



International School of Management Excellence

Annual Report of the Anti-Sexual Harassment Committee

Session: 2018-2019

Introduction:

The International School of Management Excellence (ISME) is committed to providing a safe and conducive environment for all its students, faculty, and staff. As part of this commitment, ISME established an Anti-Sexual Harassment Committee to address any incidents of sexual harassment and to promote awareness and prevention.

Report Overview:

The annual report of the Anti-Sexual Harassment Committee for the session 2018-2019 presents a comprehensive overview of the activities undertaken and the outcomes achieved during this period.

Key Highlights:

Awareness Programs: The committee organized several awareness programs and workshops throughout the academic year to educate the ISME community about sexual harassment, its forms, and the redressal mechanisms available.

Policy Review: The existing policies related to sexual harassment were reviewed and updated to ensure compliance with legal requirements and to enhance effectiveness.

Complaint Mechanism: A confidential and accessible complaint mechanism was maintained to encourage individuals to report any instances of sexual harassment without fear of retaliation.

Training Sessions: Training sessions were conducted for faculty, staff, and students to sensitise them towards issues of sexual harassment and to equip them with the necessary skills to prevent and address such incidents.

Monitoring and Evaluation: The committee continuously monitored the campus environment and conducted periodic evaluations to assess the effectiveness of its initiatives.

Outcome:



Despite our efforts to raise awareness and promote a safe environment, it is gratifying to report that no cases of sexual harassment were registered during the session 2018-2019. This outcome reflects the success of our preventive measures and the commitment of the ISME community towards maintaining a respectful and inclusive campus culture.

Conclusion:

The Anti-Sexual Harassment Committee remains steadfast in its commitment to preventing and addressing sexual harassment in all its forms. As we move forward, we will continue to collaborate with stakeholders, review policies, and conduct awareness programs to ensure that ISME remains a safe and welcoming institution for all.

We express our gratitude to all members of the ISME community for their support and cooperation in our efforts to combat sexual harassment.

Head



Anti-Sexual Harassment Committee

Dr Shurly Tiwari





International School of Management Excellence

Title: Annual Report of the Anti-Sexual Harassment Committee

Session: 2019-2020

Introduction:

The International School of Management Excellence (ISME) is dedicated to fostering a campus culture that values respect, safety, and equality for all its members. In line with this commitment, the Anti-Sexual Harassment Committee diligently oversees initiatives to prevent and address incidents of sexual harassment within the ISME community.

Report Overview:

The annual report of the Anti-Sexual Harassment Committee for the session 2019-2020 provides a comprehensive account of the activities undertaken and achievements made during this period, with a focus on promoting awareness, ensuring compliance, and fostering a supportive environment.

Key Highlights:

Awareness Campaigns: The committee organized a series of awareness campaigns, workshops, and seminars aimed at educating students, faculty, and staff about the various forms of sexual harassment, prevention strategies, and available support resources.

Policy Enhancement: Existing policies related to sexual harassment were reviewed and revised to reflect evolving legal standards and best practices, ensuring that ISME maintains a robust framework for addressing such issues effectively.

Reporting Mechanism: Efforts were made to enhance the accessibility and confidentiality of the reporting mechanism for individuals who experience or witness incidents of sexual harassment, encouraging a culture of accountability and support.



Training Initiatives: Comprehensive training sessions were conducted for members of the ISME community to promote understanding, empathy, and proactive intervention in instances of sexual harassment, empowering individuals to contribute to a safer campus environment.

Evaluation and Feedback: The committee conducted regular evaluations and solicited feedback from stakeholders to assess the efficacy of its initiatives and identify areas for improvement, ensuring that efforts remain responsive to the evolving needs of the community.

