environment for all students and employees. This policy aims to prevent and address bullying/ragging and sexual harassment, ensuring that everyone feels valued, respected, and protected.

1. Defining Bullying/Ragging Behaviour

Any intentional physical, verbal, written, social, or cyber behavior that harms, intimidates, humiliates, or excludes an individual, creating fear or distress. The following acts constitute bullying behavior:

- Physical bullying (hitting, pushing, etc.)
- Verbal or written bullying (teasing, name-calling, insults, body shaming etc.)
- Social bullying (exclusion, spreading rumours, etc.)
- Cyberbullying (online harassment, etc.)

2. Defining Sexual Harassment

Any unwelcome behaviour of a sexual nature that makes a person feel uncomfortable, intimidated, or offended. This includes, but is not limited to:

- Verbal or written comments, jokes, or innuendos
- Physical contact or gestures
- Displaying explicit or suggestive images on digital platforms or otherwise
- Sending explicit or suggestive messages through digital platforms or otherwise
- Unwanted advances or requests
- Stalking or following
- Non- consensual taking or sharing of photos/ videos
- Leering or Suggestive looks
- Intrusive questions about personal details
- Indecent Exposure

The following behaviours are strictly prohibited:

- Engaging in sexual harassment or bullying/ragging
- Retaliating against someone who reports or complains about sexual harassment or bullying/ragging

- Aiding, abetting, or failing to report incidents of bullying/ragging or sexual harassment. Those who are aware of such incidents share responsibility and may be held accountable.

3. Reporting System

The confidential reporting system allows staff and students to report incidents of bullying/ragging or sexual harassment. You may approach a trusted teacher, the school counsellors, or the Principal. You can also write to care@globalpublicschool.org, reach out to our counsellors at +91 99953 53412 / +91 95262 31444, or use the Suggestions and Concerns boxes located on campus.

4. Investigation and Action:

Upon receiving a complaint, the school will:

- Conduct a fair and impartial investigation.
- Take immediate action to stop the bullying/ harassment.
- Provide support and counseling to the affected person.
- Take disciplinary action against the perpetrator, including expulsion or termination.

Confidentiality:

All complaints and investigations will be treated confidentially, to the extent possible.

5. Available Support

- Counselling services
- Peer support groups
- Academic support
- Parent-teacher conferences

6. Consequences

Depending on the gravity of the incident, the following consequences would be initiated:

- Counselling
- Community service
- Detention
- Suspension
- Expulsion

7. Awareness sessions for Students and Staff

Regular awareness sessions will continue to be conducted for staff and students

8. Monitor and Evaluate

Regularly monitor and evaluate the effectiveness of bullying/ragging prevention strategies by conducting staff/ Student surveys, Staff feedback and Parent feedback

By implementing these strategies, Global Public School envisions creating a safe and supportive environment that promotes social-emotional learning, empathy, and kindness.

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