



WISDOM WORLD SCHOOL

Kalambagh Chowk, Muzaffarpur, Bihar

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Ref.

Date :

WWS/93/2026-2027

04.04.26

OFFICE ORDER

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE (ICC)

UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

Affiliation No.: 331148

Session: 2026-27

School Code: 66930

In accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) and applicable CBSE directions, the school hereby constitutes the following Internal Complaints Committee (ICC) with immediate effect:

Sl. No.	Name	Designation	Role in ICC	Contact No.
1	Dr. SUNIL NIRANJAN JAMES	Principal/Head of School	Presiding Officer/Chairperson	9031862081
2	NISHI SRIVASTAV	Senior Female Teacher	Member	9835271493
3	NIDHI KUMARI	Female Teacher/Staff	Member	8083942156
4	RIYA CHAKRABORTY	Teacher/Administrative Staff	Member	9693878831
5	ARCHANA PATEL	External Member – NGO/Association/Person familiar with issues of sexual harassment	External Member	6201874145

Functions and Responsibilities of the Committee

- To receive and address complaints relating to sexual harassment at the workplace.
- To provide a safe, confidential and supportive environment for complainants.
- To conduct proceedings in accordance with the POSH Act and applicable rules.
- To maintain confidentiality of complaints, proceedings and identities of persons involved.
- To conduct awareness and sensitization programs for teaching and non-teaching staff.
- To promote a safe and respectful working environment for all employees.
- To maintain appropriate records of complaints and action taken.
- To submit reports as required under applicable law and regulations.
- To recommend appropriate action wherever a complaint is established in accordance with law.

Important Note

This Internal Complaints Committee deals with workplace sexual-harassment matters covered under the POSH Act. Complaints involving children must be dealt with under the Protection of Children from Sexual Offences (POCSO) Act, 2012 and the school's separate POCSO mechanism.

The details of the committee shall be displayed prominently on the school notice board and school website, as applicable.

Date: 01-04-2026

Place: MUZAFFARPUR




Dr. Sunil Niranjana James
Director & Senior Principal
Wisdom World School
Kalambagh Chowk
Muzaffarpur, Bihar