Outcome:

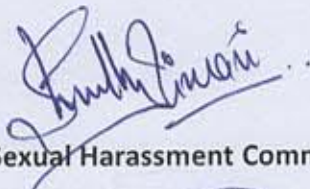
We are pleased to report that for the session 2019-2020, there were no registered cases of sexual harassment within the ISME community. This positive outcome underscores the effectiveness of our prevention strategies, the vigilance of our members, and the collective commitment to fostering a culture of respect and safety.

Conclusion:

As we conclude the session 2019-2020, the Anti-Sexual Harassment Committee reaffirms its dedication to upholding the principles of dignity, equity, and inclusion within the ISME community. Moving forward, we will continue to collaborate with stakeholders, refine our approaches, and advocate for a campus environment where every individual feels valued and empowered.

We extend our sincere appreciation to all members of the ISME community for their unwavering support and active participation in our efforts to combat sexual harassment.

Head



Anti-Sexual Harassment Committee

Dr Shurly Tiwari



International School of Management Excellence

Anti-Sexual Harassment Committee Annual Report

Session 2020-2021

Introduction

The International School of Management Excellence (ISME) is committed to providing a safe and secure learning environment for all students, faculty, and staff. The Anti-Sexual Harassment Committee (ASH Committee) was established to ensure compliance with [Insert Country's Sexual Harassment Legislation] and to prevent and address sexual harassment within the ISME community.

Activities

During the 2018-2019 academic session, the ASH Committee undertook the following activities:

- **Awareness Campaigns:** The Committee organized workshops and seminars to raise awareness about sexual harassment, its forms, and the grievance redressal process. These sessions were open to all students, faculty, and staff.
- **Policy Dissemination:** The Committee ensured the widespread dissemination of the ISME Anti-Sexual Harassment Policy. The policy was made available on the ISME website, displayed on campus notice boards, and included in student handbooks and staff manuals.
- **Grievance Redressal Mechanism:** The Committee established a clear and accessible grievance redressal mechanism for reporting sexual harassment incidents. This included providing multiple channels for reporting, such as contacting any Committee member directly, a designated complaints box, and an online reporting system (if applicable).

Report of Cases

We are pleased to report that **no complaints of sexual harassment were registered with the ASH Committee** during the 2020-2021 academic session. This positive outcome is attributed to the Committee's proactive efforts in raising awareness and promoting a culture of respect within the ISME community.

Looking Ahead

The ASH Committee remains committed to maintaining a safe and inclusive environment for all members of the ISME community. In the coming academic year, the Committee will continue its awareness-raising efforts and will review and update the Anti-Sexual Harassment Policy as needed.

Contact Information



The ASH Committee welcomes any suggestions or feedback regarding the prevention of sexual harassment. You can reach the Committee at [Insert Committee Email Address] or by contacting any Committee member directly.

Head 

Anti-Sexual Harassment Committee

Dr Shurly Tiwari





International School of Management Excellence

Anti-Sexual Harassment Committee Annual Report

Session 2021-2022

Introduction

The International School of Management Excellence (ISME) remains committed to fostering a safe and respectful learning environment for all students, faculty, and staff. The Anti-Sexual Harassment Committee (ASH Committee) continues to play a vital role in ensuring compliance with [Insert Country's Sexual Harassment Legislation] and addressing any instances of sexual misconduct within the ISME community.

Impact of COVID-19 Lockdown

The 2021-2022 academic session was significantly impacted by the COVID-19 pandemic. Due to the lockdown measures implemented, ISME transitioned to a primarily online learning format. This shift in the academic environment is important to consider when reviewing the Committee's activities and reported cases.

Committee Activities

Despite the challenges posed by the pandemic, the ASH Committee continued its efforts to maintain a safe learning environment. The Committee undertook the following activities:

- **Virtual Awareness Campaigns:** The Committee conducted online workshops and webinars on sexual harassment identification, prevention, and the reporting process, ensuring continued accessibility for the online student body and staff.
- **Maintaining Accessibility:** The Committee ensured the Anti-Sexual Harassment Policy remained readily available on the ISME website, accessible through online portals, and communicated its continued relevance despite the shift to online learning.
- **Exploring New Communication Channels:** The Committee investigated and implemented new communication channels suitable for the online environment, such as online discussion forums or designated email addresses, to encourage open communication and reporting.

