



## **SUPER SCHOOL INDIA'S ANTI-HARASSMENT POLICY**

1. Anyone working at/with Super School India will not engage in any physical contact with Super School India students and students of Super School India's partner schools. The only acceptable forms of physical contact are high-fives and fist-bumps.
2. Anyone working at/with Super School India will not engage in any form of religion-based, caste-based, or political affiliation-based harassment. Super School India is an apolitical organization, and it does not tolerate discrimination based on political views. Super School India also strongly discourages the propagation of personal political or/and religious views at its workplace. As a secular organization, Super School India believes that religion is a private practice and shouldn't be brought to work.
3. Anyone working at/with Super School India will not engage in any form of harassment on the basis of race, ability, gender identity, gender expression, sexual orientation, or/and sexuality. Super School India is a gender- and queer-inclusive organization, and any form of discrimination on the basis of the aforementioned factors would lead to the person's removal from Super School India immediately.
4. Under the POSCO Act, anyone working at/with Super School India will not verbally, physically, or/and sexually abuse any child studying or not studying at Super School India and Super School India's partner institutions. If proven or found to be abusing a child, they will be removed from Super School India immediately.
5. Anyone working at/with Super School India will not commit any other acts that constitute as child abuse towards any child. If proven or found to be committing any act of child abuse, they will be removed from Super School India immediately. This includes the following.
  - The physical maltreatment of a child (hitting, physically exhausting punishments like standing in the sun, child labour of physical tasks designed for adult workers, making a child over-do a task);
  - The mental maltreatment of a child (verbal abuse, negligence, etc.); and
  - Sexual molestation of a child which can manifest in either physical ways (which also includes prostitution, watching child pornography, etc) or non-physical ways (showing porn to a child, speaking in a sexual manner to a child, etc.).
6. Anyone working at/with Super School India will not verbally, physically, or/and sexually abuse any member of the Super School India team (staff, volunteers, facilitators, stakeholders) during or after their tenure with Super School India. If

proven or found to be abusing a Super School India member, they will be removed from Super School India immediately.

7. Anyone working at/with Super School India will not physically or/and sexually abuse any member of the society during or after their tenure with Super School India. If proven or found to be abusing a member of the society, they will be removed from Super School India immediately.
8. Anyone working at/with Super School India will not commit any sexual harassment crimes, as dictated and detailed by the Indian Penal Code's various sections, towards any agent of Super School India or any agent outside of Super School India.
9. If anyone working at/with Super School India feels that another Super School India agent has sexually harassed them, they can personally address all their concerns to the Director of Super School India, Radhika Mittal ([ask@superschoolindia.org](mailto:ask@superschoolindia.org), 9871591399). An immediate inquiry into the matter will be launched, and the strongest stance will be taken to assure the physical and mental safety of the survivor. Complete anonymity will be maintained.
10. If anyone working at/with Super School India wants to file a sexual harassment complaint against the Director of SSI (Radhika Mittal), they can do so with the Board of Trustees (see below). An immediate inquiry into the matter will be launched, and the strongest stance will be taken to assure the physical and mental safety of the survivor. Complete anonymity will be maintained:
  - Bhavik Bhatia: [bhavik181@gmail.com](mailto:bhavik181@gmail.com), +91 84478 09091
  - Shrey Kapur: [kapur.shrey@gmail.com](mailto:kapur.shrey@gmail.com), +91 98997 77676