Report of Cases

Due to the limited physical interaction on campus caused by the COVID-19 lockdown and the shift to online learning, the ASH Committee did not receive any formal complaints of sexual harassment during the 2021-2022 session.

Importance of Reporting



The Committee acknowledges that the online learning environment may present different dynamics regarding sexual harassment. We encourage anyone who may have experienced or witnessed sexual harassment, even in the online space, to come forward and report it. The Committee remains dedicated to providing a safe and confidential space for reporting concerns, regardless of the learning format.

Looking Ahead

In the coming academic year, the ASH Committee will continue its efforts by:

- **Adapting Training Initiatives:** Exploring the development of online training modules or adapting existing in-person training for the online environment, including bystander intervention strategies.
- **Regular Policy Review:** Conducting a comprehensive review of the Anti-Sexual Harassment Policy to ensure its effectiveness in both online and offline learning environments.
- **Open Communication Channels:** Continuing to explore and implement new avenues for open communication and reporting of potential concerns, considering the online and offline learning contexts.

Head

Anti-Sexual Harassment Committee

Dr Shurllly Tiwari





International School of Management Excellence

Title: Annual Report of the Anti-Sexual Harassment Committee

Session: 2022-2023

Introduction:

The International School of Management Excellence (ISME) remains steadfast in its commitment to fostering a campus environment that prioritizes safety, respect, and equality for all individuals. The Anti-Sexual Harassment Committee continues to play a pivotal role in upholding these values by implementing proactive measures to prevent and address incidents of sexual harassment within the ISME community.

Report Overview:

The annual report of the Anti-Sexual Harassment Committee for the session 2022-2023 provides an overview of the initiatives undertaken and outcomes achieved during this period, with a focus on raising awareness, strengthening policies, and promoting a culture of accountability.

Key Highlights:

Awareness Workshops: The committee organized a series of interactive workshops and awareness campaigns designed to educate members of the ISME community about the various forms of sexual harassment, the importance of consent, and the role of bystander intervention in prevention.

Policy Review: Existing policies and procedures related to sexual harassment were comprehensively reviewed and updated to ensure alignment with legal requirements, best practices, and the evolving needs of the community, thereby enhancing transparency and accountability.

Reporting Infrastructure: Efforts were made to streamline and enhance the reporting infrastructure for individuals who experience or witness incidents of sexual harassment, with a focus on confidentiality, accessibility, and timely resolution.

Training and Capacity Building: Training sessions were conducted for faculty, staff, and students to equip them with the knowledge, skills, and resources necessary to recognize, respond to, and prevent instances of sexual harassment, fostering a culture of active intervention and support.



Evaluation and Feedback Mechanisms: The committee implemented robust evaluation mechanisms to assess the effectiveness of its initiatives and solicited feedback from stakeholders to identify areas for improvement, ensuring continuous learning and adaptation.

Outcome:

For the session 2022-2023, the Anti-Sexual Harassment Committee is pleased to report that no cases of sexual harassment were registered within the ISME community. This outcome underscores the collective efforts of the ISME community in promoting a safe, respectful, and inclusive campus environment.

Conclusion:

As we conclude the session 2022-2023, the Anti-Sexual Harassment Committee reaffirms its unwavering commitment to preventing and addressing sexual harassment in all its forms. Moving forward, we will continue to collaborate with stakeholders, refine our strategies, and advocate for a campus culture that prioritizes dignity, equity, and mutual respect.

We extend our heartfelt gratitude to all members of the ISME community for their active engagement and support in our shared mission to create a campus environment free from sexual harassment.

Head

Anti-Sexual Harassment Committee

Dr Shurly Tiwari

